

**ANNUAL NOTICE TO PARTICIPANTS
PRESBYTERIAN SENIOR LIVING 403(B) PLAN
FOR THE YEAR BEGINNING JANUARY 1, 2026**

This Annual Notice provides required information relating to your participation in the Presbyterian Senior Living 403(b) Plan for the plan year that begins January 1, 2026. You should consider this information as you decide how much, if any, of your compensation you wish to contribute to the 403(b) Plan for the plan year.

Your Right to Make 403(b) and Roth Contributions

You are a participant in this 403(b) Plan. As a participant, you may make a 403(b) or Roth contribution with a portion of your compensation. See your Summary Plan Description for more details on the difference between traditional 403(b) contributions and Roth contributions. You make your election by logging on to the Web Access Service at myconradsiegel.com or by calling (800) 577-3675 to speak to a Customer Service Representative. If you require a paper form, you may obtain it by contacting a Customer Service Representative. You may also discontinue or resume contributions in the same way. Your election should be made before the pay date for which you want it to be in effect.

The amount you contribute may range from 0% to 100% of the compensation you receive as take-home pay. See the explanation of compensation in your Summary Plan Description.

Your total contributions in any calendar year may not exceed a dollar limit that is set by law. The limit for 2026 is \$24,500. However, if you are age 50 or older during the calendar year, you may make catch-up contributions. This will allow your total 403(b) contributions to exceed the dollar limit described above. This provision allows you to "catch-up" on your retirement savings. Your total catch-up contributions for a calendar year may not exceed the catch-up dollar limit set by law. In 2026, the catch-up dollar limit is \$8,000 for participants turning ages 50-59 and ages 64 and older, and \$11,250 for participants turning ages 60, 61, 62 or 63.

Higher Compensated Employees – Employees who are "higher compensated employees" under federal tax law are required to have the catch-up portion of their contributions made as Roth contributions. If your compensation from your employer for FICA tax purposes exceeded \$150,000 in 2025, you are subject to this requirement. Your election to make traditional 403(b) contributions will be treated as an election to make any catch-up contributions to your Roth Account. See your Summary Plan Description for more details.

Eligibility for Employer Safe Harbor Matching Contributions

You become an eligible participant for the Matching Safe Harbor Contribution on the January 1, April 1, July 1, or October 1 after the date you meet the following requirement:

- Complete 90 days of employment

See your Summary Plan Description for more details on the eligibility requirements for the Matching Safe Harbor Contribution.

Employer Safe Harbor Matching Contribution

If you are an eligible participant and you elect to make a 403(b) contribution and/or Roth contribution to the Plan, your employer will contribute a matching contribution to your Safe Harbor Matching Contribution Account that will be 100% immediately vested. As of the last day of each payroll period, your employer will make a matching contribution to the Plan. All participants who are employed during the plan year and who make 403(b) contributions and Roth contributions are eligible to receive this contribution.

The amount of this matching contribution will be equal to 100% of the amount you contributed. Your contributions in excess of 4.0% of your compensation will not be matched. To get the most from these matching contributions, you must contribute at least 4.0% of your eligible pay each pay period.

See the explanation of compensation in your Summary Plan Description.

Your Right to Invest Your Contributions

As a plan participant, you may choose how your contributions are invested. This election will apply to your 403(b) and Roth contributions and any contributions that we make on your behalf.

If you make no investment election, your account(s) will be invested in the appropriate portfolio based on your age:

<u>If your age at the time of default is...</u>	<u>Your account will be invested in...</u>
29 or younger	High Risk Exposure 80% Equity Portfolio
30 to 39	Medium to High Risk Exposure 70% Equity Portfolio
40 to 49	Medium Risk Exposure 60% Equity Portfolio
50 to 59	Balanced Risk Exposure 50% Equity Portfolio
60 to 69	Low to Medium Risk Exposure 40% Equity Portfolio
70 to 76	Low Risk Exposure 30% Equity Portfolio
77 or older	Lowest Risk Exposure 20% Equity Portfolio

These are professionally managed portfolios that are qualified to be default investment funds under the Department of Labor's regulations. With this default, the Automatic Risk Reduction Service will be applied to your account. This service periodically reduces your account's exposure to the stock market as you approach and transition through retirement according to a schedule.

After age 40, your account will be transferred to the next most conservative Investment Portfolio at regular intervals until you are invested in the Lowest Risk Exposure 20% Equity Portfolio during the year you attain age 77. The current procedure is to invest your account in the next Investment Portfolio on the third Wednesday of December of the year you attain the age for your next step on your schedule. Each step down to the next most conservative Investment Portfolio reduces the stock allocation of your portfolio.

More information about the Conrad Siegel Investment Portfolios, including their internal fees and expenses, is enclosed.

You may transfer money from the default portfolio to another fund and/or change the way you want future contributions invested by logging on to the Web Access Service at myconradsiegel.com or by calling a Customer Service Representative at (800) 577-3675. There are no restrictions on transferring money from the default portfolio. No fee will be charged for the transfer. Before making an investment decision you should carefully consider the fund's investment objective, risks, charges and expenses.

Access to Your Accounts

Generally, any contributions made on your behalf may not be withdrawn until you terminate your employment, retire, die or become disabled. However, you may request an in-service distribution as described below. See your Summary Plan Description for details including what the Plan is permitted to recognize as a financial hardship.

- After you attain age 59½.
- From your 403(b) or Roth Account if you suffer a financial hardship. The amount distributed cannot exceed your 403(b) contributions to date (excluding interest) or the amount actually needed, whichever is less.

See your Summary Plan Description for more information on what the Plan is permitted to recognize as a financial hardship.

Summary Plan Description

If you have any questions on the Plan or if you would like to receive a copy of the Summary Plan Description, you may log on to the Web Access Service at myconradsiegel.com or call (800) 577-3675 to speak to a Customer Service Representative.