

**SUMMARY OF MATERIAL MODIFICATIONS**  
**Kent Companies, Inc. Profit Sharing and 401(k) Savings Plan (“Plan”)**

Due to the recent amendment of the above-referenced Plan, changes have been made that could affect your rights under the Plan. This Summary of Material Modifications (SMM) describes the recent Plan amendment and how that amendment may affect you. This SMM overrides any inconsistent information included in the Plan’s Summary Plan Description (SPD) or other Plan forms.

The modifications described in this SMM are effective as of June 1, 2023. All other provisions are effective as described in the SPD.

**GENERAL INFORMATION AND DEFINITIONS**

Article 2 of the SPD describes general information and definitions applicable to the Plan. The Plan has been amended to change certain general information or definitions. This section describes the changes that were made to the information contained in Article 2 of the SPD.

The Plan has been amended to modify the Participating Employers under the Plan. Under the Plan as amended, in addition to Kent Companies, Inc., the primary Employer maintaining the Plan, the following Employer(s) are also maintaining the Plan:

- Kent Companies Southeast LLC
- Kent Companies, Texas LLC

If you are an Employee of any of these Employers, you may be eligible to participate in the Plan as described in Article 1 of the SPD.

**MINIMUM AGE AND SERVICE REQUIREMENTS**

Article 4 of the SPD describes the minimum age and/or service requirements that you must satisfy to be eligible for contributions under the Plan. The Plan has been amended to modify the minimum age and/or service requirements under the Plan. This section describes the new minimum age and/or service requirements under the Plan, as amended.

- **Minimum age requirement.** In order to participate in the Plan, you must be at least age 18.
- **Minimum service requirement.** In order to participate in the Plan, you must work for us for at least a 6 months period for making Salary Deferrals, a 6 months period for receiving Matching Contributions, and a 6 months period for receiving Employer Contributions. For this purpose, you may receive credit for service earned during a period of severance if you are subsequently reemployed. If you have questions regarding your eligibility to participate, please contact the Plan Administrator.

You will be eligible to participate in the Plan as of the first Entry Date based on when you satisfy any minimum age and service requirements under the Plan.

**Additional Information**

If you have any questions about the modifications described in this SMM or about the Plan in general, or if you would like a copy of the SPD or other Plan documents, you may contact:

Kent Companies, Inc.  
130 60th Street, SW  
Grand Rapids, MI 49548-5703  
616-534-4909

**ADDENDUM**  
**SPECIAL EFFECTIVE DATES FOR PARTICIPATING EMPLOYER Kent Companies, Texas LLC**

Eligibility: 90 day service requirement with immediate entry.

Automatic Enrollment: None.