

**SUMMARY OF MATERIAL MODIFICATIONS NO. THREE
TO SUMMARY PLAN DESCRIPTION
FOR THE
NSU GRANDE OAKS, LLC 401(K) PLAN**

The NSU Grande Oaks, LLC 401(k) Plan ("Plan") was amended effective October 1, 2022. This document is intended to be a modification of the Summary Plan Description of the Plan and is intended to comply with the reporting and disclosure requirements of Sections 101 and 102 of ERISA. Each Employee and Participant to whom this document is given should carefully read the information herein contained which describes your rights, as amended, under the Plan, in addition to the complete Summary Plan Description and any prior Modifications which were previously provided to you.

The Summary Plan Description was last updated effective January 1, 2021.

The Summary Plan Description has been modified since the last update by the (i) Summary Plan Description Material Modifications One – SECURE Act dated July 12, 2022 and (ii) Summary of Material Modifications No. Two dated October 21, 2022.

The Summary Plan Description is hereby modified as follows:

1. By the addition of **"What are In-Plan Roth Conversions?"** and **"What are In-Plan Roth Transfers?"** to the end of **ARTICLE II, EMPLOYEE CONTRIBUTIONS**, as follows:

"What are In-Plan Roth Conversions?"

Ordinarily, you do not pay taxes on the contributions or earnings of your accounts attributable to your employer's contributions (including accounts attributable to Employer matching contributions and accounts attributable to Employer profit sharing contributions) until you receive an actual distribution from such accounts because such amounts are usually held in what is called "pre-tax" accounts. In other words, the taxes on the contributions and earnings in your pre-tax accounts are deferred until a distribution is made. Roth accounts, however, are the opposite. With a Roth account you pay current taxes on the amounts contributed. When a distribution is made to you from the Roth account, you do not pay taxes on the amounts you had contributed. In addition, if you have a "qualified Roth distribution", you also do not pay taxes on the earnings that are attributable to the contributions. See the Q&A called "What are my tax consequences when I receive a distribution from the Plan?" for the definition of a qualified Roth distribution.

This Plan allows an In-Plan Roth conversion feature. That means that a portion of your funds that are already in one or more of your tax-deferred accounts under the Plan can be converted from a pre-tax basis to a Roth tax basis. For tax purposes, such recharacterized amounts will be treated by the Plan as if such funds had been Roth deferrals to your account, i.e., they will not be taxed at the time of distribution. That is because you will be taxed on the total amount being converted to a Roth tax basis for the year in which such conversion(s) are made.

Once you make an election to convert an amount to a Roth tax basis, your election cannot be changed. It's important that you understand the tax effects of making the election and ensure you have adequate resources outside of the plan to pay the additional taxes. The In-Plan Roth transfer does not affect the timing of when a distribution may be made to you under the Plan; the transfer only changes the tax character of your account. You should consult with your tax advisor prior to making a transfer election.

The following question describes the conversion option available under the plan.

What are In-Plan Roth Rollover Transfers?

In-Plan Roth Rollover Transfers. Effective November 1, 2025, as a Participant under the Plan, you may make an In-Plan Roth Rollover Transfer. An In-Plan Roth Rollover Transfer allows you to elect to change the tax treatment of all or some of your pre-tax accounts provided the account is 100% vested, as explained below.

Taxation and irrevocable election. You do not pay taxes on the contributions or earnings of your pre-tax accounts (including accounts attributable to Employer contributions) until you receive an actual distribution. In other words, the taxes on the contributions and earnings in your pre-tax accounts are deferred until a distribution is made. Roth accounts, however, are the opposite. With a Roth account you pay current taxes on the amounts contributed. When a distribution is made to you from the Roth account, you do not pay taxes on the amounts you had contributed. In addition, if you have a "qualified Roth distribution," you do not pay taxes on the earnings that are attributable to the contributions. See the Q&A called "What are my tax consequences when I receive a distribution from the Plan?" for the definition of a qualified Roth distribution.

The In-Plan Roth Rollover Transfer allows you to transfer amounts from your vested pre-tax accounts to an In-Plan Roth Rollover Transfer Account. If you elect to make such a transfer, then the amount transferred will be included in your income for the year. Once you make an election, it cannot be changed. It's important that you understand the tax effects of making the election and ensure you have adequate resources outside of the Plan to pay the additional taxes. The In-Plan Roth Transfer does not affect the timing of when a distribution may be made to you under the Plan; the In-Plan Roth Transfer only changes the tax character of your account. You should consult with your tax advisor prior to making a transfer election.

Conditions and Limitations. The following limitations apply to the In-Plan Roth Rollover Transfer:

- A transfer can only be made from accounts which are 100% vested.
- Loans may not be distributed as part of the distribution.
- No more than one (1) transfers may be made during a Plan Year.

Account restrictions. You may elect an In-Plan Roth Rollover Transfer only from the following accounts provided the account is 100% vested:

- pre-tax deferral accounts

Additional Information: See the Question entitled "What are In-Plan Roth conversions" for more information on this feature."

2. This Modification shall be effective November 1, 2025.

Dated: March 19, 2026

NSU GRANDE OAKS, LLC