



SPRINGPOINT®

401(k) Plan Highlights

March 23, 2026

- The SSL 401(k) Plan was originally established effective as of January 1, 1999, per the annual Form 5500s, as the Presbyterian Homes of New Jersey Money Purchase Plan (the “MPP”). Effective March 5, 2007, the Plan was “**merged into**” the PHS Senior Living, Inc. 401(k) Pension Plan. The Plan is currently known as the Springpoint Senior Living, Inc. 401(k) Plan (the “SSL 401(k) Plan” or the “Plan”).
- You are **eligible** to participate in the SSL 401(k) Plan to make Employee Pre-Tax Salary Deferral, After-Tax Roth and Catch-Up Contributions (which can be made on a Pre-Tax or After-Tax basis) on the first day of the **month** after your **date of hire** (regardless of age), unless you are an **excluded** employee.
- You may make contributions to the Plan from **1%** up to **75%** (in any whole percentages) of your Compensation up to **\$24,500** in 2026, which limit was increased from **\$23,500** in 2025.
- Participants who are age **50** or older in 2026 may make Regular Catch-Up Contributions to the Plan up to **\$8,000** in 2026, as increased from **\$7,500** in 2025.
- Beginning in 2026, in lieu of the Regular Catch-Up Contribution for individuals age **50** or older, a Super Catch-Up Contribution may be made if you are ages **60 to 63** in 2026, equal to **\$11,250**. SSL did **not implement** the Super Catch-Up Contributions in 2025, when it was first available, but is adding this feature in 2026.
- All of your Contributions, including Employee Pre-Tax Salary Deferral, After-Tax Roth Contributions and Regular and Super Catch-Up Contributions, are generally referred to as “Employee Salary Deferral Contributions” (except where indicated otherwise).
- Beginning in 2026, if you earn over **\$150,000** in Social Security wages from all SSL-affiliated entities in 2025, all Catch-Up Contributions **must be** made on an After-Tax Roth basis under Federal law.
- You are only **excluded** from participation in the Plan if you are a leased employee (hired through a Temp. Agency), a consultant, or a union employee (unless your Collective Bargaining Agreement (“CBA”) provides for participation in the Plan, as do all SSL CBAs).

- Per diem, part-time and temporary employees **are eligible** to participate in the Plan for Employee Salary Deferral Contributions.
- Temporary employees hired through a Temp. Agency are **excluded** from participation as “leased employees”, but if hired, will receive credit for past service with the Temp. Agency for **eligibility** and **vesting**.
- Effective as of January 1, 2024, employees are considered Long-Term Part-Time Employees (“LTPTEs”) if they worked **500** or more hours during **3** consecutive **12**-month periods, and LTPTEs must be eligible to enroll in the Plan. However, there will not be any LTPTEs under the Plan, because all non-excluded employees are **already eligible** to participate in the SSL 401(k) Plan on the first day of the month following their date of hire without regard to hours of service.
- Effective as of January 1, 2025, employees are classified as LTPTEs if they worked **500** or more hours during **2** consecutive **12**-month periods, and LTPTEs must be eligible to enroll in the Plan. However, there will not be any LTPTEs under the Plan, because all non-excluded employees are **already eligible** to participate in the SSL 401(k) Plan on the first day of the month following their date of hire without regard to hours of service.
- If you separate from service after you have become a participant and are rehired, you immediately become eligible to participate in the Plan on your date of rehire, unless you are excluded from participation (i.e., in an excluded classification group noted above, such as a union employee, but you will reenter the Plan as a part-time or temporary employee).
- Upon rehire, you are treated as a new employee and any prior Salary Deferral Agreements are not reinstated.
- Fixed dollar contributions are **“not”** allowed.
- Separate deferral elections are **“not”** permitted for bonus payment.
- You are **not** automatically enrolled in the Plan and will not make any Employee Salary Deferral Contributions unless you elect to participate in the Plan. Therefore, it is up to you to decide if you want to save for your requirement.
- Your Employee Salary Deferral Contributions are also **not** automatically increased and will not be changed unless you elect to increase or decrease your Contributions.
- You may **change** your Employee Salary Deferral Contributions at any time (in accordance with administrative procedures). Changes are generally effective as of the first day of any full payroll period following the notice of such change. You may also **stop** your Contributions at any time. All changes must comply with any administrative procedures established under the Plan.
- You will receive a Matching Contribution on the first day of the **month** after you complete **12** consecutive months of service in which you work at least **1,000** hours measured from

your date of hire (and “shifting” to the Plan Year if **1,000** hours of service are not worked in the initial **12** month period).

- The Matching Contribution for 2026 is equal to **\$1** for each **\$1** of Employee Salary Deferral Contributions up to **4%** of Compensation, resulting in a maximum Matching Contribution equal to **4%** of Compensation if you contribute **4%** of your Compensation to the Plan. This is an increase from the maximum **3%** Matching Contribution that existed in 2025.
- The Matching Contribution is made on a **payroll** by **payroll** basis and is **100%** vested.
- “True-Up” Matching Contributions are “**not**” **made** after the end of any Plan Year.
- All LTPTEs **are eligible** for the SSL Matching Contribution if they satisfy the eligibility provisions to receive Matching Contributions.
- Matching Contributions **are made** on all Catch-Up Contributions.
- Matching Contributions **are made** on After-Tax Employee Roth Contributions.
- You receive Matching Contributions regardless of the number of hours you work in any Plan Year, after you are eligible to receive Matching Contributions.
- You are always **100%** vested in your 2021, 2022, 2023, 2024, 2025 and 2026 “non-safe harbor” Matching Contributions.
- A “safe harbor” **3%** Profit Sharing Contribution was made from 2000 to 2014, and is generally referred to as the “Basic Contribution”, and is **100%** vested.
- A “safe harbor” Matching Contribution was made from 2015 to 2020, and is **100%** vested.
- Given the increase in 2026 Matching Contributions, that is **100%** vested, the Matching Contribution will begin to be a “safe harbor” Matching Contribution **again in 2027** (and will not require ADP/ACP Testing for employees who completed **1** year of service).
- Some participants have MPP Accounts for contributions made to the MPP that existed before 2007, which is sometimes referred to as the “Pension Account”.
- Rollover Contributions are accepted from **most sources**, **including** Section 403(b) and Section 457 Plans, IRAs and Voluntary After-Tax Contributions.
- No Profit-Sharing Contributions are expected to be made, and are “**not**” **permitted** under the 2022 SSL 401(k) Plan document.
- Voluntary After-Tax Contributions are “**not**” **permitted** but may exist for prior contributions.

- Compensation means W-2 wages **including** Employee Pre-Tax Salary Deferral or After-Tax Roth Contributions, but **excluding** taxable fringe benefits (other than automobile allowances), taxable reimbursements, severance pay and any form of deferred pay and long-term disability payment from a third party payor.
- Compensation does not include any wages in excess of **\$360,000** in 2026, as increased from **\$350,000** in 2025.
- Upon rehire all past service is restored for **eligibility** and **vesting** (regardless of your period of absence).
- You may **request a loan** from your Employee Pre-Tax Salary Deferral, After-Tax Roth and Catch-Up Contributions, plus **vested** SSL Contributions, in accordance with the Loan Policy for the Plan, generally without spousal consent (except for old MPP Accounts). All loans must be repaid within a **5** year period of time, except for a loan to purchase a principal residence which may be repaid over a period of time up to **15** years. Only **1** loan may be outstanding at any point in time, and a new loan may only be requested **30** days after an existing loan is repaid. The minimum amount of any loan is **\$1,000** and a loan may not exceed **\$50,000** or **50%** of your vested account balance, whichever is less.
- Loans **may be** prepaid. The loan balance and number of remaining payments is reduced, but loan payment amounts stay the same.
- Terminated employees cannot request a loan.
- Loans are **not paid** through payroll deductions as typically done, but are **only paid** through a **“coupon book”** using direct withdrawal from a participant’s checking account. Therefore, a participant **may continue to repay** a loan following a separation from service (via a direct billing procedure).
- Loans **may not be** refinanced (i.e., paid off and immediately increased) due to the **30** day waiting period noted above.
- There is a **\$95** loan origination fee and a **\$50** annual maintenance fee.
- Hardship Distributions are permitted from all of your Employee Pre-Tax Salary Deferral, Employee After-Tax Roth and Catch-Up Contribution Accounts, plus earnings, for certain medical expenses, the purchase of a principal residence, payment of tuition, and to prevent eviction or foreclosure on your principal residence, or for any expenses associated with an adoption (which is different from a birth or adoption distribution, which isn’t allowed under the Plan). Hardship withdrawals may also be requested to cover the costs of burial or funeral expenses for you, your spouse, parents or children; and the expenses for the repair of damage to your primary residence that qualify for the casualty loss deduction under Section 165 of the Code (without regard to whether the loss exceeds **10%** of your adjusted gross income or if your home is in a federally declared disaster area).
- Hardship distributions are **not permitted** from any SSL Contributions.

- Hardship distributions **are permitted** for hardship reasons for a beneficiary of a participant.
- Effective as of January 1, 2025, you may self-certify for entitlement to receive a hardship distribution.
- There is a **\$1,000** minimum hardship distribution amount, but no limit exists on the number of annual hardship distributions.
- There is a **\$50** hardship distribution fee.
- **Prior to** age **59½** you were “**not**” **permitted to request** an in-service distribution of any Employee Salary Deferral, SSL Matching, Basic or Rollover Accounts (except for Rollovers for certain former participants in the Presbyterian Home at Red Bank, Inc. 401(k) Savings Plan (the “Red Bank Plan”), that was merged into the SSL 401(k) Plan effective on or about December 31, 2006). Effective as of April 1, 2026, you have access to all your accounts, and vested Employer Contributions, after attaining age **59½**, except for MPP accounts.
- **Prior to** age **59½** you could “**not**” **request** a distribution of any Voluntary After-Tax Contributions. Effective as of April 1, 2026, such distributions are permitted prior to and after age **59½**.
- Upon **attaining** age **59½** you could request a distribution of up to **100%** of your Employee Salary Deferral Contributions (but “**not**” your Rollover, Voluntary After-Tax or the **vested portions** of your Matching, Basic or MPP Contributions), without any limits on the number of withdrawals during any Plan Year. Effective as of April 1, 2026, you can obtain access to **Rollover** and **Voluntary** After-Tax Accounts prior to and after age **59½** (at any time except for MPP Contributions).
- Beginning in 2025 you **may obtain** Emergency Personal Expense Distributions for unforeseeable emergencies up to **\$1,000** from your vested Accounts, with self-certification, which is **not subject** to the **10%** excise tax on distributions made prior to attaining age **59½** and may be **repaid** within **3** years.
- Beginning in 2025 you **may obtain** a Qualified Disaster Recovery Distribution up to the lesser of **50%** of your vested Accounts or **\$22,000**, with self-certification, which is **not subject** to the **10%** excise tax on distributions made prior to age **59½** and may be **repaid** within **3** years, with no further withdrawals permitted unless **repaid** during the **3-year** period.
- Beginning in 2025 you **may obtain** a Domestic Abuse Victim Distributions up to the **lesser of 50%** of your vested Accounts or **\$10,000**, with self-certification, which is **not subject** to the **10%** excise tax on distributions made prior to age **59½** and may be **repaid** within **3** years, beginning on or after July 1, 2026.

- If you are called to **active military duty** you **may “not” request** a withdrawal from your elective deferrals under your 401(k) Account during the period beginning on the date you received orders to active duty and ending on the date your period of active duty ends. This is known as an “**active duty service distribution**” and is **subject** to the **10%** penalty for distributions prior to age **59½**.
- If you are a reservist called to **military duty** you **may request** a withdrawal of your elective deferrals from your 401(k) Account during the period of your reservist duty. This is known as a “**qualified reservist distribution**” and is **not subject** to the **10%** penalty for distributions prior to age **59½**. A qualified reservist distribution may also be **repaid** to an IRA during the **2-year** period following active duty.
- Qualified birth or adoption distributions **may “not” be obtained** (which are also not subject to the **10%** penalty for early distributions prior to age **59½**, and which may be **repaid** to the Plan).
- You may generally only receive access to SSL Matching, Basic or MPP (“Pension”) Contributions following a separation from service, except for the new rules allowing in-service distributions before and after age **59½** (except for MPP assets).
- If you entered the Red Bank Plan before April 1, 2007 and continued to work after you reached age **60**, you may elect at **any time** to receive the portion of your benefits not to exceed the account balance as of March 31, 2007.
- If you received Matching Contributions under the Red Bank Plan made prior to November 1, 2006, you may withdraw a portion of your Account representing your Matching Contributions if you have **6** years of service and are fully vested.
- If you had an Account under the Red Bank Plan, you may withdraw your Matching Contribution Account representing contributions made prior to November 1, 2006 as long as they have **6** years of service and are fully vested.
- If you had an Account under the Winchester Gardens Retirement Plan (the “Winchester Gardens Plan”), that was merged into the SSL 401(k) Plan effective on or about **December 31, 2014**, you may withdraw your Salary Deferral Contributions, if the funds have been in the Plan for **2** years or if you participated in the Plan for **5** years. You may also take a withdrawal from other Accounts at **59½** without limitation, except QNECs, QMACs and Matching Contributions to the extent used in certain testing.
- Spousal consent is **not required** for any loan, hardship, in-service or other distributions (except if associated with an MPP/Pension Account).
- If you were a participant in the Winchester Gardens Plan, Discretionary Matching Contributions and Nonelective Contributions were subject to **20%** vesting beginning in the

second year, and are **100%** vested after **6** years. Upon early retirement at age **55** with **6** years of service, **100%** vesting also occurs;

- If you had at least **5** years of recognized service for contributions prior to 2015;
 - If your service continued past age **65** for contributions prior to 2015;
 - If your service terminates on account of permanent disability or death for contributions prior to 2015; or
 - If you die while on active military duty (if you had the right to be reemployed).
- If you were a participant in the Red Bank Plan who terminated service prior to January 1, 2007 and you had at least **6** years of recognized service; or if you first became a participant in the Red Bank Plan before August 1, 2006, and your service continued past the 1st day of the month after you reached age **60**, you were also **100%** vested.
 - SSL (non-safe harbor) Matching Contributions made **prior** to 2015 are vested in accordance with the following schedule:

<u>Recognized Years of Service</u>	<u>Percentage of Interest Vested Prior to 2015</u>
Fewer than 2 years	0%
2	25%
3	50%
4	75%
5 or more	100%

- A year of service for vesting is each Plan Year in which **1,000** hours of service are worked. You also become **100%** vested upon death, Disability or attaining age **65**.
- The above **5**-year vesting schedule will apply to any Profit Sharing Contributions, but no Profit Sharing Contributions have been made since 2014.
- Vesting service before age **18 is counted** (and is not disregarded, given there is no age requirement for participation).
- Beginning in 2020 most participants, except for rehired employees, will have completed **5** years of vesting service and will be **100%** vested in prior SSL Matching Contributions.
- The Normal Retirement Age is **65** (with age **60** for pre-2006 Red Bank Plan participants).

- The Early Retirement Age was **10** years and age **55** (but is not used in practice since **100%** vesting began in 2000), except for Winchester Accounts which used a **6** year and age **55** rule.
- A Disability means you are entitled to Social Security or Veterans Disability Act benefits.
- You direct the investment of all your Accounts under the Plan. If no investment instructions are provided your Accounts are invested in the Qualified Default Investment Alternative (“QDIA”) which is an Age-Appropriate Conservative Target Date Fund.
- The current investments consist of various Mutual Funds.
- Individual brokerage accounts are **“not” permitted** under the Plan.
- The Plan Administrator votes all proxies for any Mutual Funds allocated to your Accounts.
- The normal form of distribution for employees hired after August 1, 1999 was a **single lump sum cash payment**, until March 31, 2026 (but annuities exist for old MPP/Pension Accounts from before July 31, 1999). Effective as of April 1, 2026, distributions may be made in a single lump sum, monthly, quarterly or annual installments over a period of time not to exceed **10** years, or in the form of periodic (ad hoc) distributions.
- If you were hired before August 1, 1999, and your account balance is more than **\$7,000**, you may elect to receive: (a) an insured annuity contract with or without a certain number of payments guaranteed; or (b) a joint and survivor annuity over your life expectancy and the life expectancy of your designated beneficiary.
- If you participated in the Winchester Gardens Plan, the normal form of payment was a Qualified Joint and Survivor Annuity for married participants and a life annuity for other participants, with alternate forms of distributions being a lump sum payment with spousal consent.
- If you are married when your benefit from an MPP Account begins, your benefit will be paid as a Qualified Joint and Survivor Annuity, with payments continuing to your spouse equal to **50%** of your annual benefits, upon your death. Any benefit form other than a joint and **50%** or **75%** survivor annuity with your spouse as the contingent annuitant can be elected **only with** your spouse’s consent.
- Alternative forms of distributions **did “not” include** any installment payments. However, after April 1, 2026, monthly, quarterly or annual installments over a period of time not to exceed **10** years are permitted.
- Periodic (ad-hoc) distributions were **“not” permitted**. However, on or after April 1, 2026, periodic (ad-hoc) distributions with no annual minimum amount and no limits on the number of annual ad-hoc distributions are permitted, to allow more flexibility for participants to control their retirement income.

- All distributions are paid in cash.
- “In kind” distributions do “**not**” exist.
- There is a **\$50** distribution fee for all forms of distributions.
- If your Account is below **\$200 (including Rollovers)** when you separate from service, your account will be automatically **cashed out** if you don’t request a distribution.
- If your Account is between **\$200 and \$5,000**, as raised to **\$7,000** as of January 1, 2024 (**including Rollovers**) when you separate from service, your account will be automatically rolled over to an IRA with Empower if you don’t request a distribution.
- You are required to commence receiving certain Required Minimum Distributions (“RMDs”) generally after a separation from service occurs, depending upon your age, as follows:
 - **Born Before 1951.** If you were born after June 30, 1949 and before January 1, 1951, your RMD age was **72**.
 - **Born after 1950 and Before 1960.** If you were born in 1951 or later, but before January 1, 1960, your RMD age is **73**.
 - **Born in 1960 or Later.** If you were born in 1960 or later, your RMD age is **75**.
- You may delay taking any RMD payments until the April 1 following the year in which you are required to begin taking RMD payments (with a second payment before December 31 of such year).
- Please note if you a **5%** or greater shareholder in an employer, you must begin to receive your RMD payments even if you continue working (however, no owners exist at SSL which is a not-for-profit entity).
- In the event of death, your benefits will be paid to the Beneficiary you designate, and if no Beneficiary is designated, payment will be made to your spouse if you are married, or to your estate.
- If you are married your spouse **must consent** to any Beneficiary designation other than your spouse.
- Death benefits must generally be paid by the end of the fifth year after death, with extended payment options for only a spouse.
- You need not be married for **1** year for a spouse to exist.

- Upon divorce, any designation of your spouse as a Beneficiary will **automatically become void**. In the event of divorce, you should submit a new Beneficiary Designation Form to ensure your wishes are followed.
- A Qualified Domestic Relations Order (a “QDRO”) may permit a distribution upon divorce to your former spouse, who is referred to as an “Alternate Payee”, regardless of your age or the age of the Alternate Payee.
- Effective as of April 1, 2026, in-Plan Roth Conversions **are permitted**, whether or not a distributable event has occurred.
- The “**current**” year testing method is applied for ADP/ACP testing for both HCEs and NHCEs.
- All fees to administer the Plan are generally paid through charges to employee account balances, and to employees for directed administrative expenses associated with loans, hardship and other distributions.
- The Plan document was amended and restated effective as of January 1, 2015 and a favorable determination letter existed for the Plan dated June 16, 2015.
- The Plan was amended and restated effective as of January 1, 2022 for all changes using a Volume Submitter Plan document provided by P&E.
- A new favorable determination letter was obtained for the Plan dated **September 9, 2022**.
- The Trustee for the Plan is Prudential Bank and Trust/Empower.
- The auditor for the Plan is Baker Tilly.
- The Registered Investment Advisor (“RIA”) for the Plan is The Newport Group located in Southern New Jersey.
- Employee Benefits Counsel for the Plan is Palmieri & Eisenberg.
- See also the attached Distribution Rules Summary.

Notes:

1. The SSL “safe harbor” Matching Contribution is only available after completing **1** year of service. Therefore, for testing purposes, the Plan is treated as **2** separate plans: (a) one for employees who have completed a year of service; and (b) one for employees who have not completed a year of service.

The “Plan” for employees who have completed a year of service is a “safe harbor” plan and is not subject to ADP or ACP testing. The “Plan” for employees who have not completed a year of service is **not** considered a safe harbor plan, and therefore, is subject to ADP testing.

The SSL 401(k) Plan is likely to pass ADP testing, because it is unlikely there will be many employees included in the testing group who are highly compensated, but testing is still required.

Plans that impose a separate service requirement for the “safe harbor” Matching Contribution also are not entitled to rely on the exemption from Top-Heavy status, but the SSL 401(k) Plan will never be Top-Heavy.

2. **In-Plan Roth Rollovers vs. In-Plan Roth Transfers.** It is important to understand the difference between an In-Plan Roth Rollover and an In-Plan Roth Transfer.

The technical distinction between an “In-Plan Roth Rollover” and an “In-Plan Roth Transfer” is that an “In-Plan Roth Rollover” applies only to amounts that are otherwise **distributable** under the SSL 401(k) Plan, while an “In-Plan Roth Transfer” applies to all amounts eligible for conversion under the SSL 401(k) Plan, whether or not currently distributable to a participant. These distinctions exist in the Plan document primarily for historical reasons. When Roth conversions were first permitted in 401(k) plans (under the Small Business Jobs Act of 2010), only amounts that were otherwise eligible for distribution from a plan were eligible for conversion (*i.e.*, as a “Rollover”). The law was amended in 2012 (under the American Taxpayer Relief Act of 2012) to allow for conversions **regardless** of whether funds were currently distributable. The differing plan provisions allow plan sponsors to choose whether to offer narrower or broader Roth Conversion rights. Sections G.13 and 14 of the SSL 401(k) Plan allow both Rollovers and Transfers to occur.