

Summary of Plan Changes

THE TABLE BELOW OUTLINES CHANGES MADE TO THE J.R. SIMPLOT COMPANY GROUP HEALTH & WELFARE PLAN AND THE J.R. SIMPLOT COMPANY FLEX PLAN, EFFECTIVE JANUARY 1,2027.

Change	Description
Deductible Change	Starting January 1, 2027, the yearly deductible for medical and prescription services under the Simplot Medical Program will be as follows:

This document is a summary of material modifications (SMM) that describes some important changes to the J. R. Simplot Company Group Health & Welfare Plan and the J.R. Simplot Company Flex Plan. This SMM is intended to be part of your Summary Plan Description (SPD) and should be kept with your other benefits materials. If the information in the SMM or the SPD and the official plan document conflicts, the plan document will govern in all cases. This SMM is for informational purposes only and may contain information on programs that are not applicable to all employees. Your receipt of this SMM does not waive any eligibility requirements for any Simplot benefit plan or program. This SMM does not change the terms of your employment with Simplot.