

**SUMMARY OF MATERIAL MODIFICATIONS
TO THE
ALFRED BENESCH AND COMPANY
EMPLOYEE HEALTH BENEFIT PLAN
("Plan")**

IMPORTANT NOTICE TO ALL PLAN PARTICIPANTS, BENEFICIARIES, AND COVERED DEPENDENTS

This Summary of Material Modifications ("SMM") describes an important change to the Alfred Benesch and Company Employee Health Benefit Plan (the "Plan"). This SMM amends and supplements the Summary Plan Description ("SPD") previously provided to you and should be retained with your SPD for future reference. In the event of a conflict between this SMM and any other plan documents, the terms of this SMM and the underlying Plan documents will control.

This change is effective **September 1, 2026**. Please read this notice carefully, as it describes a reduction in covered benefits.

PLAN IDENTIFICATION

Plan Name: Alfred Benesch & Company

Plan Number: 501

Plan Sponsor / Employer: Alfred Benesch & Company

Employer EIN: 36-2407363

Plan Sponsor Address: 35 West Wacker Drive, Suite 3300 Chicago, IL. 60601

Plan Year: January 1 – December 31

Plan Administrator: Stacie Herditsky

Plan Administrator Address: 35 West Wacker Drive, Suite 3300 Chicago, IL. 60601

Plan Administrator Phone: (312) 819-8202

Insurance Carrier: Blue Cross and Blue Shield of Illinois (BCBSIL)

DESCRIPTION OF MATERIAL MODIFICATION

Exclusion of Weight Loss Drugs, Including GLP-1 Medications

Effective September 1, 2026, the Plan is amended to **exclude coverage** for the following categories of drugs and medications when prescribed for weight loss or weight management:

- Glucagon-like peptide-1 (GLP-1) receptor agonists (including, but not limited to, semaglutide [e.g., Ozempic®, Wegovy®], liraglutide [e.g., Saxenda®], tirzepatide [e.g.,

Mounjaro®, Zepbound®), and similar agents) when prescribed for weight loss or weight management purposes

- Other prescription drugs approved by the FDA primarily for chronic weight management or obesity treatment (including, but not limited to, bupropion/naltrexone [Contrave®], orlistat [Xenical®, Alli®], phentermine/topiramate [Qsymia®], and lorcaserin)

Important: Dual-Indication Medications

This exclusion applies **only** when these medications are prescribed and used for weight loss or weight management. If a medication listed above is prescribed for a **separate, covered medical indication** — such as GLP-1 medications prescribed for the treatment of Type 2 diabetes — coverage will be evaluated under the applicable Plan terms for that covered condition, subject to all applicable utilization management and Prior Authorization requirements. Participants should work with their prescribing physician to ensure that the clinical indication for any such prescription is clearly documented.

YOUR RIGHTS AS A PLAN PARTICIPANT

As a participant in an ERISA-covered health benefit plan, you have the right to:

- Examine, without charge, at the Plan Administrator's office and at other specified locations, all Plan documents, including the SPD and any amendments.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan and an updated SPD. The Plan Administrator may charge a reasonable fee for the copies.
- File a claim for benefits or appeal a denied claim in accordance with the Plan's claims and appeals procedures described in your SPD.

If your claim for benefits is denied or ignored, in whole or in part, you have the right to know why, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules. Under ERISA Section 502(a), you may bring a civil action to recover benefits due, to enforce your rights, or to clarify your rights to future benefits.

QUESTIONS

If you have questions about this notice or about your benefits under the Plan, please contact the Plan Administrator at:

Contact: Stacie Herditsky, Benefits Manager

Address: 35 West Wacker Drive, Suite 3300 Chicago, IL. 60601

Phone: (312) 819-8202

Email: benefits@benesch.com

PLEASE RETAIN THIS NOTICE WITH YOUR SUMMARY PLAN DESCRIPTION FOR FUTURE REFERENCE.

This SMM is intended to comply with the disclosure requirements of the Employee Retirement Income Security Act of 1974 (ERISA), as amended, and regulations promulgated thereunder, including 29 C.F.R. § 2520.104b-3. This document does not constitute legal advice. Plan Sponsor should consult with qualified ERISA counsel prior to distribution.