

**AMENDMENT NUMBER 2023-1 TO
REVALIZE, INC. 401(K) PLAN**

**SUMMARY PLAN DESCRIPTION
MATERIAL MODIFICATIONS**

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the Revalize, Inc. 401(k) Plan ("Plan"). Unless stated otherwise, the modifications described in this summary are effective as of January 1, 2023. This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description ("SPD") previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II
SUMMARY OF CHANGES**

1. Limit on Employer Matching Contributions

In applying the matching contribution, your salary deferrals for each payroll period that exceed 6% of your compensation for such period will not be considered (i.e., will not be matched).