

**McLane Company, Inc.**  
**McLane Company, Inc. Profit Sharing Plan**  
**Summary of Material Modifications**

This Summary of Material Modifications (“SMM”) summarizes recent changes made to the McLane Company, Inc. Profit Sharing Plan (the “Plan”). This SMM also supplements or modifies the information presented to you in the Summary Plan Description (“SPD”) with respect to the Plan. The most recent version of the SPD describes the Plan’s terms as in effect on January 1, 2021. **Please keep this document with your copy of the SPD for future reference.**

**SUMMARY OF CHANGES**

**Catch-Up Contributions**

If you will be age 50 or older by the end of the Plan Year, you may make additional before-tax and/or Roth contributions (known as “catch-up” contributions). Federal law limits the amount for catch-up contributions during a calendar year. The maximum catch-up contribution amount for 2026 is \$8,000. Effective as of January 1, 2025, for each year in which you are age 60, 61, 62 or 63 on December 31, your maximum catch-up contribution amount is increased to \$11,250. After 2026, the maximum catch-up contribution amounts may increase for cost-of-living adjustments.

Beginning January 1, 2026, if your FICA wages for 2025 exceed \$150,000, you may be required to make catch-up contributions on a Roth basis.

**Hardship Withdrawals**

The Plan currently permits you to request a hardship withdrawal to cover specific expenses. For the avoidance of doubt, you may request a hardship withdrawal to cover expenses and losses (including loss of income) incurred on account of a disaster declared under the Federal Emergency Management Agency (FEMA), provided that your principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.

**Required Minimum Distributions**

Effective as of January 1, 2023, if your account balance is more than \$1,000, you generally have the right to leave it in the Plan until you reach age 75 (73 if you were born on or after January 1, 1951, but before January 1, 1960; age 72 if you were born on or after July 1, 1949, but before January 1, 1951; and, age 70½ if you were born before July 1, 1949), unless you remain employed on that date.

Effective as of January 1, 2024, only the distribution of your before-tax contributions must begin no later than the April 1 following the later of the year in which you retire from the Company or the year in which you turn age 75 (age 73 if you were born on or after January 1 1951, but before January 1, 1960; age 72 if you were born on or after July 1, 1949 but before January 1, 1951; and, age 70½ if you were born before July 1, 1949).

## **Beneficiaries**

Effective as of January 1, 2026, if you become divorced, any prior designation of your spouse as your beneficiary will be automatically revoked. You may designate a new beneficiary, or re-designate your former spouse, by properly completing a new beneficiary designation.

## **Qualified Disaster Recovery Distributions**

Effective as of January 1, 2025, if your principal residence is located in a qualified disaster area and you sustain a qualifying economic loss as a result of such qualified disaster, you may request to receive an in-service withdrawal of all or a portion of your vested account. The distribution is limited to the lesser of (1) \$22,000, or (2) your vested account balance. In determining the maximum distribution amount, any qualified disaster recovery distribution that you receive from any other defined contribution retirement plan maintained by the Company or a related entity will be taken into account. The distribution is not subject to the 10% penalty for early withdrawal or the 20% mandatory withholding.

A qualified disaster recovery distribution must generally be made within 180 days of the date of the President's disaster declaration. The distribution is taxable ratably over a three-taxable-year period beginning with the year of distribution unless you elect to have the entire distribution taxed in the year it is made. You may elect to repay the distribution within three years from the date of the distribution under the Plan. Any amounts that are repaid will be treated similar to a rollover contribution.

## **CONTACT INFORMATION**

If you have any questions about this SMM or the Plan, please contact the Plan Administrator at:

McLane Company, Inc.  
Attn: McLane Profit Sharing Plan Committee  
4747 McLane Parkway  
Temple, Texas 76504  
254-771-7500

*This SMM is based on legal documents (such as plan documents currently in effect). As such, your rights are governed by the terms of these legal documents. Please refer to the relevant legal documents for complete information on your rights and obligations under the Plan. You may obtain a copy of any of the official legal documents from the Plan Administrator. While every effort has been made to give you correct and complete information about your benefits, in the event of any conflict or inconsistency between the SMM and the relevant legal documents, the terms of the legal documents will control.*

*McLane Company, Inc. intends to continue the Plan benefits as described in this SMM and the SPD, but reserves the right, at its discretion, to change or even terminate the Plan at any time and in any manner to the extent permitted by law. As a result, this SMM is not a contract, nor is it a guarantee of your benefits.*