



2026 PLAN HIGHLIGHTS

Cracker Barrel Old Country Store, Inc. Non-Qualified Savings Plan

The Cracker Barrel Old Country Store, Inc. Non-Qualified Savings Plan ("Plan") is a great way to save for your retirement goals. The Plan offers convenient payroll deductions; a diversity of investment options; deferred payment of income taxes; and 24-hour access to information about your Plan. Details about your account and more can be found at **www.benefits.ml.com** or call 855.444.6305 between 8:00AM – 9:00 PM EST Monday through Friday to speak to a representative.

Eligibility

After you meet the eligibility requirements you have 30 days to enroll in the Plan. After that, you will need to wait until the next Open Enrollment period.

For eligible employees, Open Enrollment is held in the fall of each year for participation during the next year. Deductions will start with the first payroll cycle in January. Open Enrollment for the 2026 Plan Year begins on 10/27/2025 and ends on 11/10/2025.

Employee Deferrals

Regular Compensation Elections: You can defer up to 50% of your regular compensation in 1% increments. This election is irrevocable for the 2026 Plan Year (January 2026 through December 2026).

Bonus Compensation Election: You can defer a percentage of your bonuses (excluding long-term incentive compensation) in 1% increments. If you elect to defer bonuses during the 2026 Open Enrollment, the election will apply to bonus checks received during the time period of August 2026 through July 2027. This election is irrevocable for the 2026 Plan Year.

401k Refund Election: Non-discrimination testing on the 401(k) Employee Savings Plan occurs annually in March for the prior calendar year. If you have 2026 401(k) deferrals refunded to you in March 2027, you may elect to have an equal amount deferred from your base pay in 2026 (pro-rated April-December) into the Non-Qualified Plan to offset incremental taxes that would otherwise be owed on the 401(k) refunded amount. This election is irrevocable for the 2026 Plan Year.

Beneficiary Designations

Please access **www.benefits.ml.com** or call **855.444.6305** to review your beneficiary(ies) under the Plan. If you do not select a beneficiary(ies), your beneficiary(ies) from the Cracker Barrel Old Country Store, Inc. and Affiliates Employee Savings Plan ("401(k) Plan") will be used. If you don't have a 401(k) Plan beneficiary, your beneficiary will be your spouse if married, or your estate if not.

Matching Contributions

The Company will contribute 25¢ for every dollar you defer to the Plan, up to the first 6% of your pre-tax deferrals. If you enroll in the 401(k) Plan, the company matches 50¢ for every dollar you defer into that Plan up to the first 5% of your eligible compensation. The match is only applied to the first 6% of combined (401(k) and Non-Qualified Plan) income deferred.

Investment Options

The investment options in the Plan have been selected to provide you an array of options based on your investment goals. You can change your investment election(s) throughout the year by **logging into www.benefits.ml.com** or calling **855.444.6305**. You may obtain fund prospectuses and/or fund fact sheets by contacting **www.benefits.ml.com** or call **855.444.6305**.

Unforeseeable Emergency Withdrawals

Withdrawals are available for unforeseeable emergencies, which are defined as severe financial hardship resulting from an illness or accident involving you, your spouse, beneficiary, or dependent. It includes loss of property due to casualty not covered by insurance or other reimbursement, or other similar extraordinary and unforeseeable circumstances arising as a result of events beyond your control.

Vesting

You are 100% vested in your OWN contributions immediately. The company matching contributions are subject to a vesting schedule of 20% for each year of employment. You are 100% vested in the company match after five years of employment.

Distributions

You must select one of two choices regarding the distribution of your account balance. Distribution elections are irrevocable for the 2026 Plan Year.

- Lump sum at retirement/separation of service or on a Specified Date
- Quarterly installments for up to 20 quarters (up to five years after retirement/separation of service)

To receive a distribution as a quarterly installment after retirement/separation of service, you must meet the following criteria:

- The sum of your annual account balances for which you made a quarterly installment distribution election must exceed \$25,000 at the start of distribution.
- If you do not meet this criteria, you will receive the full value of your vested account in lump sum when you leave the company no matter what your distribution elections were.

Specified Date Account elections: Funds deferred to a Specified Date Account will be paid as a Lump Sum in the Month and Year that you elect. Please note, that funds deferred to Specified Date accounts will be paid at the time you elect, regardless of whether you are still employed with Cracker Barrel. Alternatively, funds deferred to a Retirement account will be paid to you after you leave Cracker Barrel as a lump sum or installment, as elected.

Note: Distributions are made during the 1st week of the month following 60 days after separation from service. Key employees (as defined within the meaning of Section 409A of the Internal Revenue Code) must wait at least 6 months after separation of service to receive a distribution. In the event of your death, the full value of your account will be paid to your designated beneficiary.

Tax Consequences

For federal income tax purposes, amounts you defer, and earnings and losses applied to your account, will not be taxed until they are actually paid out. In order to comply with the Federal tax laws, amounts cannot be set aside to fund the Plan outside of the reach of creditors of the Company. **Accordingly, your right to receive benefits under the plan is contingent on the company's continuing ability to pay such benefits.**

Funding

Unlike the Company's 401(k) Plan, the Plan is not a qualified retirement arrangement under the terms of the Internal Revenue Code and is not subject to the protections of the Employee Retirement Income Security Act of 1974 ("ERISA").

Payments to you or your beneficiary(ies) are made from the general corporate assets of the Company. Neither you nor your beneficiary(ies) have any interest in any assets of the Company.

The Company's obligation to pay benefits under the Plan is an unfunded and unsecured promise to pay money in the future.

Participant Fees

Each Participant in the Plan will be charged \$19.50 per quarter plus a pro rata fee for Plan expenses assessed based on participant balances.

The Plan does not assure profits and does not protect against loss in declining markets.

Tax-deferred earnings and Company contributions are not taxed until you withdraw them. Amounts withdrawn are subject to ordinary income taxes.

§ Depending on the performance of the underlying investment options pursuant to market fluctuations, the amount available for a withdrawal and/or a distribution may be less than the amount you have invested.