SUMMARY ANNUAL REPORT FOR OBSERVE INC. BENEFIT PLAN

This is a summary of the annual report of the Observe Inc. Benefit Plan (Employer Identification Number 82-2958218, Plan Number 501) for the plan year 01/01/2026 through 02/28/2026. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Observe Inc. has committed itself to pay certain healthcare reimbursement arrangement claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with California Physicians' Service (Blue Shield of California), Kaiser Foundation Health Plan, Inc., Reliance Standard Life Insurance Company, Vision Service Plan, Spring Health and Metropolitan Life Insurance Company to pay certain life, accidental death & dismemberment, medical, dental, vision, temporary disability, long-term disability, employee assistance program and mental wellness claims incurred under the terms of the plan. The total premiums paid for the plan year ending 02/28/2026 were $590,599.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the plan administrator, at 520 South El Camino Real Suite 400, San Mateo, CA 94402 and phone number, 650-966-4789.

You also have the legally protected right to examine the annual report at the main office of the plan: 520 South El Camino Real Suite 400, San Mateo, CA 94402, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website www.efast.dol.gov.

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