The Liberty Company 401(k) Plan
Discretionary Match Summary
Participant Notice 2026

The Liberty Company 401(k) Plan (the "401(k) Plan") provides that the Employer may annually provide a discretionary Employer Matching Contribution ("Discretionary Match"). The Employer provides this Notice in order to inform Participants of the allocation parameters concerning the Discretionary Match.

1. The Discretionary Match formula will be allocated as a uniform percentage of Matched Employee Contributions. The Employer will determine the percentage of Matched Employee Contributions annually and since the match is a Discretionary Match is not obligated to provide any particular rate of contribution and may not provide a contribution in certain years.

2. The Discretionary Match is allocated on the basis of the entire Plan Year which ends on December 31st. The Employer shall notify Participants of the amount, if any, of Discretionary Match annually at such time as the Employer determines appropriate.

3. The Discretionary Match is allocated separately to two groups. Group 1 shall include all Participants EXCEPT the Executives (any C-suite titles), Managing Partner, Partner and Producer. Group 2 shall include the Executives (any C-suite titles), Managing Partner, Partner and Producer. The Discretionary Match may be allocated in any amount to either or both groups.

4. For 2026 the Employer shall make a Discretionary Match as follows:

A. The Group 1 Discretionary Match: the company will match the first 3% of the 401(k) Employee Deferral contributions limited to a maximum matching amount of $3,000 per year. This will be calculated and deposited in a lump sum after the end of the plan year.

B. The Group 2 Discretionary Match formula is 0% of the 401(k) Employee Deferral contributions.

Employer Matching Contribution Eligibility

You will become a Participant eligible to begin receiving Employer Matching Contributions on the date you attain age 21, provided that you are an Eligible Employee on that date.

If you make a "Matched Employee Contribution" the Employer may contribute to your Employer Matching Contribution Account in an amount and allocation formula as determined by the Employer in its sole discretion and based on the above information.