

## **NATIONAL SEATING & MOBILITY, INC. 401(K) PLAN**

### **SUMMARY OF MATERIAL MODIFICATIONS**

The purpose of this Summary of Material Modifications is to inform you of a change that has been made to the National Seating & Mobility, Inc. 401(k) Plan effective April 1, 2025. This change has affected the information previously provided to you in the Plan's Summary Plan Description. The revised portion of the Summary Plan Description is described below.

### **VESTING**

#### Year of Vesting Service

"Year of Vesting Service" means a 12-month period beginning on your date of hire. All periods of service and less than whole year periods of service will be aggregated on the basis that 12 months of service (30 days are deemed to be a month in the case of the aggregation of fractional months) or 365 days of service are equal to a whole year of service. You will also receive credit for any period of severance of less than 12 consecutive months.

All of your Years of Vesting Service with the Employer are counted except:

- Years of Vesting Service before the Employer maintained this Plan or a predecessor plan.

Service with Travis Medical Sales Corporation; Travis Medical Supply Corporation; Mobility Solutions, Inc.; All-U-Med, Inc.; and Scooters America LLC/DBA: American Seating & Mobility for all sources, for all service, regardless of when rendered will be treated as service with the Employer for vesting purposes.