

Allied Digital Services LLC
SUMMARY OF MATERIAL MODIFICATIONS 1

This Summary of Material Modifications, adopted September 1, 2025, contains revisions to the Summary Plan Description for the Allied Digital Services LLC Cafeteria Plan which were effective on different dates. The listed items below will detail their original effective date:

Item 1: Article 1 Eligibility: 2. What are the eligibility requirements for our Plan? *(Effective September 1, 2025, this section has been amended to reflect changes to the eligibility for the classes listed below.):*

2. What are the eligibility requirements for our Plan?

If you are a Regular Full-Time Exempt Employee, you will be eligible to join the Plan as of the first of the month following your date of hire with us. You will be eligible to join the Health Flexible Spending Account and Dependent Care Spending Account following 6 month(s) of employment. Of course, if you were already a participant before this amendment, you will remain a participant.

If you are a Regular Full-Time Non-Exempt Hourly Employee, you will be eligible to join the Plan 90 days following your date of hire with us. You will be eligible to join the Health Flexible Spending Account and Dependent Care Spending Account following 6 month(s) of employment. Of course, if you were already a participant before this amendment, you will remain a participant.

If you are a Temporary Full-Time Employee, you will be eligible to join the Plan 90 days following your date of hire with us. Of course, if you were already a participant before this amendment, you will remain a participant.

Item 2: Article 1 Eligibility: 3. When is my entry date? *(Effective September 1, 2025, this section has been amended to reflect changes to the waiting period for the classes listed below.):*

3. When is my entry date?

If you are a Regular Full-Time Exempt Employee and you have met the eligibility requirements, your entry date will be the date you met the eligibility requirements.

If you are a Regular Full-Time Non-Exempt Hourly Employee and you have met the eligibility requirements, your entry date will be the next day following the date you met the eligibility requirements.

Regardless of the preceding, if you are a Regular Full-Time Exempt Employee or a Regular Full-Time Non-Exempt Hourly Employee and you have met the eligibility requirements for the Health Flexible Spending Account and Dependent Care Spending Account, your entry date will be the first day of the month following the date you met the eligibility requirements.

If you are a Temporary Full-Time Employee and you have met the eligibility requirements, your entry date will be the next day following the date you met the eligibility requirements.

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Item 3: Article 1 Eligibility: 4. Are there any employees who are not eligible? *(Effective September 1, 2025, this section has been amended to reflect changes to the description of employees not eligible for benefits. No other changes occurred in this section.):*

4. Are there any employees who are not eligible?

Yes, there are certain employees who are not eligible to join the Plan. They are:

-- Employees who are part-time. A part-time employee is someone who works, or is expected to work, less than 30 hours a week.

-- Employees who are members of the Limited Liability Company.

Item 5: Article VIII General Information About Our Plan: 2. Employer Information? *(Effective November 15, 2023, this section has been amended to show the change of the Employer address.):*

2. Employer Information

Your Employer's name, address, and identification number are:

Allied Digital Services LLC
2377 Crenshaw Blvd., Suite 320
Torrance, California 90501
26-2912587

Item 6: Article VIII General Information About Our Plan: 3. Plan Administrator Information? *(Effective November 15, 2023, the Plan Administrator is the Employer. As such, the address has been amended in this section.):*

3. Plan Administrator Information

The name, address and business telephone number of your Plan's Administrator are:

Allied Digital Services LLC
2377 Crenshaw Blvd., Suite 320
Torrance, California 90501
(310) 431-2312

The Administrator keeps the records for the Plan and is responsible for the administration of the Plan. The Administrator will also answer any questions you may have about our Plan. You may contact the Administrator for any further information about the Plan.

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Item 7: Article VIII General Information About Our Plan: 4. Service of Legal Process?

(Effective November 15, 2023, the Plan's agent for Service of Legal Process is the Employer. As such, the address has been amended in this section. No other changes have occurred in this section):

4. Service of Legal Process

The name and address of the Plan's agent for service of legal process are:

Allied Digital Services LLC
2377 Crenshaw Blvd., Suite 320
Torrance, California 90501

Item 8: Article X CONTINUATION COVERAGE RIGHTS UNDER COBRA: 7. Is a covered Employee or Qualified Beneficiary responsible for informing the Plan Administrator of the occurrence of a Qualifying Event?: Notice Procedures

(Effective November 15, 2023, the Plan Administrator is listed as the COBRA Contact. As such, the address has been amended in this section. No other changes have occurred.):

NOTICE PROCEDURES:

Any notice that you provide must be ***in writing***. Oral notice, including notice by telephone, is not acceptable. You must mail, fax or hand-deliver your notice to the person, department or firm listed below, at the following address:

Allied Digital Services LLC
2377 Crenshaw Blvd., Suite 320
Torrance, California 90501

Except as stated above, all Plan provisions remain the same.

This Amendment has been approved and adopted by the Plan. It supersedes and/ or changes any previous Amendment(s) in regards to the Plan provisions specified in the Plan Document that governs this Plan. After you review this Amendment, please place a copy of it with your Summary Plan Description for future reference. This Amendment shall be attached to and form a part of the Summary Plan Description on the above stated Effective Date.