

Discretionary Matching Contribution Participant Summary

The Employer, SMH Operations, LLC, has made a discretionary matching contribution on your behalf to the SMH Operations, LLC 401(k) Profit Sharing Plan for the Plan Year ending December 31, 2025. This is in addition to any other contribution to which you are entitled under the terms of the Plan. The exact amount of your contribution is reflected in your periodic benefit statement.

You will receive this contribution if you are employed on the last day of the year and have 1000 hours during the plan year. The contribution is based on the numbers of years of service worked and is only calculated on up to \$5,000 of compensation with a maximum match allowed of \$400 as follows:

Years of Service	Percentage match on \$5,000 of compensation	Match Amount
1	4%	\$200.00
2	5%	\$250.00
3	6%	\$300.00
4	7%	\$350.00
5+	8%	\$400.00