

DISCRETIONARY MATCHING CONTRIBUTION NOTICE

Trinity Products, LLC 401(k) Plan (“the Plan”):

Trinity Products has elected to make discretionary matching contributions to eligible Plan participants and is providing this notice in accordance with the plan document. This notice describes the discretionary matching contribution and who is eligible to receive this contribution. Certain other terms not defined within this notice may be defined or described in the Plan’s Summary Plan Description (SPD).

Eligibility

Trinity Products will make a discretionary matching contribution to:

- all eligible Participants

The following Participants are excluded from receiving this Contribution:

- Union Employees
- Nonresident Aliens
- Leased Employees
- Temporary/Seasonal and Part-Time Employees whose regularly scheduled service is less than 1,000 Hours of Service in the eligibility computation period

To be eligible, you must also meet the Plan’s age, eligibility service, and entry date requirements for making deferral contributions. If eligible, you will be entitled to receive the discretionary matching contribution if you make deferral contributions to the Plan during the Plan year.

Employer matching contributions will not exceed 50% of the first 6% of a participant’s compensation deferred into the Plan. Based upon the 2025 IRS maximum compensation limit of \$350,000, the maximum employer matching contribution amount for the 2025 Plan Year is \$10,500. Based upon the 2026 IRS maximum compensation limit of \$360,000, the maximum employer matching contribution amount for the 2025 Plan Year is \$10,800.

More information about the contributions made pursuant to the Plan and a copy of the most current Summary Plan Description can be obtained by contacting:

Kristy Pride
Payroll & Special Projects
5650 Mexico Road, Suite 1
St. Peters, MO 63376
800-456-7473
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The information contained herein has been provided by the Plan Administrator.