

## **SUMMARY OF MATERIAL MODIFICATIONS** **Woodgrain Inc. Employee Savings Plan and Trust (“Plan”)**

Due to the recent amendment of the above-referenced Plan, changes have been made that could affect your rights under the Plan. This Summary of Material Modifications (SMM) describes the recent Plan amendment and how that amendment may affect you. This SMM overrides any inconsistent information included in the Plan’s Summary Plan Description (SPD) or other Plan forms.

The modifications described in this SMM are effective as of July 20, 2023. All other provisions are effective as described in the SPD.

### **MINIMUM AGE AND SERVICE REQUIREMENTS**

Article 4 of the SPD describes the minimum age and/or service requirements that you must satisfy to be eligible for contributions under the Plan. The Plan has been amended to modify the minimum age and/or service requirements under the Plan. This section describes the new minimum age and/or service requirements under the Plan, as amended.

- **Salary Deferrals.** In order to make Salary Deferrals under the Plan, you must satisfy the following minimum age and service requirements.
  - **Minimum age requirement.** In order to make Salary Deferrals under the Plan, you must be at least age 18.
  - **Minimum service requirement.** There is no minimum service requirement in order to make Salary Deferrals under the Plan. Thus, you will be able to make Salary Deferrals as of the first Entry Date following your date of employment (or the date you satisfy any minimum age requirement described above), provided you have satisfied all other eligibility requirements under the Plan.
- **Matching Contributions.** In order to receive Matching Contributions under the Plan, you must satisfy the following minimum age and service requirements.
  - **Minimum age requirement.** In order to receive Matching Contributions under the Plan, you must be at least age 18.
  - **Minimum service requirement.** There is no minimum service requirement in order to receive Matching Contributions under the Plan. Thus, you will be able to receive Matching Contributions as of the first Entry Date following your date of employment (or the date you satisfy any minimum age requirement described above), provided you have satisfied all other eligibility requirements under the Plan.
- **Employer Contributions.** In order to receive Employer Contributions under the Plan, you must satisfy the following minimum age and service requirements.
  - **Minimum age requirement.** In order to receive Employer Contributions under the Plan, you must be at least age 18.
  - **Minimum service requirement.** In order to receive Employer Contributions under the Plan, you must work for us for at least a 3 month period. For this purpose, you may receive credit for service earned during a period of severance if you are subsequently reemployed. If you have questions regarding your eligibility to make Salary Deferrals, please contact the Plan Administrator.

You will be eligible to participate in the Plan as of the first Entry Date based on when you satisfy any minimum age and service requirements under the Plan.

**Additional Information**

If you have any questions about the modifications described in this SMM or about the Plan in general, or if you would like a copy of the SPD or other Plan documents, you may contact:

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