

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 February 1, 2024. All other provisions are effective as described in the SPD.

ELIGIBLE EMPLOYEES

The Plan excludes certain Employees from participating in the Plan. The definition of who is eligible to participate in the Plan has been amended. Under the current Plan provisions, as amended, the following Employees are excluded from participating in the Plan. Thus, the following Employees may not participate under the Plan until such time as they fall into a covered class of Employees and satisfy the Plan’s minimum age and service requirements. See Article 4 of your SPD for a description of the Plan’s minimum age and service requirements.

Salary Deferrals. For purposes of making Salary Deferrals under the Plan, the following Employees are excluded from participation:

- Non-resident aliens who do not receive any compensation from U.S. sources
- Leased employees
- Temporary employees and independent contractors are excluded. Eligible employees who are part of a Union where that Union has a Collective Bargaining Agreement and has voted to receive Woodgrain benefits can receive the company match. Any Unions who do not have a Collective Bargaining Agreement and/or have not voted to receive Woodgrain benefits would not be eligible for the company match.

Matching Contributions. For purposes of eligibility to receive Matching Contributions under the Plan, the following Employees are excluded from participation:

- Non-resident aliens who do not receive any compensation from U.S. sources
- Leased employees
- Temporary employees and independent contractors are excluded. Eligible employees who are part of a Union where that Union has a Collective Bargaining Agreement and has voted to receive Woodgrain benefits can receive the company match. Any Unions who do not have a Collective Bargaining Agreement and/or have not voted to receive Woodgrain benefits would not be eligible for the company match.

Employer Contributions. For purposes of eligibility to receive Employer contributions under the Plan, the following Employees are excluded from participation:

- Employees covered under a collective bargaining agreement (i.e., union employees)
- Non-resident aliens who do not receive any compensation from U.S. sources
- Leased employees

- Temporary employees and independent contractors are excluded. Eligible employees who are part of a Union where that Union has a Collective Bargaining Agreement and has voted to receive Woodgrain benefits can receive the company match. Any Unions who do not have a Collective Bargaining Agreement and/or have not voted to receive Woodgrain benefits would not be eligible for the company match.

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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