

SUMMARY OF MATERIAL MODIFICATION
for the
KIMBLE RECYCLING & DISPOSAL, INC. 401(K) RETIREMENT PLAN
Effective January 1, 2022

This is a Summary of Material Modification regarding the Kimble Recycling & Disposal, Inc. 401(k) Retirement Plan ("Plan") sponsored by Kimble Recycling & Disposal, Inc.. This Summary of Material Modification supplements the Summary Plan Description ("SPD") previously provided to you. You should retain this document with your copy of the SPD.

The following under **ELIGIBILITY FOR PARTICIPATION** is now as follows:

Elective Deferral Contributions, Matching Contributions and Profit Sharing Contributions

You will become eligible to make Elective Deferral Contributions and receive Matching Contributions and Profit Sharing Contributions on the first day of the calendar month, coincident with or next following the date you attain age 18 and you complete 3 months of service, measured from your date of hire, provided that you are an Eligible Employee at the end of that period.