

SUMMARY OF MATERIAL MODIFICATION
for the
KIMBLE COMPANY 401(K) RETIREMENT PLAN

Effective: December 30, 2020

This is a Summary of Material Modification regarding the Kimble Company 401(k) Retirement Plan ("Plan") sponsored by Kimble Company. 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 Employer has amended the Plan in the following respect:

The section titled Profit Sharing Contributions in **CONTRIBUTIONS TO THE PLAN** is replaced with the following.

Profit Sharing Contributions

The Company may, in its sole discretion, make a Profit Sharing Contribution to the Plan on your behalf. You will be eligible to receive an allocation if you have completed at least 1,000 hours of service during the Plan Year and are employed by the Company on the last day of the Plan Year.

Profit Sharing Contributions will be allocated to the Profit Sharing Contribution Accounts of each Participant eligible to share in such allocations after the end of the Plan Year. Such contributions will be allocated to the Profit Sharing Contribution Account of each Participant eligible in pro rata shares.