

SUMMARY OF MATERIAL MODIFICATIONS

December 2021

This notice clarifies that a teammate who is eligible to participate under the medical, EAP, dental, and vision benefits offered under the McLane Company, Inc. Welfare Plan (the “Welfare Plan”) may not be covered as a dependent, and the following summary plan descriptions are amended to reflect this clarification:

- Summary Plan Description describing the High Deductible Health Plan option, the Core PPO Plan option, and the No Deductible PPO Plan option (the “PPO SPD”);
- Summary Plan Description describing the Kaiser Permanente HMO Core (102) and Premium (100) Medical Benefits for Georgia Teammates (the “Georgia HMO SPD”);
- Summary Plan Description describing the Kaiser Permanente HMO Core and Premium Medical Benefits for California Teammates (the “California HMO SPD”),
- the Summary Plan Description for the Employee Assistance Program (the “EAP SPD”),
- the Summary Plan Description for the MetLife Dental Care Plan (the “Dental SPD”),
- the Summary Plan Description for the Vision Service Plan (VSP) Option (the “Vision SPD”):

If you have any questions about these changes, you may contact the Director of Benefits at (254) 771-7500.

This SMM merely summarizes the changes made to the Plan and does not guarantee continued employment or payment of benefits. You should keep a copy of this SMM with your copy of the PPO SPD, Georgia HMO SPD, California HMO SPD, EAP SPD, Dental SPD, and Vision SPD, and this SMM should be read together with these documents. The Company reserves the right to amend or terminate the Plan at any time.