Formulating
tomorrow
together

November 3, 2026

Subject: 2025 Infineum Benefit Plan Summary Annual Report

Dear Infineum Benefit Plan Participant,

Each year the Department of Labor requires that participants in pension and welfare benefit plans receive a Summary Annual Report (SAR) of each plan's status. The attached summary of Plan Year 2025 was extracted from IRS Form 5500 (and appropriate schedules) filed with the Employee Benefits Security Administration earlier this year.

While you may not be enrolled in both plans summarized on the attached page, a report on all applicable plans, as well as important information about your rights under the plans and ERISA (Employment Retirement Security Act of 1974) are included. Please read and retain this information for future reference. **Reminder: The Pension Plan Summary Annual Report for Plan Year 2025 was replaced by the Annual Funding Notice that was distributed in April. This provided detailed information on the status of the Infineum Pension Plan and will be released again for PY 2026 in the April 2027 timeframe.**

PLEASE NOTE: In the spirit of reducing paper use, **electronic copies** of this Summary Annual Report (SAR), as well as any future Benefit Plan Summary Plan Descriptions (SPDs) and Summaries of Material Modifications (SMMs) are being made accessible to active plan participants. All plan participants will receive notification of Benefit Plan changes and the availability of updates and summaries (including the SAR) via email with either the actual documents or reference to the documents posted to the Benefits page of the USA-HR section on the Infinet or the US Alumni Portal.

The following types of benefit plan participants will continue to receive paper copies:

- Any active colleague without access to an Infineum email address
- Terminated colleagues with a deferred vested benefit in an Infineum plan
- Infineum USA retirees who have not opted in for electronic communications
- Beneficiaries of colleagues receiving benefits under the plan who have not opted in for electronic communications
- Any Infineum USA colleague who prefers to receive a hard copy

If at any point you would prefer to receive a hard copy of any ERISA-required document, please contact Evelyn Arencibia at 908-474-2340 or email *Evelyn.Arencibia@Infineum.com*.

As the Plan Administrator for the Infineum Benefit Plans, I welcome your questions or comments.

Sincerely,

Hedy DiSimoni

Hedy DiSimoni

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