

## TRANSFORM 401(k) SAVINGS PLAN

### SUMMARY OF MATERIAL MODIFICATIONS TO THE SUMMARY PLAN DESCRIPTION

May 7, 2023

#### Introduction

This summary of material modifications (“SMM”) is a legally required notice that describes changes to the Transform 401(k) Savings Plan and Transform Puerto Rico Savings Plan (“Plan”). Effective May 7, 2023, Transform Midco LLC (“Transform”), which sponsors the Plan, will add an Employer Matching Contribution to the Plan for certain eligible participants, as described below.

This SMM updates certain provisions of the Plan’s summary plan description (“SPD”) and is a summary only. Please retain this document with your copy of the SPD for future reference.

#### Summary of Changes

##### EMPLOYER MATCHING CONTRIBUTION

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*Eligibility.* Beginning with the May 7, 2023, payroll period, if you are (i) a Transformco Home Service Technician, HVAC Technician/Installer or Window Installer, (ii) enrolled in the Plan and (iii) making before-tax contributions to the Plan, Transform will make an Employer Matching Contribution to your account under the Plan.

*Employer Matching Contribution.* If you are eligible, Transform will make an Employer Matching Contribution on your behalf equal to 100% of the first 3% of salary contributed to the Plan as before-tax contributions. Note that no Employer Matching Contributions will be made on any after-tax contributions and/or catch-up contributions that an eligible participant makes to the Plan.

##### VESTING

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- ***Employer Matching Contributions (if any).*** These contributions gradually vest (i.e., become nonforfeitable) over 3 years of service. This means that you will be 33.33% vested in any Employer Matching Contributions made on your behalf after 1 year of service; 66.66% vested after 2 years of service; and after 3 years of service, you are 100% vested in your Employer Matching Contributions. If you leave Transform before you have earned 3 years of service, you will forfeit the unvested portion of your Employer Matching Contributions. (In general, all of your years of service with Transform and its affiliates are considered for purposes of the vesting requirements, unless you incur 5 consecutive one-year breaks in service.) Notwithstanding the foregoing, if you attain age 65 or die while an employee of Transform, you will be 100% vested in the balance of your Employer Matching Contributions regardless of your years of service.

##### HARDSHIP WITHDRAWALS

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If you experience a “financial hardship,” you may be eligible to request a hardship withdrawal of your pre-tax contributions and vested Employer Matching Contributions (plus earnings), while you are still employed and before age 59½.

#### 2023 Eligible Technician/Installer or Window Installer Job Codes Included:

HS1992, HS1993, HS2003, HS2014, HS2018, HS2019, HS2023, HS2032, HS2063, HS4086, HS9661, UH2018, UHS003, HS005, UHS012, UHS018, UHS020, UHS030, UHS039, HS0149, HS0159, HS1782, HS2161, HS2304, HS2305, HS2306, HS2308, HS2220, HS4359, HS5453, HS6090, HS6091, HS6092, HS6093.

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*This SMM is intended to satisfy the requirements under the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended. You should take the time to read this SMM carefully and retain this information for future reference. The Plan’s SPD (which includes this SMM) is based on the official plan document. If the SPD and/or this SMM conflict with the official plan document, then the official plan document will govern. You may obtain a copy of the SPD and official Plan document by contacting the Plan Administrator at [BenefitsDepartment@transformco.com](mailto:BenefitsDepartment@transformco.com).*

***Este Resumen de Modificaciones Sustanciales es un resumen en inglés de los cambios que se le han hecho al Plan, y pretende complementar el Resumen Descriptivo del Plan. Si tiene alguna pregunta, y necesita asistencia en español favor de comunicarse con el Centro de beneficios de Transform al 1.888.837.3277, de lunes a viernes, de 7 a.m. a 7 p.m. hora del Centro.***