

SUMMARY ANNUAL REPORT FOR HENNIGES AUTOMOTIVE WELFARE BENEFIT PLAN

This is a summary of the annual report of the Henniges Automotive Welfare Benefit Plan, a health, life insurance, vision, temporary disability, long-term disability and death benefits plan (Employer Identification Number 26-0778693, Plan Number 501), for the plan year 01/01/2025 through 12/31/2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Henniges Automotive has committed itself to pay certain Health, Dental, Short Term Disability and Healthcare Flexible Spending Account claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with Hartford Life and Accident, Health Advocate Solutions, Inc. and Vision Service Plan to pay certain Life insurance, Long-term disability, Accidental Death And Dismemberment, Accident, Critical Illness, Hospital, Employee Assistance Program, Vision, Accidental Death & Dismemberment, Dental claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2025 were \$1,397,338.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Jennifer Vanhorn, who is a representative of the plan administrator, at 2750 High Meadow Circle, Auburn Hills, MI 48326 and phone number, 248-340-4100. The charge to cover copying costs will be \$5.00 for the full annual report, or \$0.25 per page for any part thereof.

You also have the legally protected right to examine the annual report at the main office of the plan: 2750 High Meadow Circle, Auburn Hills, MI 48326, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website www.efast.dol.gov.

Additional Explanation

Health, Dental and Short-Term Disability and Healthcare Flexible Spending Account benefits are self-insured and not subject to SAR reporting requirements. Contact your plan administrator for details.