

**AMENDMENT AND SUMMARY OF MATERIAL MODIFICATION
TO THE
Beacon Mobility Health and Welfare Plan**

Section 7.1 of the Beacon Mobility Health and Welfare Plan (“the Plan”) provides that the Employer may amend the Plan at any time. In accordance with the terms of such provision, the Plan is hereby amended as reflected in this document. This Amendment supersedes any conflicting provision, predating the effective date of this Amendment, of this Plan.

NOW, THEREFORE, the Plan is amended as follows:

- A. Effective January 1, 2025 the Non-Union Eligibility Appendix is updated as follows:

Component Program(s)	Eligibility
Medical Prescription Drug	Effective date for employee coverage language updated to “Employee coverage begins on the first day of the month following 30 days of employment.”

- B. Effective January 1, 2026, the Eligibility Appendix’s to the Plan are updated as follows.

Component Program(s)	Eligibility
Medical Prescription Drug	Removed Domestic Partner Eligibility
Medical Prescription Drug	Addition of language clarifying what is needed for Civil Union, “A couple must apply for and be granted a civil union certificate through the state in which they reside.”

- C. Effective January 1, 2026, the WRAP document is updated to include an Eligibility Appendix and Benefit Program Appendix for DS Bus Teamster 833 Union.

- D. Effective February 1, 2026 the Eligibility Appendix is updated as follows:

Component Program(s)	Eligibility
Termination Date of Employee Coverage	Effective date for termination of employee coverage language updated to “Employee coverage terminates on the date in which termination of employment occurs.”
Termination Date of Dependent Coverage	Effective date for termination of dependent coverage language updated to “Coverage ends on the date the Employee’s coverage terminates.”

- E. Effective January 1, 2026, the Health and Welfare Plan is amended to clarify the administration of employee contributions, including contributions made through the Employer's Code Section 125 Cafeteria Plan for Employer-sponsored health and welfare plans and certain collectively bargained welfare plans. The amendment also clarifies the Plan Administrator's authority to administer employee contribution elections, payroll deductions, collection and repayment of employee contribution obligations, and other administrative

procedures on a uniform and consistent basis, except as otherwise required by applicable law or an applicable collective bargaining agreement.

F. In all other respects, the Plan shall remain in effect.

IN WITNESS WHEREOF, the undersigned has caused this amendment to be adopted effective as of the date(s) set forth herein.

Beacon Mobility Inc.

By: 
Title: VP – Total Rewards
Date: 2/1/2026