

# **Ingram 401(k) Retirement Plan**

## **Summary of Material Modifications**

July 2024

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The Ingram 401(k) Plan (the “Plan”) has been amended, effective as of July 1, 2024, to provide that: (1) the Plan name is changed to Ingram 401(k) Retirement Plan, (2) in connection with the stock transaction with Inland River Transport Holdings LLC., prior service with SEACOR, Inc. is credited for purposes of determining vesting service under the Plan, and (3) the Plan will accept a direct rollover of a qualified plan participant loan for employees of SEACOR, Inc.

The purpose of this Summary of Material Modifications (“Summary”) is to notify you of these changes. This Summary is to be read in conjunction with the Plan’s SPD which was previously distributed to you. Please keep this Summary with your SPD as it updates the information contained in the SPD. Please read the Summary carefully. If you have questions after reading this Summary, please contact your human resources department.

## **Introduction**

The second paragraph of this section of the SPD is replaced with the following:

It's not easy to save for the future. Planning to save and actually doing it are two different things. Often the "doing" is the most difficult. Through the Ingram 401(k) Retirement Plan (the "Plan"), you are offered an easy way to work with Ingram Industries Inc. (the "Company") and any adopting affiliate (your "Employer") to add to your long-term retirement savings.

## **Joining the Plan**

### **Eligibility**

The following is deleted from the fifth (5<sup>th</sup>) bullet point in this section of the SPD:

*the Ingram Industries Inc. Supplemental Executive Retirement Plan, the Ingram Industries Inc. Supplemental Executive Retirement Plan II, the Midland Enterprises Supplemental Executive Retirement Plan*

The sixth (6<sup>th</sup>) bullet point in this section of the SPD is replaced with the following:

*employees covered by a collective bargaining agreement (unless (i) the terms of the bargaining agreement otherwise provides or (ii) the employee is a member of either (a) the Service Employees International Union, Local 1, Missouri Division or (b) the Service Employees International Union, Local 1, Missouri Division, AFL-CIO, CLC, STW)*

The following is added at the end of the NOTE in this section of the SPD:

*If you became an Employee of the Company as a result of the Company's acquisition of Inland River Transport Holdings LLC, and provided you are an otherwise eligible employee as described above, you shall be eligible to participate in the Plan as soon as administratively practicable on or after July 1, 2024.*

## **Vesting**

The following Note is added to this section of the SPD:

**NOTE ALSO:** *Effective July 1, 2024, if you became an employee of the Company as a result of the Company's acquisition of Inland River Transport Holdings LLC, you will receive credit for your prior service with SEACOR Inland River Transport, Inc. and/or its affiliates for purposes of determining your vesting service under the Plan. You must have been an employee of SEACOR Inland River Transport, Inc. and/or its affiliates immediately prior to July 1, 2024, and became an employee of, the Company on July 1, 2024, in order to receive credit for your prior service with SEACOR Inland River Transport, Inc. and/or its affiliates for purposes of determining your vesting service under the Plan..*

## ***Other Important Facts***

*The first item of this section of the SPD is replaced with the following:*

The name of the Plan is the Ingram 401(k) Retirement Plan