

Summary of Material Modifications

To: Participants

From: Human Resources

Re: Amendment to the BAYADA Home Health Care, Inc. Health & Welfare Plan

Effective Date: January 1, 2025

This Summary of Material Modifications (SMM) describes changes to the BAYADA Home Health Care, Inc. Health & Welfare Plan (Plan) and supplements or modifies the information presented in your Summary Plan Description (SPD) with respect to the Plan. You should keep this SMM with the Plan's SPD and associated benefits documents provided to you upon enrollment in each benefit plan.

Changes to the Plan Provisions

Notwithstanding any provision contained in the Plan to the contrary, the Plan is amended as follows.

Employee Assistance Program

The below plan design changes were made to the EAP program administered by Resources For Living:

- Moving from 6 face to face visits to 3
- Removed legal and financial benefits
- Convert telephonic worklife to web worklife

Should you have any questions regarding this change, please contact your Plan Administrator at 877.291.3000.

All other Plan provisions remain unchanged so long as they are consistent with these material modifications.

For additional information regarding the Plan or to request a copy of the Plan's SPD contact:

BAYADA Home Health Care, Inc.
4300 Haddonfield Road, Pennsauken, NJ 08109
Attn: Manager, Health and Wellness (BEN)
877.291.3000

If this SMM was delivered to you by electronic means, you have the right to receive a paper copy of the SMM upon request.

Plan Information:

Plan Name: BAYADA Home Health Care, Inc. Health & Welfare Plan

Plan Number: 501

Plan Year: January 1 through December 31 of the same calendar year