

# Summary of Material Modifications to the Employee Stock Ownership Plan

This Summary of Material Modification ("SMM") modifies some of the information contained in the Summary Plan Description ("SPD") for the Commercial Tire Employee Stock Ownership Plan (the "Plan") that describes the Plan as of October 1, 2022.

## Modification(s)

Important changes to certain benefits under the Plan will go into effect on October 1, 2022. In particular, for section 6. Eligibility and section 14. Segregation of Terminated Participant Accounts. The Plan shall be amended as follows:

### Eligibility

Effective November 1, 2021 each other Employee will become a Participant on the later of his or her Employment Commencement Date or the annual entry date (November 1) immediately preceding the date on which he/she completes one thousand (1,000) Hours of Service and attains the age of eighteen (18) years

### Segregation of Terminated Participant Accounts

If any part of a Participant's Account which exceeds \$5,000 is retained in the Trust after his/her Service with the Company ends, then his/her Account will be segregated after the end of the Plan Year, provided there are sufficient non-Employer Stock assets in the Trust. For purposes of this Plan the term "segregation" or "segregate" shall mean converting amounts of Employer Stock held in a Participant's account into an appropriate alternative investment designated in writing by the Trustee. The Trustee shall identify such alternative investment on an annual basis and the Advisory Committee shall communicate it to Participants. A Participant's Account shall first become subject to segregation in the Plan Year following the Plan Year in which he or she terminates employment with the Employer for any reason.

If you have questions about these changes in benefits, please contact our HR department [hr@commercialtire.com](mailto:hr@commercialtire.com)

\*This is summary form only. This should not be construed as complete and is to be used for review and comparison only. In the case of a discrepancy, the plan documents apply. Please refer to the formal plan documents for a complete review of the plan, limitations, and exclusions.