

Automatic Deferral Notice (2025 Plan Year)

Lehigh Valley Health Network, Inc. 401(k) Savings Plan

If you are an eligible participant in the Lehigh Valley Health Network, Inc. 401(k) Savings Plan (the “Plan”), you may make contributions (called “Salary Deferrals”) directly from your paycheck into the Plan. The ability to make Salary Deferrals provides you with an easy method to save for retirement on a tax-deferred basis. If you make Salary Deferrals to the Plan, you generally will not be taxed on those deferrals or on any earnings on those contributions until you withdraw those amounts from the Plan. However, see the discussion under “**Taxation of Salary Deferrals**” below for special tax rules that apply if you make Roth Deferrals under the Plan.

If you have any questions regarding your eligibility to make Salary Deferrals under the Plan or any other questions regarding the Plan that are not addressed in this Notice, please review your Summary Plan Description. In addition, from time to time we may make changes to the Plan and/or Summary Plan Description, which are described in a Summary of Material Modifications supplementing the Summary Plan Description. Any reference to the Summary Plan Description in this Notice includes any Summary of Material Modifications we may have issued with respect to the Plan. If you do not have a copy of the Summary Plan Description or any Summary of Material Modifications, if applicable, or if you otherwise have questions regarding your eligibility for the Plan, contact your Plan Administrator named below.

Automatic Deferral Feature

To assist you in your decision whether to make Salary Deferrals, we have established an automatic deferral feature under the Plan. Under this automatic deferral feature, if you do not specifically elect to make Salary Deferrals into the Plan, we will automatically withhold a designated percentage of your compensation from each paycheck and deposit such amount into the Plan in your name as a Salary Deferral. If you wish to defer a greater or lesser amount (including no deferral), you must complete a Salary Deferral election designating a different percentage of deferral.

This Notice provides important information regarding the Plan’s automatic enrollment feature and describes:

- your right to make Salary Deferrals under the Plan;
- what amounts you may contribute to the Plan;
- how the automatic deferral feature applies to you;
- when you can change your Salary Deferral election;
- how your account will be invested; and
- other valuable information regarding your rights under the Plan.

For a full discussion of your benefits under the Plan, please review your Summary Plan Description.

***Note:** If you are a “Long-Term, Part-time Employee” who is eligible to make Salary Deferrals into the Plan, you are also subject to the automatic deferral feature described in this notice.*

Procedures for making Salary Deferrals under the Plan -- automatic deferral feature. As described above, the Plan provides for an automatic deferral feature. Thus, if you do not specifically elect an alternative deferral amount (including zero), we will automatically withhold 2% from your paycheck each pay period and deposit that amount into the Plan in your name as a Salary Deferral. This is called your **automatic contribution rate**. If you wish to defer a greater or lesser amount (including no deferral), you must specifically elect to defer a different amount. If you have any questions about how to change your automatic contribution rate, you should contact your Plan Administrator.

Application of automatic deferral feature. The automatic deferral feature under the Plan applies to all eligible participants who have not completed a Salary Deferral election designating an alternate deferral percentage (including an election not to defer). Thus, if you have already completed a Salary Deferral election (including an election not to defer under the Plan), that election will continue to be followed and the automatic deferral provisions will not apply. You do not need to enter into a new Salary Deferral election each year.

Special rules for applying automatic deferral provisions. The following provision(s) apply in determining eligible participants under the automatic deferral feature: The automatic deferral provisions shall also apply to Employees who were eligible for accruals under the legacy benefit formula under the Lehigh Valley Health Network, Inc. Retirement Plan as of the last payroll period ending in December 2016 and who is contributing 0% as Elective Deferrals to this Plan as of the last payroll period ending in December 2016. Temporary and intern colleagues shall be excluded from the Automatic Contribution Arrangement.

Taxation of Salary Deferrals. The amount that you defer into the Plan reduces your taxable income, meaning you do not pay income taxes on those amounts until you withdraw your deferrals from the Plan. Any gains or earnings made from the investment of these contributions within the Plan are also not subject to income tax until they are withdrawn from the Plan. Alternatively, you may elect to treat all or any portion of your deferrals as Roth Deferrals. Roth Deferrals do not reduce your taxable income when made so that you will pay taxes on the amount contributed as a Roth Deferral. However, if you take a “qualified distribution” of your Roth Deferrals, you will not be taxed on any amounts attributable to those dollars, including any earnings on those amounts, at the time of the qualified distribution. To be a qualified distribution, the distribution must occur at least 5 years after the year in which you first make a Roth Deferral to the Plan and must be on account of death, disability or attainment of age 59½.

Note: If you are a “Long-Term, Part-time Employee” who is eligible to make Salary Deferrals into the Plan, you are also eligible to make Roth Deferrals into the Plan.

Change in deferral amount. You may increase or decrease the amount of your current Salary Deferrals or stop making Salary Deferrals altogether, as of any designated election date as set forth in the Salary Deferral election or other written procedures describing the time period for changing Salary Deferral elections. However, regardless of the Plan’s normal deferral procedures, you will have a reasonable time after receipt of this notice and before the first amount is withheld from your paycheck under the automatic deferral feature to modify the automatic contribution rate. In addition, unless provided otherwise under the Plan, you may revoke an existing deferral election at any time. Any change you make to your Salary Deferrals will become effective as of the next designated election date, and will remain in effect until modified or canceled during a subsequent election period.

Other contributions. In addition to the Salary Deferrals you may make to the Plan, the Plan provides for the following contributions:

- Matching contributions

Note: If you are a “Long-Term, Part-Time Employee”, you are not eligible for such contribution(s).

For more information about the type of contributions permitted under the Plan, how the amount of such contributions is determined, any limits that might apply to such amounts and the eligibility conditions for receiving such contributions, see the Summary Plan Description.

Vesting of contributions. You are always 100% vested in any Salary Deferrals you make to the Plan. This means that you have an immediate ownership right to such contributions and you will not lose that right if you should terminate from employment.

As mentioned above, the Plan also provides for other types of contributions. The following vesting schedule applies for purposes of determining your vested percentage in the other contribution types permitted under the Plan:

- **Matching Contributions.** Any matching contributions we make to the Plan will be 100% vested once you complete 3 years of service. You will not have any ownership rights to these amounts until you have completed three years of service. If you were to terminate employment before completing three years of service, such matching contributions will be forfeited.

Special provisions. In determining the vesting schedules under the Plan, the following special provisions apply: Employees that were hired and eligible for this Plan prior to January 1, 2022 shall be 100% immediately vested. Employees that were hired and eligible for this Plan prior to January 1, 2022, separate from service, and are then rehired after January 1, 2022 shall be 100% immediately vested.

Year of Service for vesting. You will receive credit for all service you perform with us for purposes of determining your vested benefits under the Plan, except for the following service:

- Any service you performed prior to January 1, 2021 (only applicable to “Long-Term, Part-Time Employees”).

Withdrawal restrictions. Generally, you may withdraw amounts held on your behalf under the Plan upon disability or termination of employment. In addition, the following withdrawal options apply while you are still employed.

- **Salary Deferrals.** You may withdraw amounts attributable to Salary Deferrals from the Plan while you are still employed under the following circumstances:
 - You have reached age 59½.
 - You experience a hardship (as defined in the Plan). See the Summary Plan Description (or other communication) for a list of permissible hardship events.
 - You are deemed to be terminated while on active duty for a period of at least 30 days while performing service in the Uniformed Services. Contact your Plan Administrator if you have any questions regarding the availability of a distribution under this provision.
- **Rollover contributions.** You may withdraw any rollover contributions you make to the Plan at any time.
- **Other contributions.** As described above, the Plan also provides for matching contributions.

You may not withdraw any amounts attributable to such contributions for any other reason while you are still employed.

Plan investments. The amounts contributed to the Plan on your behalf will be invested in accordance with the Plan's investment procedures. Any earnings on the investment of your contributions under the Plan will be allocated to your Plan account.

The Plan allows you to direct the investment of your Plan account within the available investment options under the Plan. If you do not elect to invest your Plan account, such amounts will automatically be invested in the Plan's default investment fund. Even if your Plan account is invested in the Plan's default investment fund, you have the continuing right to change your default investment and elect to have your Plan account invested in any other available investment options under the Plan.

To learn more about the available investments under the Plan, you may contact your Plan Administrator.

Additional information. Please refer to the Summary Plan Description for additional information regarding Plan contributions, withdrawal restrictions, and other Plan features. You also may contact your Plan Administrator for more information. The following is the name, address and phone number of your Plan Administrator.

The most senior executive of Human Resources of Lehigh Valley Health Network, Inc.
P.O. Box 1870
Allentown, Pennsylvania 18103-1870
(484) 884-3186

LEHIGH VALLEY HEALTH NETWORK, INC. 401(K) SAVINGS PLAN (the "Plan")

**QUALIFIED DEFAULT INVESTMENT ALTERNATIVE
NOTICE FOR 2025 PLAN YEAR**

From: Plan Administrator for LEHIGH VALLEY HEALTH NETWORK, INC. 401(K)
SAVINGS PLAN

Plan Sponsor: LEHIGH VALLEY HEALTH NETWORK, INC.

Re: Notice of Default Investments under the Plan.

The provisions below apply to the Plan for the Plan Year beginning January 1st, 2025.

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE (“QDIA”)

How are my Plan account(s) invested: If you do not provide investment instructions as to how you wish to have your contributions invested, the Plan will invest them on your behalf.

If you make a contribution to the Plan, or if the employer makes a contribution to the Plan on your behalf, including elective deferrals under an automatic contribution arrangement, the QDIA will be used unless you have provided investment instructions.

Right to Direct Investments: You have the right to direct the investment of all of your accounts in any of the investment choices available under the Plan. Even if the Plan invests some or all of your accounts in the QDIA, you have the continuing right to direct or redirect the investment of your accounts.

You may change your investments at any time. You are also entitled to invest in any of the alternative investment choices offered under the Plan without incurring a financial penalty.

How to Change your Investment Direction: To obtain more information on investment choices available or to change how your account is invested, call the Client Care Center at 1-800-448-2542. You can also make changes online by accessing your account at <https://www.corebridgefinancial.com/rs/home>.

Qualified Default Investment Alternatives as selected by your Plan officials:

| Fund Name | Ticker Symbol | Date of Birth Range | Expense Ratio |
|------------------------|----------------------|----------------------------|----------------------|
| VANGUARD TGT RTMT INC | VTINX | 1900 to 1955 | 0.08 |
| VANGUARD TGT RTMT 2020 | VTWNX | 1956 to 1960 | 0.08 |
| VANGUARD TGT RTMT 2025 | VTTVX | 1961 to 1965 | 0.08 |
| VANGUARD TGT RTMT 2030 | VTHR X | 1966 to 1970 | 0.08 |
| VANGUARD TGT RTMT 2035 | VTTHX | 1971 to 1975 | 0.08 |

| Fund Name | Ticker Symbol | Date of Birth Range | Expense Ratio |
|--------------------------------|---------------|---------------------|---------------|
| VANGUARD TGT RTMT 2040 | VFORX | 1976 to 1980 | 0.08 |
| VANGUARD TGT RTMT 2045 | VTIVX | 1981 to 1985 | 0.08 |
| VANGUARD TGT RTMT 2050 | VFIFX | 1986 to 1990 | 0.08 |
| VANGUARD TGT RTMT 2055 | VFFVX | 1991 to 1995 | 0.08 |
| VANGUARD TGT RTMT 2060 | VTTSX | 1996 to 2000 | 0.08 |
| VANGUARD TARGET RETIRE 2065 | VLXVX | 2001 to 2005 | 0.08 |
| VANGUARD TARGET RET 2070 | VSVNX | 2006 to 2098 | 0.08 |

Investment Objective: The Target Maturity Funds seek current income and capital appreciation. The funds invest primarily in other mutual funds that represent a variety of asset classes and investment styles. The target asset mix is adjusted so that as the target year approaches, the allocation to stocks may decrease and the allocation to bonds and money market instruments may increase. The principal value of an investment is not guaranteed at any time including at or after the target maturity date.

Risk and Return Characteristics: The risk/return profile of each Target Maturity fund is higher or more aggressive when the maturity date is further away, but will automatically rebalance to a more conservative or lower risk/return profile as the funds near the maturity date and beyond.

Where to go for Further Information: *Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. This and other important information is contained in the prospectus, which can be obtained from your financial professional or by accessing your account at <https://www.corebridgefinancial.com/rs/home>. You can also request a prospectus by calling 1-800-448-2542. Read the prospectuses carefully before investing.*

You can obtain further information about the Plan's investment alternatives by contacting the Plan Administrator at:

LEHIGH VALLEY HEALTH NETWORK, INC.
EDWARD EASTERLY
CHRO
P. O. BOX 1870
ALLENTOWN, PA 18103-1870