

FISCHER HOMES 401(K) PROFIT PLUS PLAN AND TRUST**SUMMARY OF MATERIAL MODIFICATIONS**

The purpose of this Summary of Material Modifications is to inform you of a change that has been made to the Fischer Homes 401(k) Profit Plus Plan and Trust effective January 1, 2023. This change has affected the information previously provided to you in the Plan's Summary Plan Description. The revised portion of the Summary Plan Description is described below.

INTRODUCTION

Fischer Management, LLC (the "Company") established the Fischer Homes 401(k) Profit Plus Plan and Trust (the "Plan") effective April 27, 1981. The Plan was restated effective September 01, 2021. This Summary Plan Description describes the Plan as amended effective January 01, 2023. This revised Summary Plan Description supersedes all previous Summary Plan Descriptions. Although the purpose of this document is to summarize the more significant provisions of the Plan, the plan document will prevail in the event of any inconsistency. In addition, the terms of the Plan cannot be modified by written or oral statements made to you by the Plan Administrator or other personnel.

The following special effective dates apply to some features of the Plan: Roth contributions were added effective July 1, 2015.

CONTRIBUTIONSAutomatic Contributions

If you are an Eligible Employee you will automatically be enrolled in the Plan, deferrals will be taken from your first pay check, at a pre-tax Elective Deferral Contribution rate of 5% of Plan Compensation. At the beginning of each new plan year, eligible employees that have a pre-tax elective deferral contribution rate below 5% will be increased to 5%.

If you have been automatically enrolled in the Plan, but did not wish to make Elective Deferral Contributions, you may elect anytime during the 90-day period that starts on the date of your first deduction to withdraw the Elective Deferral Contributions made automatically on your behalf. Elective Deferral Contribution refunds requested that meet the deadline will not be subject to special tax withholding penalties, but will be subject to applicable federal, state, and local taxes. You will receive a tax reporting form from Charles Schwab to file with your income taxes at the end of the year. Elective Deferral Contributions may have earned or lost money during the period they were invested. If so, the refund will reflect any money that was earned or lost during the period your Elective Deferral Contributions were invested. If you elect to withdraw automatic contributions, you will be treated as electing to not contribute to the Plan. However, you can at any time later choose to make Elective Deferral Contributions by submitting a contribution form. In addition, you will lose any Employer Matching Contributions made with regard to the Elective Deferral Contributions that you withdraw.