

SUMMARY ANNUAL REPORT

For iTalent Welfare Benefits Plan

This is a summary of the annual report of the iTalent Welfare Benefits Plan, EIN 47-0866092, Plan No. 501, for period January 1, 2023 through December 31, 2023. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with The Guardian Life Insurance Company of America, Kaiser Foundation Health Plan, Inc. and Unitedhealthcare Insurance Company to pay health, vision, life insurance, short-term disability, long-term disability, prescription drug, HMO, AD&D, and Accident claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2023 were \$1,534,462.

Uninsured Components

Certain benefits of the Plan are not funded. iTalent Corporation has committed itself to pay these benefits out of its general assets.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of iTalent Corporation who is Plan Administrator at 300 Orchard City Dr Ste 136, Campbell, CA 95008, or by telephone at (408) 496-6200.

You also have the legally protected right to examine the annual report at the main office of the plan (iTalent Corporation, 300 Orchard City Dr Ste 136, Campbell, CA 95008) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.