

Summary of Material Modification
to the
Summary Plan Descriptions
for the
Recreational Equipment Inc. Access Benefits Plan (Union)
July 1, 2026
Greensboro, NC (RWDSU)

This is a Summary of Material Modification (“SMM”) to the Summary Plan Descriptions (“SPDs”) describing your coverage under the Recreational Equipment Inc. Access Benefits Plan (Union) (the “Access Plan”).

This SMM corrects certain information in the SPDs dated January 1, 2024, and January 1, 2025.

The following corrections apply to the *Administrative Facts* sections of the SPDs, effective as of January 1, 2024, and January 1, 2025, respectively:

- **Name of the Plan:** The Access Plan is a component benefit of the Recreational Equipment, Inc. Group Life and Medical Plan, which is reported to the Department of Labor as plan number 501.
- **Plan Number:** The plan number assigned to the Access Plan is also 501.

To the extent that the SPDs or other materials describing the Access Plan refer to it as plan number 506, such reference should instead be read to refer to plan number 501.

These changes do not affect your rights or benefits under the Plan. They are only to correct incorrect references in the SPDs to the plan name and plan number for the Access Plan.

If you have questions about the information in this SMM, please contact the Employee Services Center (ESC) at hrhr@rei.com or 1-800-999-4734.