

DISCRETIONARY MATCHING CONTRIBUTION NOTICE

The LAIKA, LLC Profit Sharing and 401(k) Plan (“the Plan”):

LAIKA has elected to make discretionary matching contributions to eligible Plan participants and is providing this notice in accordance with the plan document. This notice describes the discretionary matching contribution and who is eligible to receive this contribution. Certain other terms not defined within this notice may be defined or described in the Plan’s Summary Plan Description (SPD).

Eligibility

LAIKA will make a discretionary matching contribution to all eligible Participants.

To be eligible, you must also meet the Plan’s age, eligibility service, and entry date requirements for making deferral contributions. If eligible, you will be entitled to receive the discretionary matching contribution if you make deferral contributions to the Plan during the Plan year.

Matching Contributions are calculated at 50% of the first 6% of 401(k) Plan Deferrals and will not exceed the lesser of 3% of a Participant’s Compensation and/or \$10,350 for the Plan Year 2025 (dollar amount subject to IRS limit changes for 2025).

More information about the contributions made pursuant to the Plan or a copy of the most current Summary Plan Description can be obtained by contacting:

LAIKA – Benefits

6750 NE Bennett Street

Hillsboro, OR 97123

503-615-3344 | benefits@laika.com

The information contained herein has been provided by the Plan Administrator.