

**SUMMARY ANNUAL REPORT FOR
ASPIRUS INC WELFARE AND FLEXIBLE BENEFIT PLAN**

This is a summary of the annual report of the Aspirus Inc Welfare and Flexible Benefit Plan (Employer Identification Number 39-1328331, Plan Number 555) for the plan year 01/01/2025 through 12/31/2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Aspirus Inc. has committed itself to pay certain medical, dental, short-term disability and employee assistance program claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with The Lincoln National Life Insurance Company, Reliastar Life Insurance Company, Wyssta Insurance Company Inc, Wyssta Insurance Company Inc. and Federal Insurance Company to pay certain Long-term disability, Opt LTD, Life insurance, AD&D, Opt Child & Spouse Life, Opt. Spouse AD&D, Opt. AD&D & Opt. Life, Accident Vol Employee, Critical Illness Vol Employee & Dependent, Hospital Confinement Voluntary Employee, Vision, AD&D claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2025 were \$6,873,041.

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:

1. 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 plan administrator, at 2200 Westwood Drive, Wausau, WI 54401 and phone number, 715-847-0420.

You also have the legally protected right to examine the annual report at the main office of the plan: 2200 Westwood Drive, Wausau, WI 54401, 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. The annual report is also available online at the Department of Labor website www.efast.dol.gov.