

## Taboola & Connexity 401(k) Plan Detail Sheet

### General Information

2026 IRS annual contribution limits are:

|   |                |
|---|----------------|
| IRS Standard Limit                            | \$24,500       |
| IRS Age 50+ Catch Up                          | \$8,000        |
| IRS Super Catch Up (age 60-63) <sup>(1)</sup> | \$11,250       |
| Contribution Types Allowed                    | Pre-Tax & Roth |

*(1) Age as of December 31, 2026. This limit is in addition to \$24,500 limit for a total of \$35,750*

### Contribution Eligibility & Conditions

You are eligible to participate in the Plan based on the following eligibility requirements and conditions, provided that you are not part of an excluded class of employees.

### Employee Contributions

|                                     |                              |
|-------------------------------------|------------------------------|
| Minimum Age                         | None                         |
| Waiting Period                      | 1 Month                      |
| Entry Dates                         | First day of each month      |
| Deferral Changes <sup>(2)</sup>     | Per Pay Period               |
| Automatic Enrollment <sup>(3)</sup> | Yes, 6% default              |
| Maximum Deferral Amount             | 90% of eligible compensation |

*(2) You may stop contributing at any time. Please contact your Plan Administrator for details.*

*(3) Upon meeting eligibility, you will be automatically enrolled in the plan with a default contribution rate of 6% and contributions will be made on a Pre-tax basis.*

### Employer Match

|  |  |
|--|--|
| Minimum Age                                | None   |
| Waiting Period                             | 1 Month                                      |
| Entry Dates                                | First day of each month                      |
| Discretionary Match Formula <sup>(4)</sup> | 50% on the first 6% of eligible compensation |
| Matching True-Up                           | Yes, at year end                             |

*(4) Matching contributions are subject to change at the discretion of the employer*

### Vesting Schedule

Your contributions, rollovers, and any earnings are always 100% vested. Your employer contributions and earnings are subject to the following schedule:

|                               |   |
|-------------------------------|---|
|                               | 2yr Schedule:   |
| Employer Match <sup>(5)</sup> | 50% after 1 <sup>st</sup> year with 1000 hours<br>100% after 2 <sup>nd</sup> year with 1000 hours |

*(5) Skimlinks & Taboola employees that participated in the TriNet or Taboola 401k plan are 100% vested immediately at all times*

### Investment Options

You have a diverse array of investment options to choose from. Please refer to your investment materials, plan vendor website, or contact Marsh McLennan Agency Retirement Services for additional details.

### Asset Allocation Changes/ Fund Transfers

You may change your investment choices for future contributions at any time via the internet or by contacting Empower Retirement. You may request fund to fund transfers anytime via the internet or by contacting Empower Retirement. Please review the fund prospectuses prior to making any investment selections.

### Withdrawals

Your vested contributions may be withdrawn only in the event of the following:

|   |   |
|---|---|
| • Retirement                            | Financial Hardship <sup>(6)</sup>   |
| • Reaching age 59.5                     |   |
| • Termination of Service <sup>(6)</sup> | Immediate and heavy financial need of one of the following events must be met to qualify; Medical Expenses, College Tuition. Funeral or Burial Expenses, Principal Residence, Prevent Eviction or Foreclosure, Casualty Loss to Principal Residence |
| • Disability                            |   |
| • Death                                 |   |

*(6) Mandatory federal tax withholding, state tax withholding, and/or early withdrawal penalties may apply. Please consult a tax advisor for further details.*

### Loans

Loans are available through your plan. Loan payments are made through payroll deductions. Please contact your Plan Administrator or visit plan vendor website for further details.

|              |   |
|--------------|---|
| Minimum Loan | \$1,000   |
| Maximum Loan | \$50,000 or 50% of vested balance (whichever is less) |

### Service & Contact Information

Statements will be provided on a quarterly basis. You can access information regarding your account via the internet or via phone.

|                  |  |   |
|------------------|--|---|
| Plan Vendor Name | Empower Retirement   |  |
| Website          | <a href="http://www.empower-retirement.com/participant">www.empower-retirement.com/participant</a> |   |
| Phone            | (800) 338-4015   |   |

### For investment questions, contact our Advisers

|               |  |
|---------------|--|
| Company Name  | Marsh McLennan Agency Retirement Services                        |
| Website       | <a href="http://www.mmaretirement.com">www.mmaretirement.com</a> |
| Bill Peartree | (858) 550-4978<br>Bill.Peartree@MarshMMA.com                     |
| Rick Skelly   | (858) 550-4977<br>Rick.Skelly@MarshMMA.com                       |

# Roth or Traditional 401(k)

## What Route Should You Take?

