

**AMENDMENT  
AND  
SUMMARY OF MATERIAL MODIFICATION  
TO THE  
KIMBALL ELECTRONIC, INC. MEDICAL PLANS**

WHEREAS, Kimball Electronics, Inc. (the "Plan Sponsor") sponsors the Kimball Electronic, Inc. Group Health Plans (\$750 PPO Plan, 1800 High Deductible H.S.A. Plan and 2700 High Deductible H.S.A. Plan) (the "Plans") as component plans of the Kimball Electronics Master Welfare Benefits Plan (the "Wrap Plan");

WHEREAS, the Plans give the Plan Sponsor the right to amend the terms of the Plans;

WHEREAS, the Plan Sponsor wishes to amend the Schedule of Benefits section of each Group Health Plan.

NOW, THEREFORE, the Plan Sponsor amends the Plans, effective August 1, 2025, as follows:

The Schedule of Benefits section of each of the Plans is amended to cover In-Network Virtual Visits (Telemedicine/Telehealth visits) at 100% without any required member co-pay or coinsurance. Any co-pay or coinsurance amounts for Out-of-Network Virtual Visits (Telemedicine/Telehealth visits) will not change. Member co-pays, coinsurance and other cost sharing is shown in the Schedule of Benefits section of the Plans.

IN WITNESS WHEREOF, this Amendment is executed this \_\_\_ day of November 2025, but effective as of the dates set forth herein.

KIMBALL ELECTRONICS, INC.

By: *Dense Truelove*

Printed Name: Dense Truelove

Title: Director Total Rewards