

GROUP POLICY AMENDMENT NO. 4

Attached to and made a part of Group Policy 164657-C issued to
Lee County Board of County Commissioners as Policyholder.

Effective on the appropriate dates shown below and subject to the **Active Work Provisions**, the Group Policy is amended as follows:

1. Effective January 1, 2026, the Premium Rate for Long Term Disability Insurance will be 0.256% monthly of each insured Member's insured Predisability Earnings, beginning January 1, 2026, and continuing until changed as provided in the Group Policy.
2. Effective January 1, 2026, the renewal date of the Group Policy following January 1, 2024, will be as follows, with renewal dates thereafter occurring on January 1:

Renewal Date: January 1, 2029

Contingent Rate Guarantee

The Contingent Rate Guarantee will apply for two years if, on April 1, 2028, both the Incurred Loss Ratio for Group Policy 164657-B is 62% or less and the Incurred Loss Ratio for Group Policy Group Policy 164657-C is 72% or less.

The premium rates during the Contingent Rate Guarantee will equal the premium rates in effect on December 31, 2028.

Calculating Loss Ratios

The Incurred Loss Ratio is the result of the following calculation:

$$\text{Incurred Loss Ratio} = \text{Incurred Claims divided by Earned Premium}$$

Each element is calculated from January 1, 2026.

Definitions

Earned Premium = a + b - c, where:

a = Paid premiums.

b = Change in uncollected premium.

c = Change in advance premium.

Incurred Claims = a + b + c + d + e, where:

a = Claims paid, including benefits paid and costs incurred under any provision of the Group Policy.

b = Legal fees, expenses, settlements and judgments paid in connection with lawsuits relating to claims.

c = Payments of the Employer's share of Social Security and Medicare tax by Standard (if applicable).

d = Conversion charges for converting to an individual life insurance policy under the Right To Convert provision (if applicable).

a = Change in claims reserves, including Incurred But Not Reported (IBNR), pending, active and

outstanding claims reserves.

3. Effective February 1, 2026, the **Predisability Earnings** section is amended to read as follows:

PREDISABILITY EARNINGS

Your Predisability Earnings will be based on your earnings in effect on your last full day of Active Work. Any subsequent change in your earnings after that last full day of Active Work will not affect your Predisability Earnings.

Predisability Earnings means your monthly rate of earnings from your Employer, including:

1. Contributions you make through a salary reduction agreement with your Employer to:
 - a. An Internal Revenue Code (IRC) Section 401(k), 403(b), 408(k), 408(p), or 457 deferred compensation arrangement; or
 - b. An executive nonqualified deferred compensation arrangement.
2. Amounts contributed to your fringe benefits according to a salary reduction agreement under an IRC Section 125 plan.
3. Scheduled overtime pay, subject to a Scheduled Maximum Overtime Limit of 70 hours per month.

Predisability Earnings does not include:

1. Bonuses.
2. Commissions.
3. Unscheduled overtime pay.
4. Stock options or stock bonuses.
5. Your Employer's contributions on your behalf to any deferred compensation arrangement or pension plan.
6. Shift differential pay.
7. Any other extra compensation.

If you are paid on an annual contract basis, your monthly rate of earnings is one-twelfth (1/12th) of your annual contract salary.

If you are paid hourly, your monthly rate of earnings is based on your hourly pay rate multiplied by the number of hours you are regularly scheduled to work per month, but not more than 173 hours plus the Scheduled Overtime Maximum shown above. If you do not have regular work hours, your monthly rate of earnings is based on the average number of hours you worked per month during the preceding 12 calendar months (or during your period of employment if less than 12 months), but not more than 173 hours plus the Scheduled Overtime Maximum shown above.

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STANDARD INSURANCE COMPANY

By



President and CEO



Corporate Secretary