

Summary of Material Modifications to the Leidos Health and Welfare Benefits Plan (Plan Number 501)

This Summary of Material Modification ("SMM") modifies information related to the Leidos Health and Welfare Benefits Plan (the "Plan"), i.e., Plan Number 501, which provides prescription drug coverage for employees enrolled in one of the self-insured Healthy Focus or Classic Network medical plans.

Note: In the event of any discrepancy between this SMM and the Plan's summary plan description ("SPD"), the provisions of this SMM will govern.

Notification of Prescription Drug Plan Changes

Important changes to certain benefits under the Plan went into effect on October 1, 2025, as follows:

- Leidos discontinued participation in Express Scripts' Patient Assurance Program (PAP). This program previously offered a flat copay for certain covered medications on the PAP drug list.
- Following this change, these medications remain covered under the Leidos medical and prescription drug plans, but they are now subject to the standard plan coinsurance that applies to prescription drugs under the elected plan option.
- The discontinuation of participation in the PAP does not remove coverage for prescription drugs under the plan.

This notice is provided to inform you of the change in cost-sharing structure for affected drugs.

If you have questions about these changes in benefits, please contact your Plan Administrator, Leidos Corporate Benefits, at (571) 526-6336 or email CorporateBenefits@leidos.com.

If this summary has been delivered to you by electronic means, you have the right to receive a written Summary of Material Modification and may request a copy at no charge by contacting the Plan Administrator.

This SMM is a "summary of material modifications" within the meaning of the Employee Retirement Income Security Act of 1974 (known as "ERISA"). This SMM describes changes to the information provided in the most recent SPD(s) for the Plan(s) and is an important part of each applicable SPD. Please read this SMM carefully and keep this SMM with your SPD and other important Plan documents. This SMM is based on legal documents (such as plan documents and insurance contracts) currently in effect. As such, your rights are governed by the terms of these legal documents. Please refer to the relevant legal documents for complete information on your rights and obligations under the Plan(s). You may obtain a copy of any of the official legal documents on written request to the Plan Administrator.

While every effort has been made to give you correct and complete information about your benefits, in the event of any conflict or inconsistency between the SMM and the applicable legal documents, the terms of the legal documents will control. This SMM is not a contract, nor is it a guarantee of your benefits.