

AMENDMENT AND SUMMARY OF MATERIAL MODIFICATION

**TO THE
HELLOFRESH GROUP HEALTH AND WELFARE PLAN**

Section 7.1 of the HELLOFRESH GROUP HEALTH AND WELFARE PLAN (“the Plan”) provides that the Employer may amend the Plan at any time. In accordance with the terms of such provision, the Plan is hereby amended as reflected in this document. This Amendment supersedes any conflicting provision, predating the effective date of this Amendment, of this Plan.

NOW, THEREFORE, the Plan is amended as follows:

- A. Effective January 1, 2023, the definition of “Termination of Participation” under Article II, section 2.3 is amended by replacing the existing language in its entirety with the following:

Terminating Your Participation. Your participation in the Plan will end upon the occurrence of one or more of the following events:

- Termination of your employment.
- The date you cease to be an Eligible Employee.
- Your death.
- The termination of this Plan itself.
- The date you validly revoke your coverage under the Benefits.

- B. Effective January 1, 2023, the definition of “Employer Approved Leaves of Absence” under Article II, section 2.4 is amended by replacing the existing language in its entirety with the following new subparagraph (e):

(e) All active, full-time Employees covered by the Company Group Health and Welfare benefits may continue plan coverage for up to 6 months during an approved leave of absence, or for any longer period, as required by law, subject to the terms and conditions of the applicable plans.

- C. Effective January 1, 2023, the Benefit Program Appendix is updated as follows.


Component Program	Insured or Self-Insured	Insurance Carrier or Administrator
Medical Plan	Insured (prior to 2023)	Empire Kaiser (prior to 2023)
	Self-Insured (beginning in 2023)	CIGNA
Dental Plan	Insured (prior to 2023)	Empire
	Self-Insured (beginning in	CIGNA

	2023)	
Flexible Benefits Plan (Health FSA, Dependent Care FSA)	Self-Insured	ActWise (prior to 2023) Flores and Associates, Inc.

D. In all other respects, the Plan shall remain in effect.

IN WITNESS WHEREOF, the undersigned has caused this amendment to be adopted effective as of the date(s) set forth herein.

GROCERY DELIVERY E-SERVICES USA, INC. d/b/a
HELLOFRESH

By: 
 Title: Associate Director of Benefits
 Date: 12/29/2022