

Participant Notice

Employee Benefits | 401(k)



Share Class Change – Effective on or about 02/18/2026

In a continual effort to assist you in meeting your retirement goals, the Ensign Drilling 401(k) Committee has decided to make the following change to the investment options available in the Ensign Drilling 401(k) plan.

Fund Share Class Change

The fund below will be **automatically** transferred to the respective, lower cost share class of the same fund, as shown in the table. This change will occur on or about 02/18/2026.

Old Share Class		New Share Class	Similar Investment Style & Objective	Rationale
Galliard Stable Return Fund C (949907505)	➔	Galliard Stable Return Fund E (949907703)	Yes	Lowered expense ratio from 0.37% to 0.32%

What should you do?

- **No action is required.**
- On or about 02/18/2026, when the share class change is made, your current account balance in the old share class will be automatically transferred to the new share class, and all future contributions will be directed into the new share class that was made available.
- You may contact Charles Schwab at any time at 1.800.724.7526 or online at www.schwab.com/workplace to check your account balance or redirect your current account balance and future contributions into any of the investment options available within the Plan.

Whom do I call for help?

Account Information

- > Balances
 - > Investment changes
 - > Change personal info
- Contact: Charles Schwab
1-800-724-7526 | www.schwab.com/workplace

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