MULTI-YEAR RATE AGREEMENT

Solely with respect to the Lines of Business and Premium Components shown in the table below, the Company will agree to the following rates for the Insured's 8/31/2025 and 8/31/2026 renewals.

Line of Business & Premium Component	8/31/2024 Bound Rate	8/31/2025 Agreed Rate	8/31/2026 Agreed Rate
Automobile Liability Deductible Premium	626.0659 per power unit estimated at 334.	No less than the expiring rate and no greater than a 5% rate increase compared to the expiring rate.	No less than the expiring rate and no greater than a 5% rate increase compared to the expiring rate.
General Liability Deductible Premium	0.09136 per $1,000 gross sales excluding inter-company sales estimated at $1,953,000,000.	No less than the expiring rate and no greater than a 3% rate increase compared to the expiring rate.	No less than the expiring rate and no greater than a 3% rate increase compared to the expiring rate.
Workers' Comp Excess over SIR Retention Premium	0.23026 per $100 payroll estimated at $311,700,160.	No less than a 5% rate increase and no greater than a 9% rate increase compared to the expiring rate.	No less than a 5% rate increase and no greater than a 9% rate increase compared to the expiring rate.

This Multi-Year Rate Commitment is subject to the Program Terms and Conditions included in our Proposal.

The rates contemplated in this rate agreement apply to the 2024 bound program structure. Any change in program structure, including but not limited to a change in the Insured's retention, policy limits, treatment of allocated loss adjustment expenses, or duration of policy period may result in a recalculation of rates.

This rate agreement is subject to the following parameters. If any of the following occur, this rate agreement will no longer apply:

- Any regulatory changes that prevent the Company from offering the terms as outlined in this agreement.
- Deterioration in the Insured's financial condition as determined by the Company.
- Any acquisition outside of the Insured's core operations, unless such acquisition results in no material increase in risk as determined by the Company.
- Any act of terrorism, certified or otherwise, or any meaningful catastrophic event.
- A loss of or material adverse change in reinsurance.

This rate agreement is subject to additional parameters shown below. If any of the following occur, this rate agreement will no longer apply, but only with respect to the Line of Business for which a parameter below is breached:

Automobile Liability

- Increase or decrease in exposure greater than 20% compared to the prior program period.
- A newly reported claim within the applicable experience period shown below that exceeds 75% of the Insured's retention.
- An existing claim within the applicable experience period shown below with a reported incurred value below the Insured's retention that develops to a reported incurred value above 100% of the Insured's retention:
  - 8/31/2025 Renewal: 8/31/2020 – 8/31/2025 with losses valued as of 6/30/2025.
  - 8/31/2026 Renewal: 8/31/2021 – 8/31/2026 with losses valued as of 6/30/2026.

General Liability

- Increase or decrease in exposure greater than 20% compared to the prior program period.
- A newly reported claim within the applicable experience period shown below that exceeds 75% of the Insured's retention.
- An existing claim within the applicable experience period shown below with a reported incurred value below the Insured's retention that develops to a reported incurred value above 100% of the Insured's retention:
  - 8/31/2025 Renewal: 8/31/2020 – 8/31/2025 with losses valued as of 6/30/2025.
  - 8/31/2026 Renewal: 8/31/2021 – 8/31/2026 with losses valued as of 6/30/2026.

Excess over SIR Workers' Compensation:

- Increase or decrease in exposure greater than 20% compared to the prior program period.
- A newly reported claim within the applicable experience period shown below that exceeds 75% of the Insured's retention.
- An existing claim within the applicable experience period shown below with a reported incurred value below the Insured's retention that develops to a reported incurred value above 100% of the Insured's retention. However, for the claim associated with claim number 0902-WC-23-0300136 with a date of loss of 5/7/2023 and an incurred value of $2,029,522 as of 5/31/2024, this reported incurred value threshold shall be $2,750,000 rather than 100% of the insured's retention.
    - 8/31/2025 Renewal: 8/31/2020 – 8/31/2025 with losses valued as of 6/30/2025.
    - 8/31/2026 Renewal: 8/31/2021 – 8/31/2026 with losses valued as of 6/30/2026.