

The Long Term Disability Insurance offered by Life Insurance Company of North America is available to all active, full-time exempt associates of JELD-WEN Holding, Inc. who work at least 30 hours per week and meet specific residency or work authorization criteria. Employees hired after November 3, 2021, but before January 1, 2022, can choose between two options for coverage commencement: either the first of the month following 60 days or 30 days of active service. For those hired on or after January 1, 2022, coverage begins the first of the month following 30 days of active service. The insurance provides a gross monthly benefit of 60% of covered earnings, with a maximum benefit of \$7,500, and benefits commence after a waiting period of 180 days. A family survivor benefit is included, providing a lump sum equal to three months of benefits if the insured dies while receiving benefits.

The monthly cost of coverage varies by age, with rates ranging from \$0.170 for ages 0-24 to \$1.300 for ages 60 and above. The calculation for bi-weekly costs involves several steps, including determining monthly earnings and applying the appropriate rate based on age.

Disability is defined as the inability to perform material duties of one's regular occupation due to a covered injury or sickness, with specific criteria for continued disability after 24 months. Benefits are payable until the end of the benefit period or until the insured no longer qualifies. Coverage takes effect based on the policy's effective date, eligibility, and completion of enrollment forms, with specific provisions for those not actively at work at the time coverage would begin.

The policy includes limitations and exclusions, such as a pre-existing condition limitation that disallows benefits for conditions treated within three months prior to coverage. Additionally, benefits are not payable for disabilities resulting from suicide, war, felonies, or incarceration. The plan also limits benefits for certain mental health conditions to 24 months for outpatient treatment.

Termination of benefits occurs when the disability ceases, the benefit duration is exceeded, or if the

insured does not comply with policy terms. This summary is not a complete description of the insurance coverage, and the group policy takes precedence over this summary. Coverage is underwritten by Life Insurance Company of North America, and the policy details are outlined in Group Policy No. VDT 980212.