

SUMMARY ANNUAL REPORT FOR PAYCOR, INC. EMPLOYEE BENEFITS PLAN

This is a summary of the annual report of the Paycor, Inc. Employee Benefits Plan (Employer Identification Number 31-1299990, Plan Number 504) for the plan year 01/01/2022 through 12/31/2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Paycor, Inc. has committed itself to pay certain health, prescription drug, temporary disability and flexible spending account claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with Fidelity Security Life Insurance Company, Hartford Life and Accident and Delta Dental of Ohio to pay certain vision, life insurance, long-term disability, accidental death and dismemberment and dental claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2022 were \$2,392,359.

Because they are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending 12/31/2022, the premiums paid under such "experience-rated" contracts were \$1,129,288 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$1,061,106.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call Paycor, Inc., the plan administrator, at 4811 Montgomery Road, Cincinnati, OH 45212 and phone number, 513-381-0505.

You also have the legally protected right to examine the annual report at the main office of the plan: 4811 Montgomery Road, Cincinnati, OH 45212, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.