



Letter From Josh Jergensen: Employee Stock Purchase Plan

Team,

Looking to the future of PACS, we're excited by the possibilities that lay ahead of us. We believe we're positioned to continue redefining and elevating healthcare in 2026 and beyond.

We're planning on building on our success from 2025, that included everything from national recognition to outstanding local results and turnarounds.

Those clinical and financial outcomes are a tribute to the outstanding work every person in this company puts forth daily.

That's why I'm proud to announce that we're launching an Employee Stock Purchase Plan (ESPP). This is a meaningful opportunity for our team members to share in the company's success while continuing to drive industry-leading care at our communities.

The election window for the ESPP will be open from March 15 to March 28, 2026. All full-time, part-time, and on-call employees who have completed at least 60 days of employment before April 1, 2026, are eligible to participate. At the conclusion of the offering period on September 30, 2026, the amount withheld from your pay will be used to purchase your PACS shares at a 15% discount.

We've partnered with J.P. Morgan Chase to help manage employee elections and shares. Keep an eye out for communications from J.P. Morgan about setting up your account.

Administrators and human resources/payroll personnel at our facilities are advised to become familiar with ESPP so they can provide essential information to their teams.

As we begin this process, I want to thank our finance, human resources, and IT (Workday) teams for their efforts in launching this program.

We're excited that our team members will have the opportunity to invest in our growth and enjoy an even greater degree of ownership in our company.

Sincerely,

Josh Jergensen
President & Chief Operating Officer