Letter From Josh Jergensen: Employee Stock Purchase Plan

Team,

It's because of our people that PACS has become a national leader in this industry. Every day, you contribute to the well-being of vulnerable people, and do it with talent, grace, and empathy.

Because of your contributions to the company and our residents, it's important that you also have the opportunity to share in PACS's success.

Earlier this year we launched the Employee Stock Purchase Plan (ESPP) – where you can purchase PACS stock at a discounted price -- and we're excited to re-open it for qualifying employees who'd like to take part.

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

J.P. Morgan Chase is our partner in managing 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 familiar with the ESPP, so they can provide essential information to their teams.

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