

## **SUMMARY PLAN DESCRIPTION**

### **FIRSTRUST 401(k) AND PROFIT SHARING PLAN (the “Plan”)**

**Updated as of October 1, 2025**

#### **Important Note**

*This booklet is called a Summary Plan Description (“SPD”) and is intended to provide a brief description of the Plan’s features. Complete details of the Plan are contained in the Plan document. If there is a difference between this booklet and the Plan document, the Plan document (available in your Human Resources Department) will govern. The information provided on taxes is general in nature and may not apply to your personal circumstances. You should consult a tax advisor for more information.*

## Plan Highlights

The following information contains highlights of the Plan.

Please read the entire Summary Plan Description for more details.

### Joining the Plan

If you are an eligible employee, you may begin participating in the Plan, as of the first day of the calendar quarter coincident with or next following the date you have completed a three (3) month period of employment with the Company during which you are credited with at least 250 hours of service for purposes of making pre-tax and/or Roth contributions.

You may also begin receiving Company contributions as of the first day of the calendar quarter coincident with or next following the date you have completed a three (3) month period of employment with the Company during which you are credited with at least 250 hours of service.

### Saving is easy

Your contributions to the Plan are made through the convenience of automatic payroll deductions. You may contribute from 1% to 100% of your pay on a pre-tax and/or Roth basis.

When you first become eligible to participate, unless you otherwise elect, you will automatically be enrolled in the Plan with a pre-tax contribution rate of 6% of pay. In addition, your pre-tax deferral percent will automatically increase each year by 1% until you reach 10%, unless you elect otherwise. Contributing to the Plan on a Pre-tax basis allows you to reduce the amount of current income taxes you pay each year. In certain circumstances, you may elect to have benefits earned under another eligible retirement plan transferred or rolled over to your account under this Plan. You may also roll over funds held in an Individual Retirement Account ("IRA") that consists solely of amounts rolled over from a retirement plan.

### Company contributions

Once you become eligible to share in Company contributions, the Company intends to match a percentage of your pre-tax and Roth contributions each payroll period.

### Managing your investments

The Plan offers a range of investment options so you can put your money to work in a number of ways.

### Flexibility

You may change the investment of your account balance attributable to pre-tax, Roth or rollover contributions at any time. You may also change the amount you are contributing to the Plan at any time.

### Vesting

Your pre-tax, Roth and any rollover contributions you may have made are always 100% vested. This means you have full ownership of such contributions. However, the extent to which you are vested in any Company contributions made on your behalf will generally depend on your years of vesting service under the Plan.

### Accessing your account

The Plan allows you to borrow against your vested account balance. In addition, the Plan allows withdrawals under certain limited circumstances.

### Leaving the Company

When you leave the Company, your vested account balance will be paid to you or you may elect to have your vested account transferred to an eligible IRA or to another eligible retirement plan. Under certain circumstances, you may also elect to defer distribution of your vested account.

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## ***Introduction***

Chances are, you're hoping for a long and fulfilling retirement. But a significant part of how rewarding your retirement experience will be depends on how well you have planned for it.

It's not easy to save for the future. Planning to save and actually doing it are two different things. Often the "doing" is the most difficult. Through the Firsttrust 401(k) and Profit Sharing Plan (the "Plan"), you are offered an easy way to work with Firsttrust Savings Bank and/or the other participating companies that have adopted the Plan (the "Company") to add to your long-term retirement savings.

You may contribute to the Plan on a pre-tax and/or Roth basis. The Company intends to match a percentage of your contributions and also may make a profit-sharing contribution at the end of each year. Your Plan account has the potential to grow faster than saving outside the Plan because your pre-tax contributions, any Company contributions made on your behalf, and any earnings in your account are not subject to current income taxes until they are paid to you from the Plan. Qualified distributions of Roth contributions and related earnings are also not subject to applicable federal and state income taxes.

Your personal financial security is one of life's most important objectives. The Company shares your concern and offers the Plan as one way to help you build a strong financial future.

## ***Contacting John Hancock (Website and Phone Service)***

To help with your retirement planning, many features of the Plan are available to you by contacting John Hancock Retirement Plan Services, LLC ("John Hancock") via the Internet (<https://myplan.johnhancock.com>) or over an automated telephone system (800.294.3575). Whenever you are instructed to contact John Hancock, you may do so:

- 24 hours a day, seven days a week, via the Internet at [myplan.johnhancock.com](https://myplan.johnhancock.com) or an automated telephone system at 800.294.3575.
- 8 AM to 10 PM Eastern Time ("ET") on any business day the New York Stock Exchange ("NYSE") is open ("NYSE business day") by calling 800.294.3575 to speak with a Participant Service Representative.

You may obtain information about your Plan account, request an account statement, select/change a beneficiary(ies) for your account, initiate and/or process a distribution from the Plan, make changes to your contribution percentage and investment elections, and apply for a loan, by contacting John Hancock.

You will receive separate instructions to access Plan information by contacting John Hancock. However, your Human Resources Department can assist you if you have any questions about contacting John Hancock or about joining the Plan.

## **Joining the Plan**

### **Eligibility**

All employees of the Company, other than employees covered by a collective bargaining agreement (unless the terms of the bargaining agreement otherwise provide), individuals who for any period are classified by the Company as independent contractors (even if that classification is later changed), leased employees, non-resident aliens, certain self-employed individuals and sole proprietors, employees not included on U.S. payroll, and those employed on a temporary basis or as a summer intern, are eligible to participate in the Plan.

If you are an eligible employee, you may begin participating in the Plan, for the purpose of making pre-tax and/or Roth contributions to the Plan, as of the first day of the calendar quarter coincident with or next following the date on which you have completed a 3-month period of employment with the Company during which you were credited with at least 250 "Hours of Service".

You may begin sharing in any Company contributions, in accordance with the provisions set forth in pages 5-7 below, as of the first day of the calendar quarter coincident with or next following the date on which you have completed a 3-month period of employment with the Company.

For this purpose, you will be credited with a Year of Service if you complete a 12-month period of employment with the Company during which you are credited with at least 1,000 "Hours of Service." The first 12-month period will begin on your date of hire. If you complete less than 1,000 hours in that 12-month period, you will be credited with a Year of Service as of the last day of any Plan Year (the 12-consecutive month period beginning January 1 and ending December 31) following your date of hire during which you complete at least 1,000 "Hours of Service."

An "Hour of Service" includes all hours actually worked, plus most paid non-working hours such as vacation, sick days, and the like. However, no more than 501 hours of service will be credited to you for any single continuous period during which you are not actually working. If you are not paid on an hourly basis, you will be credited with 190 Hours of Service for each calendar month for which you are paid or entitled to payment from the Company.

**NOTE:** *If you were a participant in a plan that is merged into this Plan on the date of such merger, your prior service with the employer under that plan shall be credited to you under this Plan.*

**ALSO NOTE:** *If you are employed by a participating affiliate as of the date of its adoption of this Plan, and you are not otherwise excluded from participating in the Plan pursuant to the Plan's eligibility criteria, you shall become a Participant in the Plan as soon as administratively practical following the date your employer adopts this Plan.*

You should contact your Human Resources Department if you have any questions concerning your eligibility to participate in the Plan or the calculation of your Hours of Service.

## **Automatic Enrollment**

If you were hired on or after April 1, 2019, sixty (60) days following your date of Participation, upon satisfying the age and service requirements described above, you will automatically be enrolled in the Plan with a pre-tax contribution rate of 6%. In addition, your pre-tax contribution percent will automatically increase each year on or after your employment anniversary by 1% until you reach 10%, unless you elect otherwise. Written confirmation of your automatic enrollment will be mailed to you.

If you wish to contribute more or less than 6% of your pay, wish to contribute on a Roth basis, or if you do not wish to contribute at all, you must contact John Hancock to make your election. In addition, you may stop the automatic increase feature by contacting John Hancock.

Please contact John Hancock to select your beneficiary under the Plan. If you do not select a beneficiary by contacting John Hancock, your beneficiary will be your surviving spouse, or, if none, your estate.

**NOTE:** *If you were eligible to participate in the Plan and your pre-tax contribution deferral rate was 0%, then, effective as of April 1, 2019, your pre-tax contribution rate was increased to 6%, unless you elected otherwise. In addition, your pre-tax contribution rate would automatically increase each year on or after the anniversary of your initial pre-tax contribution rate increase.*

## **Military Service**

If you leave employment for certain periods of military service and are reemployed, you will be eligible to receive service credit, make contributions and receive Company contributions for those periods of qualified military service in accordance with the rules under the Uniformed Services Employment and Reemployment Rights Act of 1994. In addition, any amounts paid to you by the Company as “differential wage payments” may be treated as “pay” under the Plan. You should contact your Human Resources Department if you have any questions regarding this provision.

## **Savings Highlights**

### **Your Pre-Tax and Roth Contributions**

You may contribute to the Plan from 1% to 100% of your “pay” as pre-tax and/or Roth contributions. For Plan purposes, “pay” means your eligible earnings as reported on Form W-2, excluding reimbursements or other expense allowances, taxable fringe benefits (cash and non-cash), moving expenses, any program of deferred compensation, and service awards, and any compensation received before becoming a participant in the Plan. In addition, under the federal tax laws, for 2024, pay in excess of \$345,000 (\$350,000 for 2025) may not be taken into account for Plan purposes. This limit will be periodically adjusted by the Internal Revenue Service (“IRS”).

**NOTE:** *To the extent that the Company provides a “super” or extraordinary bonus and/or long-term incentive payments, such amounts shall not be considered “pay” for purposes of the Plan at the discretion of the Plan Administrator.*

**NOTE ALSO:** *As part of your deferral election you may elect to participate in the “automatic increase” feature of the Plan. If you elect to participate in this feature, your rate of pre-tax contributions must be below 10% and will then increase each year, in 1%, 2% or 3% increments, as you elect, until you reach a maximum contribution percentage of 10%. The automatic escalation of your pre-tax contributions will take effect on the anniversary of the date you originally enrolled in the feature. You should contact John Hancock if you are interested in participating in the Plan’s “automatic increase” feature.*

The federal tax laws also limit the amount you can contribute to the Plan as pre-tax and Roth contributions each year. The combined pre-tax and Roth contribution limit is \$23,000 for 2024 (\$23,500 for 2025). You should also be aware that the annual dollar limit is an aggregate limit that applies to all such contributions you may make under this Plan or other cash or deferred arrangements (including other 401(k) plans and 403(b) plans). Generally, if your total pre-tax and Roth contributions under all cash or deferred arrangements for a calendar year exceed the annual dollar limit, the excess must be included in your income for the year of the contribution and, if the excess is not returned to you by the following April 15<sup>th</sup>, again when it is later distributed to you. For this reason, it is desirable to request the return of any amounts contributed in excess of the federal limits.

If you have contributed in excess of the federal limits in any year, you must decide which plan or arrangement you would like to return the excess. If you decide that the excess should be distributed from this Plan, you must communicate this in writing to your Human Resources Department no later than the March 1<sup>st</sup> following the close of the calendar year in which such excess contributions were made. However, if the entire dollar limit is exceeded in this Plan or any other plan maintained by the Company, every effort will be made to return the excess contribution and any earnings to you by April 15<sup>th</sup>.

**NOTE:** *Other requirements under the federal tax laws may limit the total amount that may be allocated to your account in any year, or the total pre-tax and Roth contributions which may be made by certain higher-paid employees. These limits could require you to reduce your contribution percentage or the total you have contributed for the year. You will be advised if you are subject to such limitations. Pay after your termination (except for pay attributable to the period in which the termination occurred) shall not be treated as eligible pay.*

## **Your Catch-Up Contributions**

If you are at least age 50, or will be age 50 by the end of the calendar year, you may be eligible to make a pre-tax and/or Roth “catch-up” contribution for the year. The maximum catch-up contribution is \$7,500 for 2024 (\$7,500 for 2025). You may elect to make a catch-up contribution by contacting John Hancock. However, you should be aware that any intended catch-up contribution will be treated as a regular pre-tax and/or Roth contribution until your total pre-tax and/or Roth contributions for the year reach the maximum limit permitted under the Plan or the Code. You should also be aware that any catch-up contribution will not be subject to a Company match.

## Rollover Contributions

In certain circumstances, you may elect to have benefits earned under a qualified plan, a 403(b) plan or a governmental 457 plan (excluding, however, any after-tax contributions) transferred or rolled over to your account under this Plan. In general, you may also roll over funds held in a conduit IRA (that is an IRA that consists solely of amounts rolled over from an eligible retirement plan).

If you are not a member of an excluded class of employees, you may elect to make a rollover even prior to satisfying the eligibility requirements for participating in the Plan.

You should contact John Hancock if you are interested in making a rollover contribution.

## **Retirement Savings Potential**

Traditionally, many people save on an after-tax basis. This means that any money they are saving has already been taxed. Under the Plan, however, you may save on a pre-tax basis, which reduces your current income taxes. Social Security (FICA and Medicare) taxes continue to apply to your contributions to the Plan. The following example illustrates the difference in spendable income that may be obtained by making pre-tax contributions. Roth contributions may also be made to the Plan. As Roth contributions are made on an after-tax basis, the difference in spendable income will be the same as though you saved on a traditional, after-tax basis.

	<b>TRADITIONAL SAVINGS METHOD</b>	<b>Firsttrust 401(k) Profit Sharing Plan</b>
<b>Example *</b>	<b>After-Tax/Roth</b>	<b>Pre-Tax</b>
Annual pay	\$30,000	\$30,000
401(k) Pre-tax savings	-0	-1,800
Adjusted gross pay	=30,000	=28,200
Federal & State taxes	-6,000	-5,640
Social Security taxes	-2,295	-2,295
Net pay	=21,705	=20,265
After-tax savings	-1,800	-0
<b>Spendable income</b>	<b>=19,905</b>	<b>=20,265</b>
<b>Difference in spendable income</b>		<b>\$360</b>

\* This example assumes that you earn \$30,000 a year, save 6% of your pay on a pre-tax basis, are in a 20% tax bracket, and have Social Security taxes withheld using an estimated rate of .0765. Taxes will be assessed when you receive a distribution from the Plan.

## Company Matching Contributions

Remember, when you make pre-tax and/or Roth contributions to the Plan, the Company contributes as well. The Company believes this Plan is important for your future retirement security. Therefore, once you have satisfied the eligibility requirement for participating in Company matching contributions, the Company intends to match 50% of the first 6% of your pay you contribute to the Plan each payroll period. While it is the Company's intention to make matching contributions each payroll period, the Company's Board of Directors reserves the right to reduce or eliminate matching contributions for any Plan Year, or for any payroll period.

What does this Company match mean to you? Go back to the \$30,000 a year example. Your contribution of \$1,800 equals 6% of your annual pay. With the Company matching contribution feature, an additional \$900 (50% of \$1,800) will be allocated to your account for the year.

You should be aware, however, that matching contributions on behalf of certain higher-paid employees are subject to limitations under the federal tax laws. These limitations could reduce the matching contribution you receive under the Plan. You will be informed if you are affected by these limits.

Matching contributions are excluded from your income for Social Security (FICA and Medicare) and income tax purposes. Matching contributions, however, (adjusted for investment gains and losses) will be subject to income tax when distributed.

**NOTE:** *As mentioned above, the Company intends to make a matching contribution for each payroll period during which you make pre-tax and/or Roth contributions to the Plan. However, if you maximize your contributions at the beginning of the year, due to Plan limitations, or limitations prescribed by law, you may not be able to contribute during the entire year. As a result, you may fail to receive the full matching contribution for the year. You may also fail to receive the full available matching contribution if you alter the rate of your contributions during the year. In either event, you may be entitled to receive a supplemental matching contribution at the end of the year. This supplemental matching contribution is designed to ensure that you receive the full matching contribution for the year. You should be aware that any such supplemental matching contribution for the year will be made solely in the Company's discretion.*

## Company Profit-Sharing Contributions

Once you become eligible to participate in Company contributions, the Company may, in its complete discretion, also make a profit-sharing contribution to the Plan on your behalf. If you meet the eligibility requirements described below, your share of any such contribution will be determined by the ratio that your "pay" for the Plan Year bears to the pay of all eligible participants. However for this purpose, severance pay paid at or prior to termination of employment, bonuses, commissions and overtime pay will not be taken into account.

Once again, under the federal tax laws, for 2024, pay in excess of \$345,000 (\$350,000 for 2025) may not be taken into account when allocating such contribution. In addition, if you became a participant in the Plan in the middle of a Plan Year, your share of any Company profit-sharing contribution for that year will be based only on the pay you receive after you became a Plan participant.

You will normally be eligible to share in any profit-sharing contribution made for a Plan Year only if you complete at least 1,000 hours of service during the Plan Year and are employed by the Company on the last day of the Plan Year. However, the requirement that you be employed by the Company on the last day of the Plan Year will be waived if you terminate employment during the Plan Year because of your “permanent and total disability” (as defined later), your death, or your retirement on or after your early (age 55 and 10 years of vesting service) or normal retirement date (age 65).

You do not have to make contributions to share in any Company profit-sharing contributions made for any Plan Year. However, if you fail to make any pre-tax or Roth contribution for a Plan Year, you will not receive any matching contribution for that year.

Profit-sharing contributions are excluded from your income for Social Security (FICA and Medicare) and income tax purposes. Profit-sharing contributions (adjusted for investment gains and losses) will be subject to income tax when distributed.

***NOTE: The Company has entered into an agreement with a Plan’s service provider for the Plan to receive certain fee credits from the provider. These credits will be used to pay administrative expenses of the Plan. However, to the extent that the fee credits for a year exceed the Plan’s administrative expenses through March 31 (or prior business day) of the following year, the excess may be allocated to participants with account balances as of such date.***

## ***Managing Your Investments***

Any Company matching contributions and/or profit-sharing contributions made on your behalf will be invested in the Firstrust Fund. The Plan provides you with a range of investment options for the remaining balance of your account (pre-tax, Roth and rollover contributions). Your initial investment election(s) must be made among the available individual investment options in 1% increments. Any subsequent changes may be made in 1% increments by contacting John Hancock. Different investment options may be offered from time to time and you will be informed in advance of any changes. If you do not specify how contributions to your account are to be invested, they will automatically be invested in the Plan’s default fund.

If you are automatically enrolled in the Plan, any contribution made on your behalf will be designated for investment in the Plan’s default fund, as set forth in your enrollment materials. However, you may select any of the other available investment options and you may subsequently elect to change your investment election(s), by contacting John Hancock.

Company matching contributions made on your behalf will automatically be invested in the Firstrust Fund. Please refer to the “Investments” section below in this Summary Plan Description for any restrictions or limitations on your ability to direct the investment of your Company matching contributions made on your behalf.

Additional information concerning the available investment options is provided separately, as these may change from time to time.

**NOTE:** *The Plan is intended to constitute a Plan described in Section 404(c) of the Employee Retirement Income Security Act of 1974 (“ERISA”) with respect to the portion of your account (pre-tax, Roth and rollover) subject to your investment direction. Section 404(c) is a provision providing special rules for participant-directed plans, like ours, that permit participants to exercise control over the assets in their accounts. If a Plan complies with Section 404(c), the Plan’s fiduciaries will not be liable for poor investment performance or losses resulting directly from participant-directed investment decisions. This means you are responsible for your investment decisions for your participant directed account under the Plan.*

You have the right to receive the following information upon request:

- 1 A description of the annual operating expenses of each standard investment option and the aggregate amount of such expenses expressed as a percentage of average net assets.
- 2 Copies of any updated prospectuses, financial statements and reports and other information furnished to the Plan relating to each such investment option.
- 3 A semi-annual listing of assets comprising the portfolio of each standard investment option, the value of such assets (or the proportion of the investment option which it comprises) and, with respect to each asset which is a fixed rate investment contract issued by a bank, savings and loan association or insurance company, the name of the issuer of the contract, the term of the contract and the rate of return of the contract.
- 4 Information concerning the value of shares or units in each investment option, as well as the past and current investment performance of each investment option.
- 5 Information concerning the value of shares or units in each investment option held in your account.

The Plan Administrator is responsible for providing the above information. The contact information for the Plan Administrator is set forth in the “Other Important Facts” section of the booklet. However, the above information can also be obtained by contacting John Hancock.

For more information about your investment options, including fees and expenses, please consult the prospectuses.

## ***Flexibility***

### **Changing Contributions and Investments**

Nearly everyone’s personal financial situation is likely to change over the years. Because of this, the Plan offers you the flexibility to change the amount of your contributions or to stop your contributions entirely. In addition, the Plan permits you to change your investment elections relating to your pre-tax, Roth or rollover contributions.

## Contributions

You may elect to change how much of your pay you contribute as pre-tax and/or Roth contributions, from 1% to 100% by contacting John Hancock. Your contribution change will be effective as soon as administratively possible following your election. Of course, you may also elect to stop contributing at any time. If you elect to stop contributing, your contributions will cease as soon as administratively possible following your election. If you do choose to stop contributing, you may begin making contributions again, effective as soon as administratively possible thereafter by contacting John Hancock.

## Investments

Company matching contributions and/or profit-sharing contributions made on your behalf will be invested in the Firsttrust Fund and may not be transferred to a different investment option. However, you may change your investment election with respect to future contributions allocated to your account from other contribution sources, and/or your investment election with respect to the balance of your existing account from other contribution sources, by contacting John Hancock. Investment election changes made and confirmed before 4:00 PM ET on any NYSE business day will generally be effective as of the close of that day. A change confirmed on or after 4:00 PM ET, or on weekends or holidays, will generally be effective as of the close of the next NYSE business day. In the event the NYSE closes prior to 4:00 PM ET on any business day, a change made and confirmed before the time the NYSE closes will generally be effective as of the close of that day. A change made or confirmed on or after such closing time will generally be effective as of the close of the next NYSE business day. In the event an investment option does not have sufficient liquidity to meet same day redemption requests, your change will be effective as soon as administratively possible thereafter.

***NOTE: There may be limitations on your ability to direct the investment of your account under the Plan. Policies established by mutual funds may impose redemption fees on certain transactions and also may impose restrictions or limitations on frequent or excessive trading. The Plan Administrator will enforce the funds' policies on redemption fees and trading restrictions or limitations as Plan rules. As a result, if your investment direction violates a fund's trading restriction or limitation, your action may result in redemption fees being assessed to your account or your investment directions may be declined. In some circumstances, your ability to make additional investments in a fund may be suspended or terminated. Please refer to the underlying prospectus(es) and other fund information for further details on the funds' policies on redemption fees and trading restrictions or limitations. You may also obtain related information by contacting John Hancock.***

Confirmation will be provided to you for each change of your contribution percentage and/or your investment election. If you change your investment election with respect to future contributions and your existing account balance among the individual investment options, you will receive separate confirmation(s).

## ***Transaction Fees Paid From Your Account***

Whenever you take a distribution, withdrawal or loan, or whenever you provide a domestic relations order for review and qualification, fees may be taken directly from your account. These fees may include the following:

- Non-periodic distribution fee (for processing a lump sum distribution or an in-service withdrawal).
- Periodic payment distribution fee (for processing a required minimum distribution).
- Hardship withdrawal fee (for review and processing of a hardship withdrawal request).
- Loan set up fee (for review and processing of a loan request).
- Loan maintenance fee (for on-going administration of an approved loan).
- Loan repayment insufficient funds fee (for processing a returned check or an ACH debit denial).
- Qualified Domestic Relations Order fee (for review and qualification of a domestic relations order).

Applicable fees also apply to the account of each alternate payee and each beneficiary.

For information on these transaction fees, and Plan expenses that may be paid from your account, you should check the Plan's most recent fee disclosure document (and any fee update notices thereto). Fee information may also be obtained by contacting John Hancock.

## ***Accessing Your Account***

One of the most commonly asked questions about the Plan is, "Can I get my money out of the Plan?" Since the primary purpose of the Plan is to encourage long-term retirement savings, distribution of your vested account normally cannot be made before your retirement or other termination of employment. However, while you remain employed by the Company, you may borrow from your vested account and withdraw money, if necessary, under certain limited circumstances. Please note that loans and withdrawals under the Plan may be subject to limitations, in addition to those described below, established by the Plan Administrator in order to anticipate changes in the value of your account due to market fluctuations.

### **Loans**

The Plan allows you to borrow against the value of your vested account balance. It's a way for you to borrow your own money. The interest you pay on your loan goes back into your own Plan account on an after-tax basis. You can model your repayment schedule and apply for a loan by contacting John Hancock. Loan documentation and processing instructions will be mailed to you.

You may only have two loans outstanding at any time. The interest rate is fixed and will be equal to the Prime Rate (as published in *The Wall Street Journal* on the day the loan is initiated).

The minimum amount you can borrow is \$1,000. The maximum loan amount available to you will be determined by your vested account balance. You may borrow up to the lesser of: (i) 50% of your vested account balance or, (ii) \$50,000. This \$50,000 maximum is reduced, however, by the amount of your highest outstanding loan balance for the previous 12-month period.

Loans must normally be repaid through payroll deductions over a period of not more than five years. However, if you're using the loan to purchase your principal residence, the loan can be repaid over a period of not more than fifteen years. Loans may be prepaid in full at any time without penalty. Failure to repay a loan in accordance with its terms will constitute default. If you default on your Plan loan, under the federal tax laws, you will be considered to be in taxable receipt of your unpaid loan balance (except for the portion of your loan attributable to Roth contributions, only the earnings are taxable). As a result, you will have to pay income taxes on the amount of your unpaid loan and, in general, if you are under age 59½, an additional 10% penalty tax. In addition, interest will generally continue to accrue (for purposes of determining your eligibility for any subsequent loan) until the loan is repaid or you separate from service. You should contact your Human Resources Department for additional information regarding the treatment of loans in default.

If you are on an authorized leave of absence without pay, or with a rate of pay that is less than your required loan repayment amount, your loan repayment may be suspended for a period equal to the lesser of one year or the duration of the leave of absence. In the event of certain military service, your loan may be suspended for a longer period.

Effective January 1, 2016, if you stop working for the Company before your loan is repaid, you may be permitted to continue making loan payments, subject to the terms of your loan agreement and promissory note, or you may choose to pay off your loan in full or in part. Loan repayments may be made by check or via ACH (automated clearing house system for electronic funds transfer).

If you request a distribution from the Plan prior to the end of the grace period and prior to repaying your loan, your outstanding balance will be deducted from your account before it is distributed to you. The non-Roth portion of that outstanding loan balance will be treated as a taxable distribution to you. For the portion of your loan attributable to Roth contributions, only the earnings are taxable; however, Roth earnings will not be taxable if you have satisfied the requirements for receipt of a Roth "qualified distribution". If you are under age 59½, an additional 10% penalty tax may also apply.

## **Hardship Withdrawals**

Under the Plan, you are permitted to withdraw a portion of your vested accrued account if you experience one of the following financial hardships:

- purchase of your principal residence;
- payment of unreimbursed medical expenses incurred by you, your spouse or dependents, or to permit you, your spouse or your dependents to obtain medical care;
- payment of tuition and “related expenses” (as defined under federal law) for the next 12 months of post-secondary education (for example, college, graduate school and/or equivalent courses) for you, your spouse, your children or dependents;
- payment to prevent eviction from your principal residence or foreclosure on the mortgage of your principal residence;
- payment of funeral or burial expenses for your deceased parent, spouse, children or dependents (as defined in Section 152 of the Code, without regard to Section 152 (d)(1)(B) of the Code); or
- payment to repair damage to your principal residence that would qualify for a casualty loss deduction under Section 165 of the Code (determined without regard to whether the loss is as a result of a federally declared disaster and without regard to whether the loss exceeds ten percent (10%) of your adjusted gross income).

You may only withdraw the amount of your vested account balance (excluding earnings on your pre-tax or Roth contributions) needed to meet your hardship. However, you may elect to increase the amount withdrawn to cover any applicable tax withholding on the withdrawal.

To be approved for a hardship withdrawal, you will have to prove financial hardship, including certifying that you have insufficient cash or other liquid assets reasonably available to meet your need. Consideration will be given to the nature of your financial need, the documentation you provide, and whether you have exhausted other currently available Plan loans or distributions (other than hardship distributions) under all plans of the Company.

The taxable amount you withdraw for financial hardship will be subject to optional federal income tax withholding, and state tax withholding if applicable. If you are under age 59½, an additional 10% penalty tax may apply.

You may request a hardship withdrawal by contacting John Hancock. You should, however, consult with your tax advisor before exercising this option. You should contact your Human Resources Department and your tax advisor for more information.

## **Age 59½ Withdrawals**

If you have attained age 59½, you may elect to withdraw all or any portion of your vested account balance, subject to rules and procedures as may be established by the Plan Administrator.

The money you withdraw may be subject to mandatory 20% federal income tax withholding and state tax withholding, if applicable. It will not, however, be subject to the 10% penalty tax. Qualified distributions of Roth contributions and related earnings are not subject to applicable federal and state income tax withholding. You may request an age 59½ withdrawal by contacting John Hancock. You should, however, consult with your tax advisor before exercising this option. You should contact your Human Resources Department for more information.

### **Withdrawals of Rollover Contributions**

You may withdraw all or any portion of your account attributable to any rollover contributions you may have made to the Plan, subject to rules and procedures as may be established by the Plan Administrator.

The money you withdraw may be subject to mandatory 20% federal income tax withholding and state tax withholding, if applicable. If you are under age 59½, an additional 10% penalty tax may also apply. You may request a rollover contribution withdrawal by contacting John Hancock. You should, however, consult with your tax advisor before exercising this option. You should consult your Human Resources Department for more information.

<b><i>Vesting</i></b>
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Vesting means ownership. You are always 100% vested (in other words, you have complete ownership) in your pre-tax, Roth and any rollover contributions you may have made (adjusted for investment gains and losses). However, if you terminate for any reason other than your retirement, disability or death, the extent to which you are vested in any Company contributions allocated to your account, including any company contributions which transferred to the Plan as a result of the merger of the FirstLease, Inc. 401(k) Plan as of January 1, 2016 (adjusted for investment gains and losses) will generally depend on your years of vesting service based on the following schedule:

<u>YEARS OF VESTING SERVICE</u>	<u>PERCENT VESTED</u>
Less than 2 years	0%
2 years but less than 3	20%
3 years but less than 4	40%
4 years but less than 5	60%
5 years but less than 6	80%
6 years or more	100%

You will be credited with a year of vesting service for each Plan Year during which you complete 1,000 hours of service. You will also receive credit for years of vesting service while employed by certain affiliates of the Company. You should contact your Human Resources Department if you have any questions concerning the calculation of your years of vesting service.

You should be aware that if you terminate employment before completing two years of vesting service (that is, before you are partially vested in any Company contributions allocated to your account), and you incur five consecutive “breaks in service” before returning to employment with the Company, your prior years of vesting service may be disregarded. As a result, you will be considered a new employee for purposes of determining your vested status under the Plan and thus you will have to start all over again as if you had never previously been employed by the Company.

Finally, you should be aware that if you terminate employment with the Company on or after your normal retirement date (age 65), or as a result of your “permanent and total disability” (as defined later), or your death, you will be 100% vested in the value of any Company contributions allocated to your account, regardless of your years of vesting service under the Plan.

**NOTE:** *If you became an employee as a result of the Company’s acquisition of the Philadelphia, PA branch of MB Financial Bank, N.A. on March 17, 2017, you will receive credit for your prior service with MB Financial Bank for vesting purposes.*

**NOTE ALSO:** *If you were an employee of Hatch Bank on the date it adopted this Plan as a participating affiliate (October 1, 2025), you will receive credit for your prior service with Hatch Bank for vesting purposes. Additionally, you are fully vested in any contributions transferred to this Plan on your behalf from the Trinet Select 401(k) Plan, and you will be fully vested in any matching and profit sharing contributions made to this Plan on your behalf after October 1, 2025. If you are hired by Hatch Bank after October 1, 2025, you will become vested in any matching and profit sharing contributions made to this Plan on your behalf in accordance with six-year graded vesting schedule noted above.*

## **Leaving the Company**

### **Forfeiture of Nonvested Amounts**

If you leave the Company before you are 100% vested in your Plan account, the nonvested portion of your account will be forfeited and used to reduce future Company contributions to the Plan for the remaining eligible participants, used to pay Plan administrative expenses and/or to correct an operational error in connection with the Employee Plans Compliance Resolution System. However, if you return to work for the Company before incurring five consecutive breaks in service, the nonvested balance of your account may be restored in certain circumstances.

### **Distributions and Taxation**

Following your retirement or other termination of employment, distribution of your vested account balance will be made as soon as administratively possible following your request for distribution. However, if your vested account balance is equal to or less than \$7,000, unless you make a timely election to roll over your vested account to an eligible IRA or another eligible retirement plan, or elect to have your vested account distributed to you, your vested account will be rolled over to an IRA selected by the Plan Administrator (the “John Hancock Transitions IRA”).

If your vested account is automatically rolled over to the John Hancock Transitions IRA, your account will be invested under this IRA in an investment product designed to preserve principal and provide a reasonable rate of return and liquidity. Any fees and expenses under the John Hancock Transitions IRA will be charged to your account. Please note that if your distribution is automatically rolled over to the John Hancock Transitions IRA, you will continue to have the same access to your account information by contacting John Hancock.

For further information concerning the Plan's automatic rollover provision, the John Hancock Transitions IRA and/or the fees and expenses associated with the John Hancock Transitions IRA, contact the Plan Administrator. The contact information for the Plan Administrator is set forth in the "Other Important Facts" Section of this booklet. However, the above information can also be obtained by contacting John Hancock.

**NOTE:** *Under federal law, distribution of your vested account must commence no later than the April 1 following the year you attain age 70½ or, if later, following the year you terminate employment. However, if you are a 5% owner of the Company, you will be required to begin receiving minimum distributions from your account (in lump sum or installments) by the April 1 following the year you attain age 70½, regardless of whether you have terminated employment at that time. These rules may have changed due to IRS regulation, please consult your tax advisor.*

Distribution will normally be made in a single-sum cash payment. However, if your vested account balance exceeds \$5,000, you may elect to receive your distribution in partial payments (of at least \$1,000) and/or annual (or more frequent) installments over a fixed number of years or in a set dollar amount, as limited under the Plan.

Whenever you receive a distribution from the Plan, it will normally be subject to income taxes. To provide for the resulting taxes, your distribution may be subject to mandatory 20% federal income tax withholding and may also be subject to any applicable state income tax withholding. However, you may be able to defer income taxes on your distribution by electing to have your distribution paid directly to an eligible IRA or to another eligible retirement plan.

If you are younger than age 59½ when you receive your distribution, any amount you receive may be subject to a 10% federal excise tax (penalty tax) in addition to any applicable federal and state income taxes. However, the 10% penalty tax will not apply to distributions made to your beneficiary in the event of your death or if you transfer your distribution directly to an eligible IRA or to another eligible retirement plan.

You will be provided with more information concerning your distribution options when you apply for benefits under the Plan. You should contact a tax advisor to determine which option is best for you.

**NOTE:** *Qualified distributions of Roth contributions and related earnings are not subject to federal or state taxes. A "qualified distribution" is one that occurs after a five-year period of Roth participation and that either (1) is made on or after the date you attain age 59½, (2) is made after your death, or (3) is attributable to your disability.*

## ***Death Benefit***

If you die while employed by the Company, your beneficiary will be entitled to receive the full value of your account. If you die after terminating employment, but before distribution of your vested account has been made or commenced, the vested balance of your account will be paid to your beneficiary.

You may choose anyone to be your beneficiary under the Plan. You make your designation by contacting John Hancock. However, under federal law, if you are married and wish to name someone other than your spouse as your beneficiary, you may do so only with your spouse's written and notarized consent. If you fail to designate a beneficiary, or if your designated beneficiary dies before you do, the Plan provides that your beneficiary will automatically be your surviving spouse, or, if none, your estate.

Distribution of any death benefit under the Plan will normally be made, in the form of a single-sum payment, as soon as administratively possible following your death.

## ***Disability***

As mentioned, if you terminate employment with the Company as a result of your "permanent and total disability," you will also be entitled to receive the full value of your Plan account, regardless of your years of vesting service under the Plan. For this purpose, you will be considered "permanently and totally disabled" if you have a mental or physical condition which, in the opinion of the Plan Administrator, based on appropriate medical evidence, will prevent you from performing your normal duties for the Company.

Distributions to persons under the age of 59½ because of disability may qualify for exclusion from the 10% penalty tax previously described.

## ***Effect on Other Benefits***

Your contributions to the Plan will not affect other salary-related benefits, such as life insurance and disability benefits. Also, making contributions will not change the amount of your Social Security benefits or the Social Security taxes that are withheld from your pay.

## ***Other Important Facts***

Firsttrust Savings Bank is the Plan Sponsor (“Plan Sponsor”).

The Plan Sponsor’s address, telephone number and federal employer identification number (EIN) are:

**Firsttrust Savings Bank  
c/o Human Resources  
One Walnut Grove Drive  
Horsham, PA 19044**

**Phone: (215) 259-5121  
EIN: 23-0970971**

- The Plan also currently covers employees of the following companies:

**Apex Commercial Capital Corp.**

**Hatch Bank**

- The 401(k) Committee serves as the Plan Administrator.
- The Plan Year is the 12-month period beginning January 1 and ending December 31.
- The Plan Sponsor has been designated as agent for service of legal process. Legal process may also be served on the Trustee.
- The Plan is a 401(k) profit sharing plan and the number assigned to the Plan by the Plan Sponsor is 001.
- The current Trustee of the Plan is:  
**John Hancock Trust Company LLC  
197 Clarendon Street  
Boston, MA 02116**
- The following information is required to be communicated to you under the Pension Protection Act of 2006. Please read this information carefully.

### **Importance of Diversification**

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform very well often cause another asset category, or another particular security, to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk.

In deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk.

It is also important to periodically review your investment portfolio, your investment objectives, and the investment options under the Plan to help ensure that your retirement savings will meet your retirement goals.

You may access the Department of Labor's website at [www.dol.gov/ebsa/investing.html](http://www.dol.gov/ebsa/investing.html) to obtain other sources of information on individual investing and diversification.

## **Statements of Your Account**

### **Reports on Your Plan Account**

At the end of each calendar quarter, a statement will be provided to you in accordance with the requirements of applicable law. To help you keep up-to-date on the status of your account, the statement will include the following:

- the amount you contributed to the Plan;
- the amount the Company contributed to the Plan on your behalf;
- the investment options you have selected;
- the earnings and/or losses on your investments;
- your vested percentage;
- the current value of your account (including any transfers or rollover contributions);
- fees charged against your account (i.e., QDRO, loan, distribution, administration), if any;
- withdrawals or loans, if any; and
- administrative fees deducted from your account during the calendar quarter.

You may also request a statement at any time by contacting John Hancock.

**NOTE:** *It is very important to keep the Company advised of any changes to your contact information, for example, any change in your address, particularly following your termination of employment. Your failure to do so may result in the Plan's inability to pay you any benefits to which you are entitled and may also, under certain circumstances, subsequently subject you to tax penalties.*

## ***Your ERISA Rights and Information***

### **What are my rights under the Employee Retirement Income Security Act of 1974?**

As a participant in the Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (“ERISA”). ERISA provides that all Plan participants are entitled to:

#### ***Receive Information About Your Plan and Benefits***

- examine, without charge, at the Plan Administrator’s office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.
- receive a summary of the Plan’s annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.
- obtain a statement telling you (a) the amounts credited to your account under the Plan and (b) what your benefits would be under the Plan if you stop working as of that statement date. This statement is not required to be given more than once a year. The Plan must provide the statement free of charge.

#### ***Prudent Actions by Plan Fiduciaries***

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called “fiduciaries” of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit under the Plan or exercising your rights under ERISA.

#### ***Enforce Your Rights***

If your claim for a benefit is denied or ignored, in whole or in part, you have the right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

### ***Assistance With Your Questions***

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

### **How do I make a claim for benefits?**

We hope there will never be a disagreement as to the amount owed to you under the Plan. However, if there is a disagreement, you must follow the Plan's claims procedure or you may forfeit certain legal rights to contest the decision. You must file any request for benefits in writing. Before filing your request, you or your legal representative may wish to examine any Plan records regarding your claim. This examination may occur only during the Company's regular working hours.

Initial claims should be addressed to the Plan Administrator. Decisions on initial claims will be made within 90 days of receipt by the Plan Administrator (or within 45 days in the case of a disability determination claim). The Plan Administrator may extend the 90-day period up to an additional 90 days where the nature of the benefit involved or other circumstances make such extension appropriate (in the case of a disability determination claim, the claim may be extended twice, with each extension not exceeding 30 days).

If your claim is denied in whole or in part, you will receive a written explanation setting forth (i) the reason for the denial, (ii) references to the Plan provision(s) on which the denial is based, (iii) if applicable, a description of any additional information that you might be required to furnish in order to obtain benefits, with an explanation of why it is needed, (iv) a description of the Plan's claim review procedures, and (v) a statement of your right to bring a civil action under Section 502(a) of ERISA if you file a written request for a reconsideration of the claim under such review procedures and the claim is denied on review.

You (or your authorized representative) may request that the denied claim be reconsidered. All requests for reconsideration of denied claims are reviewed by the Plan Administrator. You (or your authorized representative) may appeal a denied claim by filing a written notice of appeal with the Plan Administrator within 60 days (180 days in the case of a disability determination claim) after the claim is denied. You (or your authorized representative) may submit documents, records, and other information relating to your claim. In connection with such review, you (or your authorized representative) may review, upon request and free of charge, pertinent documents and may submit issues and comments in writing. The Plan Administrator will take into account all comments, documents, records, and other information submitted without regard to whether such information was submitted or considered in the initial claim determination and make a decision with regard to the claim within 60 days (or within 45 days in the case of a disability determination claim) of receipt of the request for reconsideration. The Plan Administrator may extend the 60-day period up to an additional 60 days (or the 45-day period up to an additional 45 days) where circumstances make such extension appropriate.

In deciding an appeal of any denied claim that is based in whole or in part on medical judgment in the case of a disability determination claim, the Plan Administrator will consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment and who is neither an individual who was consulted in connection with the initial claim nor a subordinate of any such individual. Upon request, any medical experts whose advice was obtained on behalf of the Plan in connection with a claim denial will be identified, without regard to whether the advice was relied upon in making the determination.

You will be notified of the Plan Administrator's decision in writing. The decision will include the specific reason for any denial including reference to the Plan provision(s) on which the denial is based; a description of your right to receive, upon request and free of charge, reasonable access to and copies of all Plan documents, records and other information relevant to the claim; in the case of a disability determination claim, any internal rule, guideline, protocol or other similar criterion that was relied upon in the denial or a statement that an internal rule, guideline, protocol or other similar criterion was relied upon in the denial and that a copy thereof will be provided free of charge upon request; and a statement about your right to bring a civil action under Section 502(a) of ERISA.

The decision of the Plan Administrator, which has the authority to interpret the Plan and make factual determinations in connection with matters arising under the Plan, is final and binding.

### **How will my participation in the Plan affect my IRA?**

According to the current federal tax laws, you can continue to maintain IRAs while you are participating in the Plan, and you can make after-tax contributions to your IRA in amounts permitted by the federal tax laws. But your ability to make tax-deductible contributions to an IRA for any year in which you participate in the Plan is restricted according to your income level. See the instructions to Form 1040 or contact your tax advisor for more information.

## **What happens if the Plan is amended or terminated?**

The Company reserves the right to amend the Plan or to terminate it. However, no amendment can reduce the amount in your account. If the Plan terminates, your account will become 100% vested, that is, nonforfeitable. The Plan is for the exclusive benefit of its participants and, therefore, money cannot go back to the Company because of the Plan's termination.

Upon termination of the Plan, the Company will generally liquidate assets and distribute the value of your account to you (subject to IRS requirements).

## **Is there any way I can lose Plan benefits?**

Yes, there are a few ways in which you could lose expected benefits such as the following, among others:

### ***If investments go down in value***

The value of your account depends on the performance of your investments under the Plan. Your account balance is subject to both gain and loss due to investment results. If you receive a distribution at a time when the value of your investments has declined, you may not receive a distribution that is as large as you had hoped. Also, certain administrative expenses of the Plan may be paid from the Plan's trust fund or, in some cases, may be charged directly to your account.

### ***If your account balance experiences ERISA allowable Plan administrative expenses***

The value of your account may be reduced by reasonable expenses incurred by the Company's administration of the Plan under ERISA. The following types of expenses may be charged to your account under the "pro-rata method" (allocating a proportion of the expense based on the size of each account) of allocating expenses: fees charged to provide participant education and investment consulting services; communication fees; investment management fees; recordkeeping fees; legal fees; auditing fees; annual reporting fees; and claims processing fees. Your account may be charged for fees that are particular to you (i.e., QDRO, distribution of benefit fees, hardship, and loan). You will be notified of the individual fee prior to implementation of the fee.

### ***If a "Qualified Domestic Relations Order" is received***

In general, your account cannot be attached or paid to creditors or to anyone other than yourself. However, under federal law, the Plan Administrator is required to obey a Qualified Domestic Relations Order. This is a decree or domestic relations order ("Order") issued by a court that satisfies certain requirements under the Internal Revenue Code. A Qualified Domestic Relations Order may require that all or a portion of your vested account be paid to your spouse, former spouse, child or other dependent ("Alternate Payee"). The Plan Administrator, in accordance with procedures set forth in the law, will determine the validity of any Order received and will inform you upon the receipt of any such Order affecting you. You may obtain a copy of such procedures, without charge, from the Plan Administrator. Please note that any fee charged to your account for the review and qualification of an Order will be shared equally between you and the Alternate Payee unless otherwise specified in the Order.

## **Should I be aware of any other aspects of the Plan?**

In an effort to keep retirement plans from favoring “key employees,” Congress has put a complicated set of rules in the Internal Revenue Code that apply to any “top-heavy” retirement plan. Stated simply, the Plan will be “top-heavy” if the value of accounts belonging to key employees (generally certain officers and shareholders) exceeds 60% of the value of the accounts for all participants.

Each year, the Plan will be tested to determine if it is top-heavy. Although, it is unlikely that the Plan will become top-heavy, if it does, “special rules” will become effective which could increase the amount of Company contributions made on your behalf.

You should also be aware that the Pension Benefit Guaranty Corporation, a federal agency that insures defined benefit plans, does not insure this type of plan. The government has exempted plans like ours from such insurance because all contributions go directly to your account and you will be 100% vested in your account if the Plan is ever terminated.

**For more information about your investment options, please consult the prospectuses.**

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