CAPITAL GROUP®

Capital Bank and Trust Company
PO Box 6164
Indianapolis IN 46206-6164

John Shareholder &
Jane Shareholder
3333 Investor Road
Anytown, TX 12345-6789
Line 5
Line 6
Line 7

November 30, 2026

Re: Important - Basic Plan Amendment
Plan Name: [PLAN NAME]
Plan Reference #: [REFERENCE NUMBER]

Dear plan sponsor,

We have prepared the enclosed amendment for your retirement plan. The plan was previously amended to reflect applicable provisions of SECURE, CARES and other changes in qualification requirements. The enclosed amendment updates the plan for subsequent changes in qualification requirements, including changes made by SECURE 2.0 and final Treasury regulations relating to required minimum distributions, and incorporates certain related provisions of prior plan amendments.

No action is required if you wish to adopt the amendment.

If you do not wish to adopt the amendment, please notify us in writing at the address listed above, within 30 days after the date of this letter.

Please retain the amendment with your plan records.

If a participant (including retirees, separated participants and beneficiaries with account balances) requests a Summary Plan Description (SPD), please contact us for an updated SPD reflecting these changes.

When you are ready to retire and if the company sponsoring the plan is dissolving, be sure to contact your financial professional or us about how to terminate your plan. The plan is not fully terminated until all assets are distributed from the plan.

If you have any questions, please call us at **(800) 421-4225 ext. 37**, Monday through Friday between 8 a.m. and 7 p.m. Eastern time.

Cordially,

Capital Group

CAPITAL GROUP®

Required Amendments Update (2026)

Article 1 — Preamble

1.1 Adoption of Amendment. Effective 30 days after the date of the written notice accompanying this Amendment, unless the Employer objects in writing as described in that notice, the Employer will be deemed to have adopted this Amendment.

1.2 Intention. The Plan was previously amended to reflect applicable provisions of the Setting Every Community Up for Retirement Enhancement Act of 2019 ("SECURE"), the Coronavirus Aid, Relief, and Economic Security Act ("CARES") and other changes in qualification requirements. This Amendment updates the Plan for subsequent changes in qualification requirements, including changes made by the SECURE 2.0 Act of 2022 ("SECURE 2.0") and final Treasury regulations relating to required minimum distributions, and incorporates certain related provisions of the prior Plan amendments.

1.3 Superseding of inconsistent provisions. This Amendment supersedes the provisions of the Plan to the extent those provisions are inconsistent with the provisions of this Amendment. Except as otherwise provided in this Amendment, terms defined in the Plan will have the same meaning in this Amendment.

1.4 Construction. Except as otherwise provided in this Amendment, any Article or Section reference in this Amendment refers only to this Amendment and is not a reference to the Plan. The Article and Section numbering in this Amendment is solely for purposes of this Amendment, and does not relate to the Plan article, section, or other numbering designations.

1.5 Preservation of prior amendments. This Amendment supersedes any previously adopted amendments relating to the same subject matter.

Article 2 — Required Minimum Distributions

2.1 Application. The Plan will comply with the provisions of Code § 401(a)(9), as amended by SECURE and SECURE 2.0, effective as of the dates specified in those statutes. For calendar years beginning after 2024, the plan will make RMDs as required by Treas. Reg. §1.401(a)(9)-1 through -9, and, to the extent they are consistent with such regulations, the provisions of the Plan as amended by this Article. The purpose of this Article 2 is to delineate optional provisions which relate to RMDs and to provide a frame of reference for practitioners in applying the law. This Article specifically supersedes any prior or contemporaneous amendment addressing RMDs.

2.2 Delay of Required Beginning Date. A Participant's RBD shall not be earlier than April 1 of the calendar year following the year the Participant attains RMD Age as determined in accordance with Treas. Reg. § 1.401(a)(9)-2. This Amendment does not modify any Plan provision implementing a uniform RBD, as described in Treas. Reg. § 1.401(a)(9)-2(b)(4). This Section is effective for distributions after December 31, 2019.

2.3 Spousal Distributions. If a Participant dies prior to the Participant's RBD, and the Participant's sole Designated Beneficiary is the Participant's surviving spouse, then the RMDs to the surviving spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained RMD Age, if later. However, this Section will apply only if the Plan, prior to this Amendment, permitted a surviving spouse to delay RMD distributions as described in Code § 401(a)(9)(B)(iv). This Section is effective for distributions after December 31, 2019.

2.4 Optional Distribution Timing. The Employer operationally may delay implementation of Sections 2.2 and 2.3 with regard to the timing and form of some or all distributions paid in 2020 or between January 1, 2023 and July 31, 2023. Distributions pursuant to this Section, which are not RMDs, will be treated as eligible rollover distributions for purposes of the direct rollover provisions of Code §401(a)(31), except to the extent otherwise permitted in IRS guidance. See Notice 2023-54, § IV.

2.5 Spouse Using ULT. This Section 2.5 is effective January 1, 2024. It is limited to situations in which a Participant dies and his or her surviving spouse is the sole designated beneficiary.

(a) If the Participant dies before the RBD, then any RMDs paid under the Life Expectancy Rule to the spouse shall be determined under the ULT if the Participant would have attained RMD Age after 2023.

(b) If the Participant dies after 2022 and on or after the RBD, then, unless the surviving spouse elects otherwise, any RMDs paid under the Life Expectancy Rule to the spouse shall be determined under the ULT, as described more fully in Prop. Treas. Reg. §1.401(a)(9)-5(g)(3)(ii)(C).

Continued on next page

2.6 Roth accounts.

(a) Amount of RMD. In determining the amount of an RMD to be paid to a Participant from a Defined Contribution Plan for a DCY beginning after December 31, 2023, the Plan shall disregard amounts in designated Roth accounts (as defined in Code §402A(b)(2)). This provision will not apply to DCYs beginning after the Participant's death.

(b) Amounts which satisfy RMD. Distributions from a Participant's designated Roth account may not be used to satisfy the RMD rules for DCYs which begin prior to the Participant's death. This limitation applies generally for DCYs beginning after December 31, 2023, but the Employer operationally may delay implementation of this paragraph 2.6(b) until such time as Prop. Treas. Reg. § 1.401(a)(9)-5(g)(2)(iii) is finalized and applicable.

2.7 Commercial Annuities. The Plan Administrator may adopt and implement nondiscriminatory policies relating to the purchase and use of commercial annuities in connection with RMDs. Such policies shall comply with Code §401(a)(9), and with IRS guidance as modified by SECURE §§201, 202, and 204.

2.8 New RMD Tables. Effective January 1, 2022, any Plan reference to the life expectancy tables detailed in Treas. Reg. §1.401(a)(9), such as the ULT, the Single Life Table, or the Joint and Last Survivor Table, refers to these tables as published in Treas. Reg. §1.401(a)(9)-9 from time to time, and is subject to adjustment as described in Treas. Reg. §1.401(a)(9)-9(f).

2.9 CARES Extension. This Section 2.9 is effective for plan years beginning after December 31, 2019. The beneficiary of a CARES 5-Year Account will have the option to extend the deadline to distribute the account for one year. The default in the absence of a beneficiary election will be to extend the distribution. A CARES 5-Year Account is the remaining account of a Participant who died during the years 2015-2019, to the extent the account is subject to the 5-Year Rule.

2.10 Beneficiary Distributions. This Article will not apply to qualified annuities described in SECURE §401(b)(4)(B). In general, this Section applies to Participants who die on or after the SECURE 401 Effective Date. See Section 2.10(c) regarding the limited application of this Section to certain accounts of Participants who died before the SECURE 401 Effective Date.

(a) Death before RBD. If the Participant dies before the Participant's RBD, the Plan will distribute or commence distribution of the Participant's Vested Accrued Benefit not later than as follows:

(1) No Designated Beneficiary. If there is no Designated Beneficiary as of September 30 of the year following the calendar year of the Participant's death, the Beneficiary's entire interest will be distributed under the 5-Year Rule.

(2) Eligible Designated Beneficiary (EDB). If the distributee of a Participant's account is an EDB, the Beneficiary's entire interest will be distributed under the Life Expectancy Rule unless the 10-Year Rule applies. The Plan's provisions with regard to election of the 5-Year Rule will apply, substituting the 10-Year Rule for the 5-Year Rule. A permitted Beneficiary election must be made no later than the earlier of December 31 of the calendar year in which distribution would be required to begin under the Life Expectancy Rule, or by December 31 of the calendar year which contains the tenth anniversary of the Participant's (or, if applicable, surviving spouse's) death.

(3) Other Designated Beneficiaries. If the distributee of the Participant's account is a Designated Beneficiary who is not an Eligible Designated Beneficiary, then the Beneficiary's entire interest will be distributed under the 10-Year Rule.

(b) Death after RBD. If the Participant dies on or after the Participant's RBD, the Participant's remaining interest will be distributed at least as rapidly as under the method of distribution being used as of the date of the participant's death, using the Life Expectancy Rule. See Treas. Reg. § 1.401(a)(9)-5(d). If the Beneficiary is not an EDB, the Plan will distribute the remaining account in full no later than December 31 of the tenth year following the year of the Participant's death.

(c) Beneficiary Death. If an EDB receiving distributions under the Life Expectancy Rule dies before receiving distribution of the Beneficiary's entire interest in the Participant's account, the Plan will distribute that interest in full no later than December 31 of the 10th year following the year of the EDB's death. Similarly, if a Participant died before the SECURE 401 Effective Date, and the Beneficiary died after such Effective Date, but prior to receiving full distribution of the Beneficiary's interest, the Plan will distribute that interest in full no later than December 31 of the tenth year following the year of the Beneficiary's death.

(d) Minor child. If a child of the Participant was receiving distributions under the Life Expectancy Rule, when the child reaches the age of Majority, the Plan will distribute the child's account in full no later than 10 years after that date, provided the child is not otherwise an Eligible Designated Beneficiary, such as a disabled or chronically ill individual (as defined in Treas. Reg. § 1.401(a)(9)-4(e)(4) and (5)).

(e) Optional Relief. The Plan operationally may apply the relief granted in Notices 2022-53, 2023-54, and 2024-35.

2.11 Definitions. The following definitions apply for this Article 2:

(a) An **"RMD"** is a Required Minimum Distribution as described in Code §401(a)(9).

(b) A Participant's **"RBD"** is the Participant's Required Beginning Date as described in Code §401(a)(9)(C), and Treas. Reg. § 1.401(a)(9)-2.

(c) With regard to RMDs during the 2020, 2021, and 2022 calendar years, a Participant's **"RMD Age"** is age 70½ if the Participant was born before July 1, 1949, and age 72 if the Participant was born after June 30, 1949. With regard to distributions after December 31, 2022, a Participant's **"RMD Age"** is age 70½ if the Participant was born before July 1, 1949, age 72 if the Participant was born between July 1, 1949 and December 31, 1950, age 73 if the Participant was born between January 1, 1951 and December 31, 1959, and otherwise age 75.

(d) A **"DCY"** is a Distribution Calendar Year as defined in Treas. Reg. §1.401(a)(9)-5.

(e) The **"Life Expectancy Rule"** for distributing RMDs is described in Treas. Reg. § 1.401(a)(9)-3(c)(4).

(f) The **"5-Year Rule"** for distributing RMDs is described in Treas. Reg. § 1.401(a)(9)-3(c)(2).

(g) The **"10-Year Rule"** for distributing RMDs is described in Treas. Reg. § 1.401(a)(9)-3(c)(3).

(h) The **"SECURE 401 Effective Date"** is the date determined under SECURE § 401(b). For most plans that date is January 1, 2020. In the case of a governmental plan (as defined in Code §414(d)), the date is January 1, 2022. The SECURE 401 Effective Date in the case of a collectively-bargained plan will be the date determined in SECURE §401(b)(2).

(i) The **"ULT"** is the Uniform Lifetime Table in Treas. Reg. §1.401(a)(9)-9(c).

(j) Whether a distributee of a Participant's account is a **"Designated Beneficiary"** is determined under Treas. Reg. § 1.401(a)(9)-4.

(k) An **"EDB"** is an Eligible Designated Beneficiary as determined under Treas. Reg. § 1.401(a)(9)-4(e).

(l) Whether a child has reached the age of **"Majority"** is determined under Code §401(a)(9)(F) and applicable regulations and guidance issued thereunder. Generally, a child reaches the age of Majority on his or her 21st birthday.

(m) Separate share rule. All references in this Article to a Participant's Account and a Beneficiary's interest in that account will be applied separately to each separate account determined under Treas. Reg. §1.401(a)(9)-8(a).

(n) A **"CARES 5-Year Account"** means the remaining account of a Participant who died during the years 2015-2019, to the extent the account is subject to the 5-Year Rule.

Article 3 — Other Changes

3.1 Domestic Relations Orders Issued Under Tribal Law. Effective for domestic relations orders received after December 31, 2022, the term "QDRO" means an order described in Code § 414(p)(1)(B) and includes an order issued pursuant to a domestic relations law of an Indian tribal government, a subdivision thereof, or an agency or instrumentality of either, that otherwise meets the requirements of Code § 414(p)(1)(A).

Lit. No. RPGEGP-003-1126O CGD/10327-S115760 © 2026 Capital Group. All rights reserved.