

**REPUBLIC PLASTICS, Ltd.**



## **401(K) PROFIT SHARING PLAN AND TRUST**

### **SAFE HARBOR NOTIFICATION TO ELIGIBLE EMPLOYEES (Includes Automatic Contribution Arrangement)**

This is an annual notice and only applies to the Plan Year beginning on 1 January 2023

This notice covers the following points:

- Whether the Plan's automatic enrollment feature applies to you;
- What amounts will be automatically taken from your pay and contributed to the Plan;
- What other amounts the Employer will contribute to the Plan for you; and
- When your Plan account will be vested (that is, not lost when you leave your job), and when you can receive a distribution of your Plan account.

You can find out more information about the Plan in the Plan's Summary Plan Description (SPD). You can obtain a copy of the SPD from the Plan Administrator.

#### **I. Employee deferral contributions**

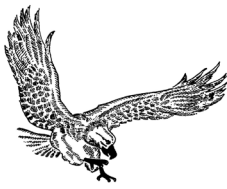
You are allowed to defer a portion of your compensation to the Plan. These amounts are referred to as deferrals and are held in an account for you. When you are permitted to take a distribution from the Summary Plan, you will be entitled to all your deferrals, as adjusted for any gains or losses. The type of compensation that may be deferred in the Plan is explained in the Summary Plan Description.

You may elect to defer a percentage of your compensation each year instead of receiving that amount in cash. However, your total deferrals in any taxable year may not exceed a dollar limit which is set by law. The dollar limit may increase each year for cost-of-living adjustments. The Administrator will notify you of the maximum percentage you may defer.

If you are at least age 50 or will attain age 50 during a calendar year, then you may elect to defer additional amounts (called "catch-up contributions") to the Plan. These are additional amounts that you may defer, up to an annual limit imposed by law, regardless of any other limits imposed by the Plan.

You may make either Regular 401(k) deferrals (pre-tax) or Roth 401(k) deferrals (after-tax) effective 1/1/2023. Your election regarding the amount and type of deferrals is irrevocable with respect to any deferrals already withheld from your compensation. If you make Regular 401(k) deferrals, your deferrals are not subject to income tax until distributed from the Plan. If you make Roth 401(k) deferrals, your deferrals are subject to income tax at the time of deferral. The Roth 401(k) deferrals, however, are not taxed when you receive a distribution from the Plan. In addition, if the distribution of Roth 401(k) deferrals is considered "qualified," then the earnings on the deferrals will not be subject to income tax when distributed from the Plan. Distributions from your Roth accounts will be considered "qualified" only if the distribution is on account of attainment of age 59 1/2, death or disability, and the distribution must not occur prior to the end of the 5-year participation period that begins with the first taxable year for which you made a Roth 401(k) deferral to the Plan, or if earlier, the first taxable year for which you made a Roth 401(k) deferral to another Roth 401(k) plan or Roth 403(b) plan that you rolled over to this Plan. Both types of deferrals are subject to Social Security taxes at the time of deferral. Your Employer will deduct the Social Security taxes, and in the case of Roth 401(k) deferrals will deduct income taxes, from your remaining compensation.

**Automatic deferrals.** The Plan includes an automatic enrollment feature known as a Qualified Automatic Contribution Arrangement ("QACA"). Under the QACA provisions of the Plan, **if you do not complete online enrollment and return a salary deferral agreement**, then the Employer will automatically withhold a portion of your eligible compensation from your pay each payroll period and contribute that amount to the Plan as a Regular 401(k) deferral (the automatic amount is described below). If you wish to defer the automatic deferral amount, then you do not need to complete a salary deferral agreement.



### **REPUBLIC PLASTICS, Ltd.**

However, you may choose a different amount (including zero). You may make this election online with Fidelity in accordance with the deferral procedures of the Plan.

**Application of automatic deferral provisions.** The automatic deferral provisions are effective as of 1 January 2011 and will only apply to the following Plan participants.

- **Application to new Participants.** If you are a new participant in the Plan, then the automatic deferral provisions apply if you become a participant on or after the effective date of the automatic deferral provisions.
- **Application to existing Participants.** If you were a Participant in the Plan as of the effective date of the automatic deferral provisions, then the automatic deferral provisions apply to you unless you have a salary deferral agreement in effect on the automatic deferral provisions effective date.

**Automatic deferral amount.** The initial automatic deferral amount is:

- 6% of your compensation for each pay period.
- The deferral amount will automatically increase in future years, 1% per year up to a maximum of 6% of your compensation. The increase will occur as of 7/1 the beginning of each subsequent Plan Year.

## **II. Employer Safe Harbor Contribution Election**

To help you make an informed decision on the level of your own salary deferral contributions, if any, your Employer must inform you about the contributions it will make to the Plan. Your Employer has elected to make the following contribution:

**Safe Harbor Matching Contribution.** In order to maintain "QACA safe harbor" status, your Employer will make a safe harbor matching contribution equal to 100% of your salary deferrals that do not exceed 1% of your compensation plus 50% of your salary deferrals between 1% and 6% of your compensation. This safe harbor matching contribution is subject to a vesting schedule.

For purposes of calculating the safe harbor matching contribution, your compensation and deferrals will be determined on a payroll period basis.

## **III. Other Employer Contributions**

In addition to the above, other contributions may be made to the Plan. You should review the SPD for details regarding these other contributions.

## **IV. Vesting**

The following is a general explanation of the vesting provisions of the Plan. More details can be found in the SPD.

**100% vested contributions.** You are always 100% vested (which means that you are entitled to all of the amounts) in your accounts attributable to the following contributions:

- salary deferrals including Roth 401(k) deferrals and catch-up contributions
- rollover contributions

**Vesting schedules.** Your "vested percentage" for certain Employer contributions is based on vesting Years of Service. This means at the time you stop working, your account balance attributable to contributions subject to a vesting schedule is multiplied by your vested percentage. The result, when added to the amounts that are always 100% vested as shown above, is your vested interest in the Plan, which is what you will actually receive from the Plan.

### **Profit Sharing Contributions**

Your "vested percentage" in your account attributable to profit sharing contributions is determined under the following schedule. You will always, however, be 100% vested if you are employed on or after your Normal Retirement Age or if you die



**REPUBLIC PLASTICS, Ltd.**  
or become disabled.



| Vesting Schedule<br>Profit Sharing Contributions |            |
|--|------------|
| Years of Service                                 | Percentage |
| Less than 2                                      | 0%         |
| 2  | 20%        |
| 3  | 40%        |
| 4  | 60%        |
| 5  | 80%        |
| 6  | 100%       |

**Matching Contributions**

Your "vested percentage" in your account attributable to matching contributions is determined under the following schedule. You will always, however, be 100% vested if you are employed on or after your Normal Retirement Age or if you die or become disabled.

| Vesting Schedule<br>Matching Contributions |            |
|--|------------|
| Years of Service                           | Percentage |
| Less than 2                                | 0%         |
| 2  | 20%        |
| 3  | 40%        |
| 4  | 60%        |
| 5  | 80%        |
| 6  | 100%       |

**Qualified Safe Harbor Contributions**

Your "vested percentage" in your account attributable to qualified safe harbor contributions is determined under the following schedule. You will always, however, be 100% vested in your qualified safe harbor contributions if you are employed on or after your Normal Retirement Age.

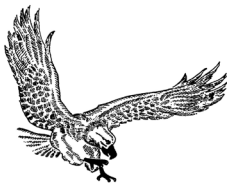
| Vesting Schedule<br>Qualified Safe Harbor Contributions |            |
|---|------------|
| Years of Service  | Percentage |
| Less than 1   | 0%         |
| 1   | 0%         |
| 2   | 100%       |

**V. Distribution provisions**

The Plan and law impose restrictions on when you may receive a distribution from the Plan. Below is general information on when distributions may be made under the Plan. See the SPD for more details, including details on how benefits are paid. Also, at the time you are entitled to receive a distribution, the Plan Administrator will provide you with a notice explaining the rules regarding the taxation of the distribution.

You may elect to have your vested account balance distributed to you as soon as administratively feasible following your termination of employment. However, if the value of your vested account balance does not exceed \$5,000, then a distribution will be made to you regardless of whether you consent to receive it.

You may also withdraw money from the Plan from certain accounts if you have an immediate or heavy financial need. However, there are various rules and requirements that you must meet before any withdrawal is permitted. See the SPD for more details.



**REPUBLIC PLASTICS, Ltd.**

**VI. Administrative procedures**

The amount you elect to defer will be deducted from your pay in accordance with a procedure established by the Administrator. You may elect to defer your salary as of your entry date or on each pay period. Such election will become effective as soon as administratively feasible. Your election will remain in effect until you modify or terminate it.

You are permitted to revoke your salary deferral election any time during the Plan Year. You may make any other modification as of each payroll period or in accordance with any other procedure that your Employer provides. Any modification will become effective as soon as administratively feasible after received by the Administrator.

In addition to any other election periods provided above, you may make or modify a salary deferral election during the 30-day period immediately preceding the Plan Year for which this notice is being provided. For the Plan Year you become eligible to make deferrals, you may complete a salary deferral agreement during a 30-day period that includes the date you become eligible.

If you decide to stop any automatic election that is in effect, or to subsequently start or change your salary deferral, you must initiate online with Fidelity.

**VII. Investments**

**Right to direct investment/default investment.** You have the right to direct the investment of your "directed accounts" in any of the investment choices explained in the investment information materials provided to you.

We encourage you to make an investment election to ensure that amounts in the Plan are invested in accordance with your long-term investment and retirement plans.

**VIII. Employer's right to terminate Plan**

Pursuant to the terms of the Plan, your Employer has the right, at any time, to terminate the Plan. Termination of the Plan will result in the discontinuance of all contributions to the Plan (including the safe harbor 401(k) contribution) with respect to any compensation you receive after the effective date of the termination. Termination of the Plan will not affect your right to receive any contributions you have accrued as of the effective date of the termination.

**IX. Additional information**

**This notice is not a substitute for the Summary Plan Description.** The provisions of the Plan are very complex, and you should always look at the Summary Plan Description if you have any questions about the Plan. If, after reading the Summary Plan Description, you still have questions, contact the Plan Administrator.

You may contact the Plan Administrator at:

|            |                        |
|------------|------------------------|
| Contact:   | Republic Plastics, LTD |
| Address:   | 355 Schumann Road      |
|            | McQueeney, TX 78123    |
| Telephone: | 830-557-5574           |