

AMENDMENT NUMBER TWO
TO THE
HELLEBUSCH TOOL & DIE, INC. RETIREMENT PLAN

EFFECTIVE DATE: AUGUST 5, 2024

The plan document for the Hellebusch Tool & Die, Inc. Retirement Plan, which was restated effective July 1, 2022, is hereby amended as follows:

The plan document is amended to read:

39. IN-PLAN ROTH ROLLOVER CONTRIBUTIONS (Plan Section 12.11) (skip if Roth Elective Deferrals NOT selected at Question 12.b.1.)
- a. ☐ In-Plan Roth rollover contributions are NOT permitted (skip to Question 40).
- b. ☒ In-Plan Roth rollover contributions are permitted according to the following provisions.
1. ☒ **IRR** (in-Plan Roth rollover contribution). This provision is effective with regard to IRRs the later of September 28, 2010, or the Plan or Restatement Effective Date unless other date entered below.
 - a. ☒ August 5, 2024 (enter later effective date if applicable)
 2. ☒ **IRT** (in-Plan Roth rollover transfer). This provision is effective with regard to IRTs the later of January 1, 2013, or the Plan or Restatement Effective Date unless other date entered below.
 - a. ☒ August 5, 2024 (enter later effective date if applicable)

Limitations. The following restrictions apply to In-Plan Roth Rollovers (choose one or more of c. - h. below if applicable; also select one or both of columns 1. - 2. for each limitation selected at c. -g.)

- | | 1.
IRR | 2.
IRT |
|--|-------------------------------------|-------------------------------------|
| c. <input type="checkbox"/> In-Plan Roth Rollovers limited to In-Service only. Only Participants who are Employees may elect to make an In-Plan Roth Rollover Contribution (if not selected, Terminated Participants may make an in-Plan Roth rollover contribution but only when entitled to an actual cash distribution). | <input type="checkbox"/> | <input type="checkbox"/> |
| d. <input checked="" type="checkbox"/> Vested In-Plan Roth Rollovers. In-Plan Roth Rollovers may only be made from accounts which are fully Vested. | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. <input checked="" type="checkbox"/> No transfer of loans. Loans may not be distributed as part of an In-Plan Roth Rollover Contribution. | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. <input type="checkbox"/> Minimum amount. The minimum amount that may be rolled over is _____ (may not exceed \$1,000). | <input type="checkbox"/> | <input type="checkbox"/> |
| g. <input type="checkbox"/> Number of Transfers. No more than _____ transfer(s) may be made during a Plan Year. | <input type="checkbox"/> | <input type="checkbox"/> |
| h. <input type="checkbox"/> Describe transfer provisions. Transfers may be made subject to the following provisions: _____ (must be definitely determinable and not subject to Employer or Administrator discretion; specify different provisions for IRR and IRT if desired). | | |

Source of In-Plan Roth Rollover Contributions (Select one of i. or j.):

- | | | |
|--|-------------------------------------|-------------------------------------|
| i. <input checked="" type="checkbox"/> All Sources. (select one or both of columns 1. - 2.) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| j. <input type="checkbox"/> Limited Sources. The Plan permits an In-Plan Roth Rollover only from the following qualifying sources (select one or more of 1. - 8. below; also select one or both of columns 1. - 2. for each account selected at 1. - 7.): | | |
| 1. <input type="checkbox"/> Pre-Tax Elective Deferral Account | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. <input type="checkbox"/> Account(s) attributable to Employer matching contributions (includes safe harbor match contributions) | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. <input type="checkbox"/> Account attributable to Employer Nonelective contributions | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. <input type="checkbox"/> Qualified Nonelective Contribution Account (includes any nonelective safe harbor nonelective contributions) | <input type="checkbox"/> | <input type="checkbox"/> |

5. ☐ Rollover Account ☐ ☐
6. ☐ Transfer Account ☐ ☐
7. ☐ After-tax Account ☐ ☐
8. ☐ Other: _____ (specify Account(s) and conditions in a manner that is definitely determinable and not subject to Employer discretion; specify different sources for IRR and IRT if desired)

Limited in-service distribution provisions for IRRs (may only be selected if IRRs are selected at b.1. above) (leave blank if not applicable)

k ☐ The Plan permits IRRs and the Employer elects to permit in-service distributions as follows solely for purposes of making IRRs (select one or more):

1. ☐ the Participant has attained age _____
2. ☐ the Participant has _____ months of participation (specify minimum of 60 months)
3. ☐ the amounts being distributed have accumulated in the Plan for at least _____ years (at least 2)
4. ☐ other (describe): _____ (must satisfy the definitely determinable requirement under Regulations §401-1(b); may not be subject to Employer discretion; must be nondiscriminatory; and must be limited to a combination of items k.1. – k.3. or a Participant's disability)

More than one condition. If more than one condition is selected above, then a Participant only needs to satisfy one of the conditions, unless selected below:

5. ☐ A Participant must satisfy each condition

NOTE: Regardless of any election above to the contrary, in-Plan Roth rollover contributions are not permitted from a Participant's Elective Deferral Account, Qualified Matching Contribution Account, Qualified Nonelective Contribution Account and Accounts attributable to "ADP test safe harbor contributions" prior to age 59 1/2. Distributions from a Transfer Account attributable to a pension plan (e.g., from a money purchase pension plan) are not permitted prior to age 62.

Withholding. If the Plan does not permit an actual distribution upon the event triggering the right to elect the in-Plan Roth rollover contribution, then a Participant may not elect to have a portion of the amount that may be distributed as an in-Plan Roth rollover contribution distributed for tax withholding purposes unless selected below (leave blank if not applicable):

6. ☐ **Distribution for withholding.** A Participant may elect to have a portion of the amount that may be distributed as an in-Plan Roth rollover contribution distributed solely for purposes of federal or state income tax withholding related to the in-Plan Roth rollover contribution.

Any provisions not included in this amendment remain in full force and effect as stated in current plan documents. Hellebusch Tool & Die, Inc. has caused its name to be signed by its duly authorized officer to evidence adoption of this plan amendment as of the date designated below.

Employer/Plan Administrator

Hellebusch Tool & Die, Inc.

DocuSigned by:

By: _____ **JEFF HELLEBUSCH** _____

CB87199096BC4A6...

Title: _____ Vice President

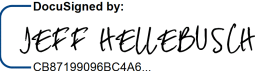
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Certified Delivered	Security Checked	8/3/2024 10:52:30 AM
Signing Complete	Security Checked	8/3/2024 10:53:46 AM
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Operating Systems:	Windows2000? or WindowsXP?
Browsers (for SENDERS):	Internet Explorer 6.0? or above
Browsers (for SIGNERS):	Internet Explorer 6.0?, Mozilla FireFox 1.0, NetScape 7.2 (or above)
Email:	Access to a valid email account
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	<ul style="list-style-type: none">•Allow per session cookies•Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection

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