

NRECA GROUP BENEFITS PROGRAM SUMMARY OF MATERIAL MODIFICATIONS

For

NRECA Long-term Disability Plan

EFFECTIVE: January 1, 2025

System name: ASSOCIATED ELECTRIC CO-OP

RUS/Subgroup Number: 01-26073-002

This Summary of Material Modifications (SMM) describes changes to the National Rural Electric Cooperative Association (NRECA) Long Term Disability Plan (the Plan) and supplements the Plan's Summary Plan Description (SPD), also known as the Benefits Booklet. The effective date of these changes is noted above, unless otherwise noted. You should read this SMM carefully and keep this SMM with your SPD for future reference. If you have questions regarding these changes, please see your benefits administrator.

Summary of Changes for your Long-term Disability Plan SPD:

Appendix A: Key Terms

The definition of "Sickness" has been updated as follows:

Any disease or illness that is not employment related. The term also includes:

- The delivery of a baby; or
- Any medical complications related to pregnancy.

Sickness must begin while the Employee is covered under the Plan.

No further changes have been made to your Plan's SPD.

All other rules, provisions, definitions and benefit amounts of the SPD and Plan remain the same. If the terms of this SMM and the SPD conflict with any terms of the governing Plan document, then the terms of the governing Plan document will control in all cases.

Plan Sponsor: National Rural Electric Cooperative Association
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Plan Sponsor's Employer Identification Number: 53-0116145

Plan Number: 501