

January 1, 2024

**STP NUCLEAR OPERATING COMPANY
RETIREMENT PLAN
SUMMARY OF MATERIAL MODIFICATION**

INTRODUCTION

The STP Nuclear Operating Company Retirement Plan (the “Plan”) will be amended in order to comply with federal law and to provide a means by which corrective payments to a Member, Beneficiary, or other distributee can be made after the death of such distributee. This is a summary of the modifications that were made, effective January 1, 2024. You should read this summary along with the Summary Plan Description that we have already distributed to you. If there is a discrepancy between the terms of the amended Plan and this Summary of Material Modification, the provisions of the Plan as amended for the SECURE 2.0 Act will control. Please file this Summary of Material Modification with your copy of the Summary Plan Description.

SUMMARY OF CHANGES

1. This is to inform you that the Plan’s administration has been amended to include the new rules regarding the timing of distributions after a postponed retirement and the required minimum distribution rules under the Internal Revenue Code. This modifies the rules regarding Postponed Retirement Benefits found on page 7 of the Summary Plan Description:

Postponed Retirement. If you continue working for the Company after your normal retirement date you will receive a Postponed Retirement benefit. When you retire, your pension will be calculated using your years of service (up to the 35-year maximum) and compensation as of December 31, 2021 and other factors at your actual retirement date. There will be no actuarial adjustment to make up for the pension you could have received during this time period (unless you retire after age 73 (age 72 with respect to individuals who attained age 72 before 2023, and age 70 ½ with respect to individuals who attained age 70½ before January 1, 2022) in which case your benefit will be actuarially increased to take into account any period after that age during which you were not receiving benefits). You are required by law to begin taking your pension no later than April 1 of the calendar year following the later of (i) the year you turn age 73 (age 72 with respect to individuals who attained age 72 before 2023, and age 70½ with respect to individuals who attained age 70 ½ before January 1, 2022) or (ii) the year in which you retire.

2. This is to inform you that the Plan has been amended to address circumstances in which a corrective payment is determined to have been due to a Member, Beneficiary or other person during that person’s life, but that person has since died. This modifies the rules regarding distributions found in the Summary Plan Description to add a new subsection:

Corrective Distributions. If the Committee determines that a benefit should have been paid to you or another person during that person’s lifetime but after that person has died, the Committee will pay a corrective distribution to the person’s surviving spouse, but if there is none to the executor or administrator of the person’s estate (or to the beneficiary under the person’s last will if there is no estate administration or, if the person left no will, to the person’s legal heirs as determined in accordance with the applicable state laws of intestate succession).

GENERAL INFORMATION ABOUT THE PLAN

The amended provisions of the Plan become effective on January 1, 2024, unless otherwise provided.

Your Employer has assigned Plan Number 001 to your Plan.

Employer Information

STP Nuclear Operating Company
P.O. Box 289
Wadsworth, TX 77483
(361) 972-3611
Employer Identification Number: 76-0517597

The name of the Plan Administrator is the Benefits Trust Committee, and it can be contacted at the address of the Employer listed above.