

# Safe Harbor Participant Notice

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You are eligible<sup>1</sup> to make salary deferral contributions to the The Enhanced Capital Accumulation Plan for the Employees of The Fidelity Bank for the 2025 plan year. This notice provides you with information to consider before deciding to take no action or to start, continue or change your salary deferral agreement.

## <sup>1</sup>Eligibility

Please see the Plan's Summary Plan Description (SPD) for when you are eligible for salary deferral and employer contributions.

For plan years beginning on or after 1/1/24, the Setting Every Community Up for Retirement Enhancement Act (SECURE) of 2019 expands plan entry to consider the service requirement (for elective deferral contributions only) met if you have completed at least 500 hours of service in three consecutive computation periods. Beginning for plan years on or after 1/1/25, based on the SECURE 2.0 Act of 2022, the three consecutive computation periods will be reduced to two consecutive periods.

## Salary Deferral Contribution Plan Provision

You may elect to defer a percentage of your pay each pay period. Your current taxable income is reduced by the amount you contribute through salary deferral. This lets you reduce your current federal and most state income taxes. The Safe Harbor plan allows you to defer 100% of your pay.

- You may also elect to defer a percentage of your pay each pay period as Roth deferrals, which are after-tax contributions.
- This plan allows you to defer 100% of your pay as pre-tax or after-tax salary deferral contributions.

You can enter into an agreement to make or change your salary deferral contribution on any date. You will need to complete and sign the salary deferral agreement on or before the date on which it is effective. Once an agreement is in effect, salary deferrals will be payroll deducted from your future checks. You can terminate your agreement at any time.

Pay is defined under the plan as follows: Wages, Tips and Other Compensation Box on Form W-2.

Internal Revenue Service (IRS) regulations or the retirement plan may limit the annual amount of your salary deferral contributions. The IRS and plan limits are described in the Plan's Summary Plan Description (SPD) or can be obtained from your employer.

If you meet the salary deferral contribution limit, you may continue to defer up to the catch-up contribution limit if you are eligible to defer catch-up contributions.

## Safe Harbor Employer Contribution Plan Provision

For the 2025 Plan Year, THE FIDELITY BANK will be making the following contribution to the Safe Harbor Plan:

Please note that the plan document may be amended to reduce or suspend the safe harbor match or non-elective contribution at any point during the plan year. If this occurs, a supplemental notice will be provided at least 30 days prior to the reduction or suspension.

### **Qualified Matching Contribution:**

A qualified matching contribution of 100% of salary deferral contributions up to 6% of pay for the payroll period. Your pay may be restricted to the annual pay limit announced by the IRS<sup>1</sup>.

<sup>1</sup> This limit will be adjusted to reflect any annual cost-of-living increases announced by the IRS.

## Other Employer Contribution Plan Provision

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

## Vesting Plan Provision

You are always 100% vested in the part of the account resulting from the following:

- Elect Deferral
- Roth Elect Def
- Elec Def CthUp
- Roth Def CthUp
- Qual Nonelect
- ER Match in K Safe Harbor
- Rollover
- Rollover In-Plan Roth
- Rollover Roth

You may be vested in a percentage of the account from the following contributions:

- ER Discretion

The schedule below determines your vesting percentage:

| Years of Vesting Service | Vesting Percentage |
|--------------------------|--------------------|
| 3                        | 100%               |

## Withdrawal Plan Provisions

The following withdrawals are allowed on the plan. Please note that there are rules and requirements that must be met prior to taking a withdrawal.

- Severance from employment
- Death
- Disability
- Attainment of age 59½
- Plan termination
- Hardship withdrawal
- Active Military - Deemed Severance withdrawal
- Rollover

There may be other types of withdrawals available (e.g. disaster relief), please see your SPD and other plan communications for more details on the withdrawals available to you.

## Additional information

For additional information about the Safe Harbor plan, [please contact](#):

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An additional copy of the Summary Plan Description can also be obtained from the above stated contact.

This is a brief summary of the Safe Harbor plan. If there are any discrepancies between this summary and the plan document, the plan document will govern.