

401(k) PLAN SUMMARY DOCUMENT

Summit Digital Solutions, Inc. Retirement Savings Plan

Effective Date: January 1, 2024

1. INTRODUCTION

This Summary Document describes the key provisions of the Summit Digital Solutions, Inc. 401(k) Plan (the "Plan"). This Plan is intended to qualify under Internal Revenue Code Section 401(k) and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

2. ELIGIBILITY

1. All full-time employees of Summit Digital Solutions, Inc. (the "Company") age 21 or older are eligible to participate in the Plan after completing three (3) months of continuous service.
2. Part-time employees who complete 1,000 hours of service within a 12-month period are eligible to participate beginning the first day of the month following completion of the service requirement.

3. ENROLLMENT

1. Eligible employees may enroll in the Plan at any time through the Plan administrator's online portal.
2. Unless otherwise elected, eligible employees will be automatically enrolled at a 5% contribution rate 30 days after becoming eligible.
3. Participants may modify their contribution elections at any time, effective as of the next payroll period.

4. CONTRIBUTIONS

1. Employee Contributions
 - Participants may contribute up to the IRS annual limit (\$22,500 for 2024)
 - Participants age 50 or older may make additional catch-up contributions (\$7,500 for 2024)
 - Both pre-tax and Roth after-tax contribution options are available

2. Employer Matching Contributions

- The Company matches 100% of the first 3% of eligible compensation contributed
- The Company matches 50% of the next 2% of eligible compensation contributed
- Maximum employer matching contribution is 4% of eligible compensation
- Matching contributions are made on a per-payroll basis

3. Vesting Schedule

- Employee contributions are always 100% vested
- Employer matching contributions vest according to the following schedule:
- Less than 1 year of service: 0%
- 1 year of service: 20%
- 2 years of service: 40%
- 3 years of service: 60%
- 4 years of service: 80%
- 5 years of service: 100%

5. INVESTMENT OPTIONS

1. The Plan offers a diverse selection of investment options, including:

- Target date retirement funds
- Index funds
- Actively managed mutual funds
- Stable value fund
- Company stock fund (limited to 20% of account balance)

2. Participants are responsible for directing the investment of their account balances among the available options.

3. If no investment election is made, contributions will be invested in the age-appropriate target date fund.

6. DISTRIBUTIONS AND WITHDRAWALS

1. Normal Distributions

- Available upon retirement (age 65)

- Termination of employment
- Death or disability

2. In-Service Withdrawals

- Hardship withdrawals available for qualifying events
- Age 59 withdrawals permitted
- Loans available up to 50% of vested balance (maximum \$50,000)

3. Required Minimum Distributions (RMDs)

- Must begin by April 1 following the year participant reaches age 73
- Annual RMDs required thereafter

7. PLAN ADMINISTRATION

1. Plan Administrator

Fidelity Investments

Plan #83726-1

Phone: (800) 555-0000

2. Plan Year: January 1 - December 31

3. Record Keeping

- Quarterly account statements provided electronically
- Annual fee disclosure notices
- Summary Annual Report distributed annually

8. AMENDMENT AND TERMINATION

1. The Company reserves the right to amend or terminate the Plan at any time, subject to applicable laws and regulations.

2. No amendment shall reduce participants' vested benefits.

9. ADDITIONAL INFORMATION

1. This document provides only a summary of the Plan's main features. The complete Plan Document and Trust Agreement govern all aspects of the Plan.

2. Participants should refer to the Summary Plan Description for more detailed information about their rights and obligations under the Plan.

10. CONTACT INFORMATION

Summit Digital Solutions, Inc.

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401(k) Plan Administration

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