EMPOWER Invest well. Live a little.™

2026 plan highlights

Your financial health and well-being are important to HonorHealth. That's why we offer you a 403(b) retirement plan as part of your benefits package. This brochure provides general information about the plan, including how to access your account.

Eligibility and enrollment

- Your enrollment in the plan is automatic* unless you decline participation within 30 days following your plan entry date.
- If automatically enrolled, you will be enrolled at a deferral rate of 2% and in an American Funds Target Date Retirement Series® Fund with an assumed retirement age of 65.
- You may actively enroll and start your savings before the automatic enrollment start date.

* If you have a hire date prior to January 2017, then you will not be automatically enrolled in the plan. To enroll, visit **empower.com/honorhealth**.

Register your account

How to register:

- Visit **empower.com/honorhealth**.
- Select the *I do not have a PIN* tab.
- Enter your personal information.
- Create a username and password.
- Select *Sign in* going forward.

Your contributions

- You may contribute 2% to 50% of your eligible pay before tax or as Roth after tax, up to the IRS annual limit ($24,500 in 2026).
- If you will be at least age 50 by the end of the year, you may make an additional catch-up contribution to your account. The catch-up contribution amount for 2026 is $8,000. If you turn 60-63 in 2026, you can contribute a higher catch-up contribution of $11,250 instead of $8,000. You can change your contribution rate at any time.
- As part of the SECURE 2.0 Act, any employee who made more than $150,000 in Federal Insurance Contributions Act (FICA) compensation in 2025 (subject to IRS indexing) will be required to make any catch-up contributions in 2026 as Roth after-tax contributions.
- You may roll over money to your account, in any amount, from another "qualified" retirement plan.
- Separate bonus deferral contribution rate: You may elect to contribute from 1% to 100% of any future bonuses. The default bonus deferral contribution rate is 0%.

Employer contributions

- HonorHealth will contribute $1 to your account for every $1 you contribute (up to 4% of your eligible pay).
- You can direct employer contributions to any investments in your plan.

Vesting

- You are 100% vested in all account contributions (and their earnings) after three years of service.

Access to your money

- You may be able to access money in your account through a loan, an in-service withdrawal, or a hardship withdrawal.

Loans

- Minimum loan amount is $1,000.
- Maximum loan amount is $50,000 or 50% of your vested account balance, whichever is less.
- Repayments are made through a monthly coupon payment directly to Empower.
- Interest rate is the prime rate plus 1%.
- There is no application or processing fee.
- Maximum repayment period is five years for a general-purpose loan and five to 15 years for a primary residence loan.
- You may have only two loans outstanding at a time.
- Any outstanding loan balance not paid back at termination becomes taxable in the year of default. Under the Tax Cuts and Jobs Act for defaults related to termination of employment after 2017, you have until the due date of that year's return (including extensions) to roll over this amount to an IRA or a qualified employer plan.

In-service withdrawals

You may withdraw from your account while employed, within plan restrictions. Please see the summary plan description (SPD) for details.

Hardship withdrawals[1]

- A hardship withdrawal may be taken for one of the following reasons:
  - Purchase or construction of a principal residence
  - Payment for higher education expenses
  - Major medical expenses (not reimbursed by insurance)
  - Prevention of eviction from, or foreclosure on, a principal residence

Distribution options

- If you leave HonorHealth:
  - If your vested account balance is less than $1,000, it will be paid out in a lump sum.
  - If your vested account balance is greater than $1,000 but less than $7,000, and you do not choose to receive a distribution, Empower will follow the direction of the plan and roll over the balance to an IRA.
  - You may elect to roll over your balance to another "qualified" retirement plan or to an IRA.

You may elect a full or partial lump-sum payment, installment payments, or a lifetime annuity.

Investment options available

Your plan offers you a wide variety of investment options from all types of asset classes. This gives you the ability to create an investment strategy that can help you work toward your retirement goals.

To learn more about your investment options, register or log in at **empower.com/honorhealth**.

Guaranteed retirement income option[2]

IncomeFlex Target, a feature of the Empower Retirement Security Annuity (IV), is an innovative investment option that can help provide a degree of retirement security. For an additional fee of about 1% of your balance, you can get:

- Guaranteed retirement income for life.[2]
- Potential growth from market gains.
- Retirement income protection in falling markets.
- Full access to your balance.[2]
- Lifetime benefits for your spouse.

The guaranteed benefit is only available through the purchase of the Empower Retirement Security Annuity IncomeFlex Target Fund. IncomeFlex Target can provide the growth potential you may want with the lifetime income guarantee you may need. (It does not guarantee the market value of your balance, which will fluctuate.)

If you haven't added IncomeFlex Target to your investment strategy, take another look — it just might be what you've been looking for.

Guarantees are based on the claims-paying ability of the insurance company and are subject to certain limitations, terms, and conditions.

Withdrawals or transfers (other than transfers between Active IncomeFlex Target portfolios) proportionately reduce guaranteed values prior to locking in. After lock-in, withdrawals in excess of the lifetime annual withdrawal amount will reduce future guaranteed withdrawals proportionately and may even eliminate them.

Self-directed brokerage account (SDBA)[3]

This optional program allows you to invest in individual stocks and bonds and/or an expanded selection of mutual funds through your retirement account. Trading individual securities adds a potentially higher level of risk to your account, so you should consider this option carefully. Also, a minimum account balance is required for brokerage accounts, and additional fees apply. The SDBA is intended for knowledgeable investors who understand the risks associated with the SDBA.

Target date funds

The American Funds Target Date Retirement Series® is a professionally managed collection of mutual funds designed to help you invest for retirement and meet your changing financial needs over time.

One fund could be all you need, as each fund is made up of a broad range of investments. Each target date fund is designed to serve as a complete, diversified portfolio of investments that automatically becomes more conservative as the fund nears its target retirement date. The principal value of the fund is never guaranteed.

To find your suggested target date fund, use the year that you plan to retire and begin taking withdrawals. The retirement age is 65 for investors, but it may be different for you.

Please keep in mind that the application of asset allocation, rebalancing, and diversification concepts does not ensure the safety of principal or interest. You can lose money by investing in securities.

Ongoing education

HonorHealth has a dedicated retirement plan counselor, Mary Ruddy. You can meet with Mary in person at one of the hospital campuses, or virtually. To schedule a meeting with Mary, go online to **honorhealth.empowermytime.com**. There are no costs for these meetings.

You can get help with many areas of your financial wellness by visiting Empower's Learning Center. Visit **learningfromempower.com**.

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Financial planning

An Empower financial planner can assist you with:

- Identifying and prioritizing your financial goals
- Retirement savings and income recommendations
- Organizing your finances
- Insurance and estate planning
- Saving for education
- Budgeting and debt management

The process starts with a no-obligation initial consultation where our Empower financial planner gets to know your unique situation and goals. If you enroll in the service, your financial planner will look at the topics that are important to you with your full financial picture in mind, and then develop a straightforward plan with clear next steps. Schedule a consultation by visiting **ind_pd_cfp_mkt.empowermytime.com**.

Carefully consider the investment option's objectives, risks, fees, and expenses. Contact Empower for a contract, prospectus, and summary prospectus for SEC-registered products, or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

Investing involves risk, including possible loss of principal.

1 The total amount of the withdrawal may not be more than the amount required to meet your immediate financial need. However, you may have the option to "gross up" the amount you receive to cover taxes.

2 Withdrawals or transfers (other than transfers between active IncomeFlex Target Funds) proportionately reduce guaranteed values prior to locking in. After lock-in, withdrawals in excess of the lifetime annual withdrawal amount will reduce guarantees proportionately and may even eliminate them. IncomeFlex has a guarantee fee of 1.55%.

3 Brokerage services such as clearing, settlement, custody, and other similar functions are provided by Pershing LLC, Member FINRA/NYSE/SIPC and a wholly owned subsidiary of The Bank of New York Mellon Corporation. Additional information may be obtained by calling 877-788-6261. EFSI and Pershing are separate, unaffiliated brokerage firms. Brokerage accounts are subject to Empower Financial Services, Inc. review and approval.

Asset allocation and balanced investment options and models are subject to the risks of their underlying investments.

You may want to consult a tax professional before taking a withdrawal from the plan.

Amounts withdrawn before age 59½ may be subject to a 10% federal income tax penalty, applicable taxes, and plan restrictions. Withdrawals are generally taxed at ordinary income tax rates.

Contributions to 403(b) plans, including earnings thereon, generally may not be withdrawn before age 59½, severance from employment, death, or disability. Withdrawals are also subject to the terms of the plan.

Empower Retirement Security Annuity IV is a group variable annuity (GVA) issued by Empower Annuity Insurance Company (EAIC) that utilizes a Separate Account offered by EAIC, EAIC Variable Contract Account A (Separate Account). The Separate Account is divided into a number of sub-accounts that invest directly in registered funds. The IncomeFlex Target 60/40 Allocation Portfolio sub-account (Sub-Account) invests in an underlying Fund portfolio, the PGIM 60/40 Allocation Fund. Investors allocate money to a sub-account, and the sub-account, in turn, invests directly in an underlying Fund. Investors own units of the Separate Account and do not invest directly in the underlying Fund that corresponds to their subaccount selection. Unless otherwise noted, the data referenced relates to the underlying Fund. As with any investment, there are market risks, and the Sub-Account values will rise and fall in tandem with the underlying Fund's values. It is possible to lose money when investing in securities, and therefore investors may receive less than the original amount invested. A GVA is suitable for long-term investing, particularly retirement savings. Annuity contracts contain exclusions, limitations, reductions of benefits, and terms for keeping them in force.

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