



*REPUBLIC PLASTICS, Ltd.*



July 21, 2022

### REPUBLIC PLASTICS 401(K) PLAN

Enclosed you will find a copy of the Republic Plastics 401k Plan Summary Plan Description (SPD) which summarizes the details, terms, and conditions of the company's 401k plan. This document is also available under the Employee Portal tab at [www.republicplastics.com](http://www.republicplastics.com).

Please note that the default method for all future delivery of plan related documents and notices will be:

- 1) electronically delivered to the email address associated with your NetBenefits account; and/or
- 2) posted electronically online under the Employee Portal tab at [www.republicplastics.com](http://www.republicplastics.com).

When a new plan document is posted online, you will receive an email at the address associated with your NetBenefits account. Note that where a plan document is superseded by a new version, the prior version will no longer be available.

We believe that electronic delivery of plan documents benefits both you and the plan. No further action is needed on your part to receive plan documents electronically.

You may request a paper copy of any plan document at no cost to you by contacting Human Resources in writing or via email to [HR@republicplastics.com](mailto:HR@republicplastics.com).

You have the right to opt out of electronic delivery of plan documents and receive only paper copies. You may do so by notifying Human Resources in writing or via email to [HR@republicplastics.com](mailto:HR@republicplastics.com). Paper copies will be provided at no cost to you.

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