

Dear Smiths Employee,

We are excited to announce an important update to the Smiths Group 401(k) plan effective **January 1, 2025**. In response to your feedback and our ongoing commitment to supporting your financial well-being, we will now be matching **Roth 401(k) contributions** in addition to Pre-tax 401(k) contributions (current offering).

What does this mean for you?

If you have been making Roth 401(k) contributions, or plan to in the future, Smiths Group will now include Roth contributions in the company match, just as we do Pre-tax contributions. This is a great opportunity to maximize your retirement savings and take advantage of the tax benefits that Roth accounts offer. Your total match will continue to be 50% on the first 6% you contribute (including Pre-tax and Roth combined).

Why the Change?

We recognize that everyone's retirement goals and tax preferences are different. By extending the company match to Roth contributions, we are offering more flexibility and empowering you to choose the retirement savings strategy that best fits your needs.

If you have any questions, need more information, or want to make changes to your account, log on to Fidelity NetBenefits® at www.netbenefits.com contact Fidelity at 800-835-5095. See frequently asked questions regarding Roth 401(k) contributions [here](#).

Thank you for your continued hard work and dedication. We are thrilled to support your financial future, and we look forward to seeing you achieve your retirement goals!

Regards,

US Benefits