RETIREMENT

What's changing with the REI retirement contribution?

Starting with the July 3, 2026, pay date, the guaranteed employer contribution will be replaced with a new structure: a matching contribution. With matching contributions, REI will match the first 3% of eligible employee contributions at 100% and 50% on the next 2% of eligible employee contributions.

You can receive the full match (4%) if you contribute at least 5%. (See special transition rule for 2026 below)

What are the requirements to receive the match?

REI will match the eligible contributions you make to your retirement plan when you meet the following eligibility requirements:

- 1 year of service
- 1,000 hours worked
- Active at year-end

How is the match calculated?

Your matching contribution will be based on your average contribution rate: total eligible voluntary contribution divided by your total eligible compensation for the plan year. The matching formula will be applied to this rate.

Eligible compensation is paid within the calendar year. Summit pay is not included.

(See special transition rule for 2026 below.)

Are my contributions going to be matched payroll-by-payroll?

Your contributions will **not** be matched on a payroll-by-payroll basis. See the "How the Employer Match Is Calculated" section on the Retirement page on foryourbenefit-rei.com.

New* What happens if I don't contribute after July 3, 2026?

If you don't contribute, you won't receive an employer match for the July–December period.

Are 401(k) Roth contributions eligible for the match?

Your pre-tax and Roth contributions are both eligible for the matching contribution. Your employer match will be calculated on your total contribution for the plan year, divided by your total eligible pay, except for Summit pay.

When is the match contributed to the retirement plan?

The match will be contributed to your REI retirement account in March of each year following the close of the plan year. This is the same timing as the current guaranteed employer contribution. For example, the contribution for the 2026 plan year will be made in March 2027.

Will I see the matching contribution on my paycheck?

Employer contributions are deposited directly into each eligible employee's retirement plan through Voya. The employer contributions will not be shown on your paycheck. If the employer contribution is made to your retirement account, you may view that contribution by logging in to **REI.voya.com**.

Is the vesting changing with the match structure?

No, the vesting schedule remains at 33% in your first year, 66% on the second year and 100% on the third year of employment with REI.

Special transition rule for 2026:

Since the new matching plan doesn't start until July 3, 2026, do I receive an employer contribution for the first half of 2026?

Yes. The current guaranteed employer contribution still applies for the first half of 2026 from January 2–June 26 pay dates for employees who meet all eligibility requirements:

- 1 year of service
- 1,000 hours worked
- Active at year-end

The guaranteed contribution is calculated on eligible compensation, excluding Summit pay, earned during this period. The contribution will be deposited into your account in March 2027.

What if I reached the IRS contribution limit before July 3, 2026? Do I receive an employer contribution for the second half of 2026?

No, you will not receive the matching contribution for the second half of 2026. Matching contributions apply only to employee contributions made on and after the July 3 pay date. If you have met the contribution dollar limit before July 3rd, no further contributions will be deducted from your paycheck, therefore no employer matching contribution will apply.

New* Will I be able to see the amount I will receive for the guaranteed employer contribution before it is deposited in March of 2027?

No, the guaranteed employer contribution amount will not be available to employees until the contribution is deposited in March 2027.

New* Will the guaranteed and the employer match contributions be deposited as one combined amount, or separate deposits?

Employer contributions will be deposited into employees' Voya retirement accounts at the same time but as two separate entries:

- The guaranteed contribution into the Deferred Profit Sharing – 3-year account, and
- The employer match into a new Employer Match account

Additional FAQs from the Voya Webcasts:

New* How do I enroll in the retirement plan and my contribution rate?

Visit **For Your Benefit** for instructions on how to register, update your contribution rate or manage your retirement account.

New* What counts toward the 1,000-hour requirement and eligible pay?

The 1,000-hour requirement is used to determine eligibility for employer contributions. Eligible pay is used to calculate your contributions and any employer match.

- Eligible hours: Based on pay periods that end in the plan year and include hours paid (work and approved paid time off). Higher pay (like overtime premium or shift differential) does not create extra hours.
- Eligible pay: Based on compensation paid in the plan year and generally includes wages and overtime but excludes certain types of pay as defined under the Plan (such as Summit pay).

Eligibility for the match is determined based on meeting plan requirements for the full plan year.

New* For 2026, is the 1,000 hours based on 2026 hours, or 2025 hours?

The 1,000-hour requirement applies separately for each plan year. For both the guaranteed contribution in the first half of 2026 and the match in the second half of 2026, eligibility is based on hours of service credited during the 2026 plan year.

New* Is the employer match separate from the IRS contribution limit?

Yes. The IRS annual contribution limit applies to employee contributions.

REI's employer match is calculated separately under the plan's matching formula. Because the match is based on your average eligible contribution rate, if contributions stop (for example, after reaching the IRS limit), your average contribution rate may be reduced, which can reduce or eliminate the match.

You can find the current IRS limits on **For Your Benefit**.

New* I'm a new employee. Do I need to have been working on December 31, 2025, to receive a 2026 contribution?

Eligibility is based on meeting the requirements during the 2026 plan year.

You may review the eligibility requirements to receive the match in **For Your Benefit**.

New* Is the match prorated if I leave during the year?

No, the employer match is not prorated. Eligibility for the employer contribution is based on meeting all the Plan's annual requirements for the full plan year, including being employed on December 31.

For full details on eligibility, see **For Your Benefit**.

New* Are catch-up contributions eligible for match?

Yes. Catch-up contributions are treated as eligible contributions under the Plan's matching formula and are included in the average contribution rate for the applicable period.

If you're eligible, catch-up contributions are applied based on your existing election with Voya, and the payroll system automatically begins applying them after the standard IRS contribution limit is reached, subject to Plan and IRS rules.

You can find the current IRS limits on **For Your Benefit**.

New* What are the contribution limits, and do they change each year?

Employee contributions are subject to annual IRS individual limits, which may change from year to year. If the IRS limit is reached, contributions will stop for the remainder of the year. Because the match is based on your average contribution rate, if contributions stop (for example, after reaching the IRS limit), your average contribution rate may be reduced, which can reduce or eliminate the match.

The current contribution limits may be found at **For Your Benefit**.

New* What if I left REI and later returned?

Eligibility for an REI retirement contribution depends on whether all the Plan's annual eligibility requirements are met for the applicable plan year, including one year of service, 1,000 hours worked and active employment on the last day of the plan year.

If you were rehired and have already satisfied the one-year service requirement based on your original date of hire, eligibility for the employer contribution would still depend on meeting the 1,000-hour requirement and being actively employed on December 31 of the applicable year.

New* If I've been contributing 5% since January, how can I receive the full 4% match for the second half of 2026?

For 2026, matching contributions are based only on employee contributions made from July 3 through December 31. To receive the full match, your average contribution rate during this period must be at least 5%.

Contributions made before July 3 are not included in the match calculation.

Important: If you reach the IRS annual contribution limit before or during July 3 through December 31, your contributions will stop. Because matching contributions are based only on contributions made during this period, this may reduce or eliminate the employer match for 2026.

Examples on how the employer contribution works in 2026 can be found on **For Your Benefits**.

New* What if I don't know what my total hours will be (variable schedule)?

If you're paid hourly, hours of service are based on the hours you are paid, including time worked and certain approved paid time off.

Eligibility for employer contributions is determined after the end of the plan year based on whether you meet the Plan's annual requirements, including the 1,000-hour threshold.

For full details on eligibility, see **For Your Benefit**.

*The information is intended to describe how the Plan works and is not financial or tax advice. You may wish to consult a financial advisor regarding your individual situation. One-on-one sessions with a Voya retirement advisor are also available through this **link**.*