

Hitachi Employee 401(k) Retirement Plan



Plan Highlights

Hitachi Benefit Pool

CONNECTING YOU

Enrollment

You can enroll in the Plan today by logging on to Fidelity NetBenefits® at www.netbenefits.com or by calling the Fidelity Retirement Benefits Line at 800-835-5095. You may also utilize Fidelity's easy enroll feature at enroll feature on Fidelity NetBenefits.

Employee Contributions

Through automatic payroll deduction, you can contribute between 1% to 75% of your eligible pay on a pretax basis, Roth 401(k), after-tax basis, or any combination of the three, up to the annual IRS contribution limits. You must elect at least a 6% pre-tax and/or Roth contribution before an after-tax election can be made.

Employer Contributions

The company will make matching contributions based on your years of service:

Years of Service	Matching Contribution
First Year of Service	100% up to 4%
Second Year of Service	100% up to 5%
Third Year of Service	100% up to 6%

The maximum matching contribution is 6% of your eligible compensation, if you have completed 2 years of service. It's like getting "free" money. Make sure you are taking advantage of this great benefit by making your own contributions to the Plan. Matching contributions are considered pretax dollars, regardless if your contributions to the Plan are made on a pretax or Roth basis. After-tax contributions are not eligible for employer matching contributions.

While Matching contributions are initially determined on a pay period basis, if you are employed on the last day of a Plan Year or you were to die, become disabled or retire during the Plan Year, you may be eligible for a supplemental matching contribution calculated on an annual basis, if that would produce a greater matching contribution. For additional details please refer to your Summary Plan Description.

Vesting

You are immediately 100% vested in your own contributions to the Plan as well as any company matching contributions.

Contributions Types

Below is a list of all available options for making contributions to the Plan:

- Pretax contributions** are deducted from your pay before income taxes are taken out. This means that you can actually lower the amount of current income taxes you pay. It could mean more money in your take-home pay as compared to saving money in a taxable account. You pay no taxes on contributions or any earnings until you withdraw them from your account.
- Roth contributions** allow you to make after-tax contributions, which means that your contributions are deducted from your pay after taxes are taken out. This contribution type does not lower your current taxable income and it leaves you with less take home pay than if you had elected a pretax contribution. One of the benefits of making Roth contributions is that you can withdraw any associated earnings completely tax-free at retirement, as long as the distribution is a qualified one.
- After-tax contributions** are not the same as Roth contributions. After-tax contributions are still deducted from your pay after taxes are taken out and this contribution type does not lower your current taxable income. These contributions are not subject to the same IRS contribution limits as pretax and Roth and can be made in addition to those contribution types, above the federal limits. Also, these contributions are not taxed at withdrawal, as you've already paid taxes on them. However, associated earnings, will be taxed at the time you withdraw them. As a result, after-tax contributions are not subject to the same withdrawal restrictions as Roth contributions.
- Rollover Contributions** are permitted for eligible pretax or Roth contributions from another 401(k) plan, 401(a) plan, 403(b) plan or governmental 457(b) retirement plan account or eligible pretax contributions from conduit individual retirement accounts (IRAs). Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

IRS Contribution Limits	<p>The IRS contribution limit for employee pretax and Roth 401(k) contributions combined for 2025 is \$23,500. If you are eligible to make catch-up contributions (which allows for an additional \$7,500), the contribution limit for pretax and Roth 401(k) combined for 2025 is \$31,000. These limits do not apply to after-tax contributions.</p> <p>The total amount that can be contributed to the Plan including pretax, Roth 401(k), after-tax, and any Company contributions in 2025 is \$70,000. If you reach age 50 or older by the end of the calendar year, you may be eligible to contribute up to \$77,500.</p>
Investment Options	<p>To help you meet your investment goals, the Plan offers you a range of options. You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. A complete description of the Plan's investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online.</p>
Loans and Withdrawals	<p>Although your plan account is intended for the future, you may borrow from your account for any reason. To learn more about or request a loan, log on to www.netbenefits.com or call the Fidelity Retirement Benefits Line at 800-835-5095.</p> <p>Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, or have a severe financial hardship as defined by your Plan.</p> <p>When you leave the Company, you can withdraw contributions and any associated earnings or, if your vested account balance is greater than \$1,000, you can leave contributions and any associated earnings in the Plan. After you leave the Company, if your vested account balance is equal to or less than \$1,000, it will automatically be distributed to you.</p>
Online Beneficiary Designation	<p>Ensure that your Plan beneficiaries are set up the way you want.</p> <ul style="list-style-type: none"> • Log in to www.netbenefits.com • Click <i>Profile</i> • Select <i>Beneficiaries</i> and update or review your designations
Workplace Planning and Support	<p>Fidelity representatives can assist you with transactions and answer many of your questions regarding retirement savings. You can always get help by calling the Fidelity Retirement Benefits Line at 800-835-5095.</p>
Sign Up For eDelivery	<p>Information is priceless. So is getting it quickly. Simply visit www.justgopaperless.com and sign up for free eDelivery. To make sure we start sending your information electronically, please verify your e-mail address in <i>E-mail Settings</i>.</p>



Tools and Resources

It all starts on NetBenefits® at www.netbenefits.com

- If you have a username and password for other accounts at Fidelity, you can use that information to access your retirement account.
- If you do not have a Fidelity username and password, log on to NetBenefits at www.netbenefits.com, click *Register*, and follow the step-by-step instructions to set up your account.

IF YOU WANT HELP WITH:	TAKE THESE STEPS:	USE THIS ONLINE RESOURCE:
Saving for Retirement	<p>See how increasing your contributions may help your money grow over time.</p> <p>View hypothetical scenarios showing some differences between Roth deferral and a pretax deferral.</p> <p>See how your pretax contribution might affect your take home pay.</p>	<p>Contribution Calculator</p> <p>Roth Modeler</p> <p>Take-Home Pay Calculator</p>
Investing Strategies	<p>Determine how to invest your savings among stocks, bonds, and short-term investments.</p> <p>Build a portfolio for your retirement income.</p>	<p>Determine Your Asset Mix Worksheet</p> <p>Fidelity Income Strategy Evaluator®</p>
Saving and Spending	<p>See how your savings and spending compare using a simple rule of thumb.</p>	<p>Savings and Spending Checkup</p>
Taking Control of Your Financial Future	<p>Answer just a few questions and you'll be able to:</p> <ul style="list-style-type: none"> • Estimate how much income you may have—or need—in retirement • Receive tips to help you get or stay on track • Create a retirement plan in minutes 	<p>Planning & Guidance Center</p>
Managed Account	<p>Take the time and stress out of managing your own investments with access to a team of professionals that will help you create a plan and stay on track to retirement</p>	<p>Fidelity® Personalized Planning and Advice</p>
Financial Learning Resources	<p>Articles, infographics, videos, and more—to suit your interests and skill level.</p>	<p>Library</p>
Getting Ready to Retire	<p>If you're retiring or approaching retirement, create an income plan.</p>	<p>Planning & Guidance Center</p>

Learn about saving for your financial future with online workshops

Join Fidelity for a complimentary online workshop

- Learn about a variety of topics, including college planning, budgeting, and retirement
- Events are offered daily and on-demand
- Attend one workshop or several—the choice is yours.

Visit Fidelity's [Event Registration System](#) today!

IMPORTANT: The projections or other information generated by Fidelity's Income Strategy Evaluator[®] and Planning & Guidance Center Retirement Analysis regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. Results may vary with each use and over time.

Fidelity[®] Personalized Planning & Advice at Work is a service of Fidelity Personal and Workplace Advisors LLC and Strategic Advisers LLC. Both are registered investment advisers, are Fidelity Investments companies and may be referred to as "Fidelity," "we," or "our" within. For more information, refer to the Terms and Conditions of the Program. When used herein, Fidelity Personalized Planning & Advice refers exclusively to Fidelity Personalized Planning & Advice at Work. **This service provides advisory services for a fee.**

Effective March 31, 2025, Fidelity Personal and Workplace Advisors LLC (FPWA) will merge into Strategic Advisers LLC (Strategic Advisers). Any services provided by FPWA as described above will, as of March 31, 2025 be provided by Strategic Advisers. FPWA and Strategic Advisers are Fidelity Investments companies.

Investing involves risk, including risk of loss.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917
© 2018-2024 FMR LLC. All rights reserved.

1065110.2.0