

**Sutter Health Retirement Plan
Federal Reporting Requirements
Annual Funding Notice
April 25, 2025**

Dear Sutter Health Retirement Plan Participant:

Federal law requires that all employers who sponsor pension plans provide information to plan participants via an Annual Funding Notice (the "Notice"). To ensure continued compliance with this requirement, we are providing the attached Notice for the Sutter Health Retirement Plan (the "Plan") for the 2024 plan year. You do not need to do anything with the Notice. It is provided for informational purposes only. This year's Notice differs slightly from last year's due to recent federal legislation.

Sutter Health has made it a priority to ensure the Plan is well-funded so you can be confident your benefits will be available to you when you retire. As of December 31, 2024, the Plan's assets were approximately \$5.6 billion, which exceeded liabilities of \$5.2 billion.

To make sure you receive your benefits and any communications pertaining to the Plan, it is critical that you keep your contact information current. For active employees, keep your address information up to date directly in Workday. If you move after you terminate employment, please update your contact information through our self-service Sutter Health Pension Service Center website at worklife.alight.com/sutterhealth by calling the Sutter Health Pension Service Center at 833.407.2687. You must keep us informed of any changes to the following information:

- Your name and address
- Your beneficiary's name and address
- Any beneficiary designation changes (applicable to unmarried participants in the Cash Balance Design)
- Any other contact information such as your telephone number and email address

Keeping this information up to date will ensure that you (or your beneficiary) receive your benefit payments as well as any important plan communications without delay.

Please review the attached Notice and if you have any questions about your retirement benefits, please contact the Sutter Health Pension Service Center at 833.407.2687.

Sincerely,

Vicki Flemming
Director, Retirement
Sutter Health

ANNUAL FUNDING NOTICE
For
The Sutter Health Retirement Plan

Introduction

This notice includes important information about the funding status of your single employer pension plan ("the Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2024 and ending December 31, 2024 ("Plan Year").

How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded. The chart below shows the end of year assets and liabilities for the Plan Year and each of the two preceding plan years.

All monetary amounts shown in US Dollars

Plan year beginning in	2024	2023	2022
1. Measurement Date	12/31/2024	12/31/2023	12/31/2022
2. Plan Assets	\$5,594,721,739	\$5,473,775,435	\$5,302,459,845
3. Plan Liabilities	\$5,234,145,905	\$5,071,011,806	\$4,609,946,074
4. Percentage of Plan Liabilities Funded = (2)/(3)	106.89%	107.94%	115.02%

Plan Liabilities

Plan Liabilities in line 3 of the chart above are estimates of the amount of assets the Plan needs on the Measurement Date to pay for promised benefits under the plan.

Participant Information

The total number of participants and beneficiaries covered by the Plan as of the three most recent Measurement Dates is shown in the table below.

Plan year beginning in	2024*	2023	2022
1. Measurement Date	12/31/2024	12/31/2023	12/31/2022
2. Current Employees	44,695	37,201	34,955
3. No Longer Working for the Employer and Have a Right to Future Benefits	16,514	15,545	16,226
4. Retired and Receiving Benefits	10,272	9,951	9,719
5. Total Participants	71,481	62,697	60,900

*Estimated based on available information

Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is set by the Retirement Benefits Investment Committee. The funding policy is to contribute an amount at least equal to the minimum required contribution less any credit balances as prescribed under ERISA. Sutter Health may increase its contribution above this amount, if appropriate, to improve the plan's funded status.

Pension plans also have investment policies. These generally are written guidelines for making investment management decisions. The investment policy of the Plan is to obtain the optimum rate of investment return possible on the total investment portfolio consistent with the assumption of a prudent level of risk. The safety and protection of principal is a primary concern and a diversified investment portfolio is intended to result in the highest attainable investment return (income plus capital appreciation) over a time horizon consistent with the plan's projected liability stream. Specific investment objectives for the Plan are:

- Maintain and enhance purchasing power of the Plan's assets.
- Investment returns should be consistent with the level of risk being taken.
- Earn rates of return in accordance with the "Asset Class Performance Standards" defined by the Retirement Benefits Investment Committee.

Under the investment policy, the Plan's assets were allocated among the following categories of investments as of the end of the Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Public equity	37.3%
2. Private equity	9.9%
3. Investment grade debt and interest rate hedging assets	10.0%
4. High-yield debt	0.5%
5. Real assets	12.6%
6. Cash or cash equivalents	5.1%
7. Other	<u>24.6%</u>
8. Total	100.0%

The actual return on assets for the year ending December 31, 2024 was 7.93%.

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500." These reports contain financial and other information. You may obtain an electronic copy of your Plan's annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1515, Washington, DC 20210, or by calling 202.693.8673. Or you may obtain a copy of the Plan's annual report by making a written request to the plan administrator. The Plan's annual report or Actuarial Report (Form SB) of the annual report also may be obtained through the Sutter Health Retirement Plan's Pension Service Center website at worklife.alight.com/sutterhealth. Annual reports do not contain personal information, such as the amount of your accrued benefits. You may contact your plan administrator if you want

information about your accrued benefits. Your plan administrator is identified below under “Where To Get More Information.”

Summary of Rules Governing Termination of Single-Employer Plans

Sutter Health is committed to providing retirement benefits and established its pension plan as part of a robust menu of benefit offerings. However, we are required to tell you that federal law does allow employers to end a pension plan through a process called “plan termination.” If a plan terminates, there are specific termination rules that must be followed under federal law. A summary of these rules follows.

There are two ways an employer can terminate its pension plan. First, the employer can end a plan in a “standard termination” but only after showing the PBGC that such plan has enough money to pay all benefits owed to participants. Under a standard termination, a plan must either purchase an annuity from an insurance company (which will provide you with periodic retirement benefits, such as monthly for life or, if you elect, for a set period of time when you retire) or, if the plan allows and you elect, issue one lump-sum payment that covers your entire benefit. Your plan administrator must give you advance notice that identifies the insurance company (or companies) selected to provide the annuity. The PBGC’s guarantee ends upon the purchase of an annuity or payment of the lump-sum. If the plan purchases an annuity for you from an insurance company and that company becomes unable to pay, the applicable state guaranty association guarantees the annuity to the extent authorized by that state’s law.

Second, if the plan is not fully-funded, the employer may apply for a distress termination. To do so, however, the employer must be in financial distress and prove to a bankruptcy court or to the PBGC that the employer cannot remain in business unless the plan is terminated. If the application is granted, the PBGC will take over the plan as trustee and pay plan benefits, up to the legal limits, using plan assets and PBGC guarantee funds.

Under certain circumstances, the PBGC may take action on its own to end a pension plan. Most terminations initiated by the PBGC occur when the PBGC determines that plan termination is needed to protect the interests of plan participants or of the PBGC insurance program. The PBGC can do so if, for example, a plan does not have enough money to pay benefits currently due.

Benefit Payments Guaranteed by the PBGC

When the PBGC takes over a plan, it pays pension benefits through its insurance program. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. Most participants and beneficiaries receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits that are not guaranteed.

The amount of benefits that PBGC guarantees is determined as of the plan termination date. However, if a plan terminates during a plan sponsor’s bankruptcy, then the amount guaranteed is determined as of the date the sponsor entered bankruptcy.

The PBGC maximum benefit guarantee is set by law and is updated each calendar year. For a plan with a termination date or sponsor bankruptcy date, as applicable, in 2025 the maximum guarantee is \$7,432 per month, or \$89,182 per year, for a benefit paid to a 65-year-old retiree with no survivor benefit. If a plan terminates during a plan sponsor’s bankruptcy, the maximum guarantee is fixed as of the calendar year in which the sponsor entered bankruptcy. The maximum guarantee is lower for an individual who begins receiving benefits from PBGC before age 65 reflecting the fact that younger retirees are expected to receive more monthly pension checks over their lifetimes. Similarly, the maximum guarantee is higher for an individual who starts receiving benefits from PBGC after age 65. The maximum guarantee by age can be found

on PBGC's website, www.pbgc.gov. The guaranteed amount is also reduced if a benefit will be provided to a survivor of the plan participant.

The PBGC guarantees "basic benefits" earned before a plan is terminated, which include:

- pension benefits at normal retirement age;
- most early retirement benefits;
- annuity benefits for survivors of plan participants; and
- disability benefits for a disability that occurred before the date the plan terminated or the date the sponsor entered bankruptcy, as applicable.

The PBGC does not guarantee certain types of benefits:

- The PBGC does not guarantee benefits for which you do not have a vested right, usually because you have not worked enough years for the company.
- The PBGC does not guarantee benefits for which you have not met all age, service, or other requirements.
- Benefit increases and new benefits that have been in place for less than one year are not guaranteed. Those that have been in place for less than five years are only partly guaranteed.
- Early retirement payments that are greater than payments at normal retirement age may not be guaranteed. For example, a supplemental benefit that stops when you become eligible for Social Security may not be guaranteed.
- Benefits other than pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay, are not guaranteed.
- The PBGC generally does not pay lump sums exceeding \$7,000. Cash Balance participants would receive their PBGC guaranteed benefits as a monthly annuity.

Liabilities of the plan may be higher than shown above on plan termination. In some circumstances, participants and beneficiaries still may receive some benefits that are not guaranteed. This depends on how much money the terminated plan has and how much the PBGC recovers from employers for plan underfunding.

For additional general information about the PBGC and the pension insurance program guarantees, go to the "General FAQs about PBGC" on PBGC's website at www.pbgc.gov/general_faqs. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See "Where to Get More Information" below.

Where to Get More Information

For more information about this notice, you may contact the Sutter Health Pension Service Center, Dept. 04546, PO Box 299100, Lewisville, TX 75029-9100, or via telephone at 833.407.2687. For identification purposes, the official plan number is 333 and the plan sponsor's name and employer identification number or "EIN" are Sutter Health and 94-2788907.

Right to Request a Statement of Accrued Benefit

You have the right to request and obtain a paper version of a pension benefit statement detailing your current accrued benefit every 12 months. For more information about your plan benefit, to request an estimate of your current accrued benefit or to request an estimate of your benefit projected to a future date contact the Sutter Health Pension Service Center, Dept. 04546, PO Box 299100, Lewisville, TX 75029-9100, or via telephone at 833.407.2687.