



Pension Plan

Summary Plan Description for
Union Employees

Employees' Retirement Plan for Members of
Local 101 — Defined Benefit

January 1, 2022

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Introduction

Overview

Most of us look forward to the time when we can relax and enjoy the freedom of retirement. But it's becoming harder for people to retire with income from Social Security and savings alone. That's why the KeySpan Retirement Plan ("Pension Plan") is such an important part of your National Grid (the "Company") benefits program.

In general, the more service you have with the Company, the greater your pension benefit will be. Together with Social Security and your savings, your pension benefits can help provide income for your retirement years. The Company pays the full cost of the Pension Plan.

Whether you're nearing your retirement years or just starting your career with the Company, it's a good idea to have a general understanding of how your Pension Plan works. This summary plan description ("SPD") provides that by:

- Describing the Pension Plan in non-technical language;
- Highlighting important points; and
- Providing a summary of the provisions of the Pension Plan that are generally most important to Participants.

This SPD has been updated as of January 1, 2022 and describes benefits provided to eligible employees who retire, die, or terminate employment with the Company on or after January 1, 2022.

This SPD describes the main features of the Pension Plan as applicable to the members of Local 101 of the Transport Workers Union of America ("Local 101"), which is known as the "Employees' Retirement Plan for Members of Local 101—Defined Benefit."

Other employee groups also participate in the Pension Plan and receive separate SPDs describing the provisions applicable to them. A complete list of the participating employers and employee organizations may be obtained upon written request to the Plan Administrator.

This SPD replaces previous Pension Plan SPDs and is intended to comply with applicable U.S. Department of Labor requirements.

References to "you" or "your" refer to you if you are a covered employee, retiree, Spouse, or designated Beneficiary, except where the context indicates otherwise. See the **Eligibility and Participation** section for additional information.

Certain words that are capitalized throughout this SPD have special meaning. These words are generally defined in the **Important Definitions** section. You should refer to the **Important Definitions** section as you read this document to ensure that you understand these words and how these defined terms impact your benefit. Terms in this SPD that are capitalized and not otherwise defined in this document shall have the meaning provided to such term as set forth in the Pension Plan document. However, if there is any discrepancy between this SPD and the official plan document, the plan document will prevail.

Accessing Your Benefits Information

When you need information about the Pension Plan or your retirement benefits, you may:

- Go online and access the pension modeler, which is a useful resource to help you understand your retirement benefits and obtain projections of your benefits. You can access the pension modeler at <https://PensionServices.NationalGrid.com>.
- Call the National Grid Pension Service Center toll-free at **1-855-464-2367**.

Eligibility and Participation

Who's Eligible

You're eligible to participate in the Defined Benefit Component of this Pension Plan if you're:

- An employee who was employed by the Company as a full-time regular employee before October 16, 2001;
- A person who was employed by the Company as a full-time temporary employee on October 15, 2001 and was subsequently hired by the Company as a full-time regular employee; and
- Covered under a collective bargaining agreement between the Company and Local 101 of the Transport Workers Union of America, AFL-CIO.

You are **not** eligible for this Pension Plan if you're:

- Hired or rehired on or after October 16, 2001;
- Designated as an independent contractor or fee-for-service worker; or
- Classified as a leased employee.

When Participation Begins

You automatically became a Participant in the Pension Plan on the first day of the calendar month on or after the earlier of:

- Completing three months of uninterrupted service; or
- Completing one year of continuous service (a 12-month period during which you completed at least 1,000 Hours of Service). (See the **What "Service" Means** section for details.)

Cost

The Company pays the full cost of the Pension Plan; you pay nothing. Strict rules outline funding requirements for qualified pension plans. National Grid works with the Plan's actuaries to estimate the Plan's benefit obligations and determine the amount of contributions needed based on government rules. National Grid's objective is to make sure the Plan is sufficiently funded to cover the overall cost of benefits earned by Participants.

What “Service” Means

How Service Is Counted

Your service is used to determine the amount of your Plan benefit and when you become Vested (that is, when you have a right to the benefit you earn under the Pension Plan):

- **Continuous service** is used to determine when you become Vested (earn a non-forfeitable right to your benefit). It includes complete calendar years of employment in which you earn at least 1,000 Hours of Service (see below). You do not receive continuous service for any complete calendar year in which you are credited with less than 1,000 hours **unless you are employed for at least six months during the year.**
- **Credited service** is used to determine the amount of your benefit and includes the following:
 - All years of continuous service on or after January 1, 1976; and
 - Credited service earned prior to January 1, 1976.

Also, these additional rules for determining credited service apply:

- For the calendar year in which you are hired and the calendar year in which you terminate employment, you will receive a fractional year of credited service equal to the number of months of service as an employee or member. In no event will credited service for these periods be greater than the number of months of service as an employee or member.
- For the calendar years that are not in the year of hire or termination and you are a full-time employee, you will receive 1/12th of a year of Credited Service for each month as long as you work at least one day in that month. If you are a part-time employee, you will receive 1/12th of a year of Credited Service for each month as long as you work 1,000 or more hours in the year.
- If you are an officer of Local 101 and if Local 101 makes a contribution to the Plan on your behalf, you will receive credited service for the time you serve as an officer.
- If, when you terminate employment, you have completed less than 20 years of continuous service, your credited service will begin on the first of the month following three months of employment.
- If, when you terminate employment, you have completed at least 20 years of continuous service and you were hired on or before the 15th day of the month, you will receive credited service beginning on the first day of the month in which you were hired. If you were hired after the 15th day of the month, you will receive credited service beginning on the first day of the month following the month you were hired.

Hours of Service

You earn an Hour of Service for each hour for which you are paid or entitled to payment, directly or indirectly, for the performance of duties for the Company.

You also earn Hours of Service for:

- Time you are away from work due to vacation, holidays, sick pay, and similar paid periods of nonworking time; and
- Periods for which back pay is either awarded or agreed to by the Company.

However, you won't earn more than 501 Hours of Service in any plan year for time away from work, except if you take a leave for qualified military service and return to work with the Company within the period allowed under laws pertaining to veterans' reemployment rights.

Break in Service

You have a break in service if you are credited with fewer than 501 Hours of Service with the Company in any calendar year after the year you are hired.

If you have a break in service and are not Vested in your Plan benefit, service you earned before the break is not counted as service for Plan purposes if the break is not due to retirement, death, or other termination of employment. Service earned before the break will be reinstated if you return to work with the Company and are then credited with a full year of service.

If you are not Vested and your break in service lasts longer than five consecutive years or consecutive years equal to the number of years of service you had before the break (excluding any years of service not recognized because of a previous break in service), whichever is more, then service earned before the break will not be considered service when determining your eligibility for Vesting purposes.

If you are on an approved leave of absence, including a leave for maternity/paternity purposes, that leave generally will not be considered a break in service. See the **Leaves of Absence** section for additional information. Also, during a period that you are holding a position as an officer of Local 101 and if Local 101 makes contributions to the Plan on your behalf, that period of absence will not count as a break in service and shall be considered as continuous service.

When You Are Vested

You're Vested in the full value of your pension after you complete five years of continuous service. For purposes of Vesting only, you will receive a year of continuous service for any calendar year in which you have six months of continuous employment.

If your employment ends before you become Vested, your benefit under this Pension Plan is forfeited and won't be paid to you or anyone else. In certain circumstances, however, it is possible that your forfeited benefit may be restored. See the **If You Are Rehired** section for additional information.

The Pension Plan Formula

Retirement Plan Formula

Your monthly retirement benefit is based on the following formula:

$$\frac{1.5\% \text{ of Your Final Average Compensation} \times \text{Years of Credited Service}}{\text{Times}}$$

Important: The benefits calculated under the retirement plan formula will be divided by 12 to provide your monthly benefit. Note, too, that the retirement benefit produced under the Plan's formula assumes that payments are made under the single life Annuity payment form starting at normal retirement or later. If payments start before normal retirement, an early payment reduction may apply depending on your age and service (see the **When You Can Retire** section for details). Also, if payments are made under a form other than a single life Annuity, your payments are reduced to reflect provisions for payment to your Beneficiary after you die (see the **How Pension Plan Payments Are Made** section for details).

Final Average Compensation

Final Average Compensation is your annual average compensation in the five highest consecutive calendar years of employment out of the last 10 years of your employment or if greater, the annual average compensation for your final 60 consecutive months of employment for which you've earned credited service.

Note:

- If you are employed for less than five consecutive calendar years, your entire period of employment will be used to determine your Final Average Compensation.

Compensation

For purposes of the Pension Plan, "compensation" generally means your total pay, including base pay, overtime, shift differential, and incentive compensation paid to you as well as any pre-tax contributions you make to a 401(k) plan, a flexible benefits plan, or any other fringe benefit plan. It generally excludes:

- Awards you receive under the Company's long-term incentive plan; or
- Company contributions made to an employee benefit plan on your behalf.

A Note About IRS Limits

The IRS limits the amount of compensation that the Plan can recognize when determining pay. For 2022, this limit under Internal Revenue Code section 401(a)(17) is \$305,000. This number is indexed periodically for inflation.

Sample Calculation

The following is an example of how pension benefits are calculated.

Example

Let's assume that you terminated employment in 2022 at age 65, with 35 years of credited service, and your Final Average Compensation is \$95,000.		
Step 1	.015 x \$95,000 Times	\$1,425
Step 2	35 years of credited service Equals	35
	Annual normal retirement benefit	\$49,875
Your annual normal retirement benefit payable monthly as a straight life Annuity is \$4,156.25 (\$49,875 / 12 months)		

Leaves of Absence

If You Take an Approved Leave of Absence

If you are on an approved, paid leave of absence, you'll continue to participate in the Plan.

Maternity/Paternity Leaves

Solely for purposes of preventing a break in service, you will be credited with up to 501 Hours of Service if you are absent from work due to maternity or paternity reasons—but only if you would otherwise have received credit for these hours. If the number of hours credited in the year the maternity/paternity leave began were already at least 501 without considering such leave, you will be credited with up to 501 hours for such leave in the following year. Maternity or paternity reasons mean an absence due to:

- Your pregnancy;
- The birth of your child;
- The placement of a child with you for adoption; or
- Caring for your child immediately following birth or adoption.

Family and Medical Leaves

Solely for purposes of preventing a break in service, you will be credited with up to 501 Hours of Service if you are absent from work on account of a leave taken under the Family and Medical Leave Act of 1993 for any of these reasons:

- Your, your Spouse's, your dependent child's, or your parent's serious illness;
- The birth of your child;
- The placement of a child with you for adoption; or
- Caring for your child immediately following birth or adoption.

Family and medical leaves cannot exceed 12 weeks in a 24-month period, and you won't receive Hours of Service credit for family and medical leave time for the same hours you are eligible to receive due to maternity or paternity reasons.

Military Leaves

If you take a leave to serve in the U.S. armed forces, you'll receive service credit for the time you were away, as long as you return to work with the Company within the period allowed under laws pertaining to veterans' reemployment rights.

When You Can Retire

Normal Retirement

Generally, your Normal Retirement Date is the first day of the month on or following the date you reach age 65. If you continue to work after your Normal Retirement Date, the amount of your retirement benefit will be the greater of the amount based on your years of service and average compensation determined on your actual retirement date or the amount based on your years of service and average compensation determined as of your Normal Retirement Date increased actuarially to your actual retirement date.

Early Retirement

You're eligible for early retirement if you're at least age 55 and still employed by the Company or an affiliate.

Reduction for Early Retirement

If you retire after attaining age 55, your single life Annuity benefit will be determined under the following rules as of your Benefit Commencement Date (before age 65).

- You are eligible for an unreduced early retirement benefit if you retire at age 60 or later or if your age and credited service total 85 or more. Otherwise, your early retirement benefit will be reduced for payment before age 60 based on a reduction schedule that depends on the sum of your age and your years of credited service at your termination date:
 - If your age and credited service total at least 80 but less than 85, the reduction equals 1/4 of 1% for each month (3% for each year) payments start before age 60.
 - If your age and credited service total less than 80, the reduction equals 1/3 of 1% for each month (4% for each year) payments start before age 60.

Example

Let's assume that you terminated employment in 2022 at age 57, with 25 years of credited service, and your Final Average Compensation is \$90,000.		
Step 1	.015 x \$90,000 Times	\$1,350
Step 2	25 years Equals	25
	Annual normal retirement benefit	\$33,750

Step 3	Divided by 12 months Equals Monthly normal retirement benefit	\$2,812.50
Step 4		
Early retirement reduction ▪ Age 57 plus 25 years = ▪ 60 years - 57 years = 3 years ▪ 3% x 3 years = 9% (0.09) 0.09 x \$2,812.50 = \$253.13	Minus Early retirement reduction Equals Monthly early retirement benefit	-\$253.13 \$2,559.37
The result of these steps is your early retirement benefit payable as a straight life Annuity at age 57: \$2,559.37 monthly (\$30,712.44, annually).		

Terminated Vested Retirement

If your employment ends for any reason other than retirement or death, you will be entitled to receive a benefit under the Pension Plan provided you meet the Vesting requirement. Your terminated Vested benefit will be the retirement benefit you earned up to the date your employment ends.

The Benefit Commencement Date for terminated Vested benefits usually is the first of the month after you reach age 65 (your Normal Retirement Date).

If you have at least five years of service when your employment with the Company ends, you may elect to begin receiving payment of this benefit on the first of any month after the date you reach age 55. If payments begin before age 65, however, your terminated Vested benefit will be reduced by 6% for each year you are under age 65 when payments start. Contact the National Grid Pension Service Center toll-free at **1-855-464-2367** for more information if this pertains to you.

When Payments Must Begin

Retirement payments must generally begin no later than whichever of these is latest:

- Your Normal Retirement Date; or
- The first day of the month on or after the date your employment ends if you work past your Normal Retirement Date.

In any case, retirement payments must begin no later than the April 1 following the calendar year in which you reach age 72 (age 70½ if you are born before July 1, 1949) or terminate your employment with the Company, whichever is later. Please note that you will owe a 50% excise tax on the amount of your benefit not paid, but required to be paid, under these required minimum distribution rules.

If You Continue Working Past Age 70½

If you continue working for the Company (or any of its affiliates) beyond age 70½, you may defer commencement of your benefit until you retire or elect to start benefit payments on April 1 of the year after the calendar year in which you reach age 70½. If you do not elect to commence on the April 1 after the year in which you reach age 70½, then you must wait until you retire to commence your benefit. If you are actively employed on the April 1 following the year in which you reach age 70½ and wish to begin benefit payments, you must make and submit an election to begin payments. This is not automatic—the decision is up to you. Contact the National Grid Pension Service Center toll-free at **1-855-464-2367** to begin receiving your benefit. If you do not elect, as an active employee, to begin receiving Pension Plan payments while you are employed, payments must start on the first day of the month on or after the date your employment ends.

If You Become Disabled

Retirement Due to Disability

If you become Disabled, special Plan provisions may apply:

- If you are age 45 or older with 15 or more years of credited service and become Disabled while you are employed by the Company, and you are approved to receive disability benefits from a Company-sponsored disability plan or Social Security, service credit will continue while you continue to be Disabled during your disability leave up to the time you commence benefits under the Pension Plan (but no later than your Normal Retirement Date).
- If you have 10 or more years of credited service but have not reached age 45 with 15 or more years of credited service, you become Disabled while you are employed by the Company, and you are approved to receive disability benefits from a Company-sponsored disability plan or Social Security, service credit will continue for a period of up to two years while you continue to be Disabled during your disability leave (but no later than your Normal Retirement Date).

For purposes of determining your Final Average Compensation (see definition included in the **Pension Plan Formula** section), your Final Average Compensation will be calculated based on your pay prior to the start of your disability and while you were actively employed. Final Average Compensation will not, for example, take into account pay you receive under a short-term or long-term disability plan when your pay will generally be less than it was when you were previously actively employed.

Your retirement benefit will begin at age 65 or may begin at any age between 55 and 65 with an actuarial reduction for early payment.

Important Note: Any amounts which may be due you or a dependent as the result of premiums, taxes, or contributions paid by the Company under any Workers' Compensation or disability laws or similar plan, will offset and be payable instead of that part of your disability retirement allowance, in an equitable manner as determined by the Plan Administrator.

How Pension Plan Payments Are Made

Normal Forms of Payment

The normal payment form in effect for you depends on your marital status when payments begin:

- If you're single, your normal payment form is a life Annuity.
- If you're married, your normal payment form is a 50% Joint and Contingent Survivor Annuity with your Spouse as Beneficiary.

Life Annuity

A life Annuity provides you with lifetime monthly payments, but no payments continue to anyone upon your death. Payments are greatest under this method because only your lifetime is covered.

50% Joint and Contingent Survivor Annuity

A 50% Joint and Contingent Survivor Annuity provides you with reduced monthly payments for your lifetime. If you die before your Spouse, your Spouse will receive one-half of your monthly payment for life after your death. If your Spouse dies before you, you will continue to receive the same monthly benefit for the remainder of your life.

Optional Forms of Payment

The Pension Plan also offers several optional Annuity payment methods.

Life Annuity Option

This option is the same as the normal form for a single Participant and is available as an option to Participants who are married at the time their payments are scheduled to start.

Joint and Survivor Annuity Options

This option provides you with reduced monthly payments for your lifetime; then when you die, your Beneficiary receives payments equal to 50%, 75%, 100%, or a percentage of your choice, of your monthly payments. The amount you and your Beneficiary receive each month depends on the percentage you elect to continue to your Beneficiary. If you're married, you'll need your Spouse's approval for a percentage less than 50% with your Spouse as Beneficiary or any percentage with someone other than your Spouse as Beneficiary.

If your Beneficiary dies before you, you will continue to receive the same reduced monthly benefit for the remainder of your life.

Joint and Survivor Annuity Options With “Pop-Up” Feature

As with the options above, this form of payment provides you with reduced monthly payments for your lifetime; then when you die, your Beneficiary receives payments equal to 50%, 75%, 100%, or a percentage of your choice, of your monthly payments. The amount you and your Beneficiary receive each month depends on the percentage you elect to continue to your Beneficiary. If you're married, you'll need your Spouse's approval for a percentage less than 50% with your Spouse as Beneficiary or any percentage with someone other than your Spouse as Beneficiary.

With the “pop-up” feature, if your Beneficiary dies before you, you will prospectively receive a monthly benefit equal to the amount you would have received under the life Annuity payment method.

Social Security Level Income Option

This option is available if you retire before age 62 and are not yet eligible to commence Social Security benefits. This option may be combined with a 50% Joint and Survivor option.

The Social Security Level Income option is intended to provide you with a generally level income throughout your retirement years. Under this payment form, you'll receive a larger payment from the Pension Plan until age 62, the date you are eligible to begin receiving reduced Social Security retirement benefits. Then, starting on the second month after your 62nd birthday, you start receiving a lower payment amount. The difference between the two pension amounts will be based upon your estimated Social Security benefit (regardless of whether you actually choose to receive Social Security benefits at age 62), so your total income may remain about the same throughout your retirement.

If you elect to combine the Social Security Level Income option with a 50% Joint and Survivor option, and if you die before your Beneficiary, your Beneficiary will receive a benefit after you die for his or her lifetime. Your Beneficiary will prospectively receive one-half of the monthly payment you would have received if you elected a 50% Joint and Survivor Annuity option.

Payment of Small Amounts

If the total value of your benefit doesn't exceed \$1,000, your full benefit will automatically be paid to you or your Spouse in a single lump sum. Spouse consent is not required.

If the total lump sum value of the benefit payable to you or your Spouse exceeds \$1,000, but doesn't exceed \$5,000, you or your Spouse may elect to receive the total value of your benefit in a single lump sum. Spouse consent is not required.

This lump sum option is only available to you and your Spouse; it is not available to any other Beneficiary. Contact the National Grid Pension Service Center toll-free at **1-855-464-2367** for details.

Choosing a Payment Form

If you receive a payment form other than a single life Annuity, your benefit is “actuarially” adjusted as provided for in the Plan. That means that you will receive monthly payments reflecting the same current value for your benefit but reduced to take into account provisions that provide for possible payments to a Beneficiary after you die.

If you're single when payments are scheduled to start, you may elect a life Annuity, a Joint and Contingent Survivor Annuity, or the Social Security Level Income option.

If you're married when payments are scheduled to start, the only option available to you is the 50% Joint and Contingent Survivor Annuity with your Spouse as Beneficiary, **unless your Spouse consents in writing**, in the presence of a notary public or a Plan Administrator, to elect a different option.

For Benefit Commencement Dates on or after April 1, 2020, Spouse consent is not required for a married Participant's election of a joint and survivor annuity that provides a greater survivor benefit to the Spouse than the Qualified Joint and Survivor Annuity (QJSA) form of payment. The QJSA form of payment is the 50% Joint and Survivor Annuity.

If payments are made under any Joint and Survivor Annuity option, you may be required to provide proof of your age and your Spouse's or other Beneficiary's age—that is, a photocopy of an original or certified birth certificate (raised seal) for both you and your Spouse or designated Beneficiary. If you're married, you also may be required to provide proof of your marriage—that is, a photocopy of your marriage certificate that originated from a state, city, county, or town hall. In addition, if your Beneficiary is not your Spouse, you must choose a payment option that is expected to provide you with at least 50% of the value of your benefit during your lifetime.

You may choose or change payment forms at any time within 180 days before payments start, but not after payments begin. The form you elect becomes effective on the date as of which payments start.

Contact the National Grid Pension Service Center toll-free at **1-855-464-2367** if you have any questions on choosing a payment form.

Paying Taxes on Your Benefits

In general, your pension payments are fully taxable in the tax year you receive them. If you are receiving monthly pension payments, you will generally pay withholding taxes based on your Form W-4P (Withholding Certificate for Pension or Annuity Payments) withholding elections.

For lump-sum distributions, the Internal Revenue Code requires that 20% of your payment be automatically withheld for federal taxes unless you request a direct rollover of your distribution to a traditional individual retirement account (“IRA”) or an eligible employer plan that accepts rollovers. You also may owe a 10% additional tax if, for example, you terminate employment before the year you turn age 55 and receive a lump sum before you attain age 59½.

You may, however, continue to defer these taxes by taking advantage of the special rollover provisions of the Internal Revenue Code. These provisions generally require you to deposit the taxable portion of the distribution directly into another qualified plan (possibly of another employer) or into an IRA within 60 days after receipt. You also can deposit your qualified pension distribution directly into a Roth IRA if the distribution would be allowed to be rolled over into an IRA. In this case, the full amount would be taxable to you.

If you have any questions regarding taxes on your pension benefits, consult your financial advisor or a tax professional.

Social Security and Medicare

The income you receive from the Pension Plan is supplemented by any benefit you may be entitled to receive from Social Security. In addition, you may be eligible for Medicare benefits, either before or after you retire. In either case, you must file an application to receive these benefits. You should contact the Social Security Administration for information about how and when to apply for these benefits.

Social Security and Medicare benefits are regulated by the government and may change as new laws are passed. Your local Social Security office can give you an estimate of what your benefits would be, based on present legislation.

If you have questions or need more information, please contact your local Social Security office.

When a Benefit May Be Payable

Preretirement Survivor's Benefit

A preretirement benefit may be paid to your Spouse if you die before Pension Plan payments begin.

If You Die While an Active Employee (or Within 30 Days After Retirement)

If you die on or after age 50 or after you are Vested in your benefit, your Spouse can receive a monthly benefit payable immediately following your death. Your Spouse will be eligible to receive:

- 50% of your benefit determined under the Plan formula as of your date of death reduced for early commencement and payable as a 50% Joint and Survivor Annuity. The early commencement factors that apply depend on your age and service. If you are eligible for early retirement at the time of your death, the Plan's early retirement factors will apply. If you are not eligible for early retirement at the time of your death, the reduction for early commencement will be 1/3 of 1% for each month payments begin early (4% for each year).

Payments can begin as early as the first day of the month after your death or can be postponed to the first day of any later month, but not beyond April 1 of the year after the year you would have reached age 70^{1/2}.

If You Die After Your Employment Ends But Before Benefit Payments Start

If you die prior to age 55, your Spouse will receive a monthly benefit equal to 50% of the benefit you would have received had you survived to age 55, retired, and elected a 50% Joint and Survivor Annuity with your Spouse as Beneficiary, and died the next day.

If you die on or after age 55, your Spouse will receive a monthly benefit equal to at least 50% of the benefit you would have received had you retired on the day before your death having elected a 50% Joint and Survivor Annuity. If you had elected another optional form prior to your death with your Spouse as Beneficiary, the optional election will apply if it provides a greater benefit to your Spouse. Payments will begin as soon as administratively possible after your death.

If You Are Rehired

Participation

If your employment with the Company ends and you're rehired on or after October 16, 2001, you will not be eligible to participate in the defined benefit provisions of the Plan described in this SPD. Instead, you may be eligible to participate in the cash balance provisions of the Plan if your collective bargaining agreement with the Company provides for your participation. If you're rehired on or after January 1, 2012, you will not resume participation in a pension plan. Instead, you will be eligible to receive additional Company contributions to your 401(k) Savings Plan account (see your 401(k) Savings Plan SPD for more information).

What Happens to Prior Service

If You Were Not Vested

If you were not Vested when you left the Company, your years of service that you accumulated before your termination will be reinstated unless you forfeited this service because you had five or more consecutive years with less than 501 hours.

If You Were Vested

If you were Vested when you left the Company, your years of service and your accrued benefit that had accumulated before your termination will be reinstated, provided that you had not started receiving your retirement benefits.

If you had started receiving your benefits and then you return to service and are scheduled to work more than 40 hours per month, retirement payments will resume after your employment ends. Your benefit will be paid under the same payment method as your original retirement benefit and will not be less than what you were receiving prior to your reemployment. It also will not be reduced to account for the benefit you received before it was suspended.

If you had started receiving your benefits and then you return to Emergency Peak Service, payment of your benefits will continue and no further benefits will accrue.

Refer to "How Service Is Counted" in the **What "Service" Means** section for details about how you accumulate Hours of Service and years of service.

When Benefits Are Not Paid

Non-Payment of Benefits

Benefits under this Pension Plan are not paid to you or your Beneficiary if:

- Your employment ends before you are Vested; or
- You die and didn't qualify for survivor benefits at the time of your death.

In addition, your benefits may be delayed if you or your Beneficiary can't be located (e.g., if you haven't given the Company your current address).

Applying for Benefits

When to Apply

You must submit an application for your Pension Plan benefits. To avoid a delay in receiving pension benefits, you should initiate the process at least 90 days before your planned retirement date by contacting the National Grid Pension Service Center toll-free at **1-855-464-2367**. You must make this request between 45 and 180 days in advance of your planned retirement date.

Applying for Survivor Benefits

In the event of your death, your surviving Spouse or other representative should contact Employee Services toll-free at **1-888-483-2123**.

Documents Required

When you or your surviving Spouse applies for benefits, photocopies of the following documents may be required:

- Your marriage certificate;
- Your birth certificate; and
- Your Spouse's birth certificate.

If you die, when your surviving Spouse, Beneficiary, or other representative contacts Employee Services, a copy of your death certificate will be required.

Claims Review Procedure

Procedures to Follow

To make a claim for benefits under the Pension Plan that have been otherwise refused by the Company or the Pension Plan's processing administrator, you (or your Beneficiary) must provide the Retirement Plans Committee (or its designee) with a written request (at the below address) explaining the reasons you believe you are entitled to the benefits. If your claim is denied in whole or in part, the Retirement Plans Committee (or its designee) will notify you of its decision within 90 days (within 180 days under special circumstances) of receiving your claim or within 45 days for a disability claim (75 days if there are special circumstances).

The notice of denial will:

- Indicate the specific reasons for the denial;
- Include references to applicable plan documents;
- Describe any additional information needed and why such information is necessary; and
- Provide an explanation of the claims review procedures, including a statement of the claimant's right to bring a civil action under Section 502(a) of ERISA following a denial on review.

Retirement Plans Committee
c/o National Grid
Attn: Vice President, Compensation, Benefits & Pensions
2 Hanson Place
Brooklyn, NY 11217
Employee Services: **1-888-483-2123**

To appeal any claim denied by the Retirement Plans Committee (or its designee), you (or your Beneficiary) must, within 60 days of receiving a notice of denial from the Retirement Plans Committee (or its designee), submit a written statement outlining and explaining the reasons you think the claim should not be denied to the address above. You will have the right to review pertinent documents affecting your claim and to submit additional information or comments. You will have, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to the claim. You also have the right to be represented.

The Retirement Plans Committee must act on your claim appeal within 60 days of receiving it (within 180 days under special circumstances). You will be notified if such an extension is necessary. The final decision will be sent to you in writing with an explanation of the reasons for the decision that includes all of the following:

- Specific reasons for the decision.
- Specific reference to the pertinent Pension Plan provision(s) upon which the decision is based.
- A statement of your right to bring a civil action under Section 502(a) of ERISA.

Situations Affecting Your Benefit

Summary of Situations

There are certain situations that may affect your right to receive a benefit under the Pension Plan. The following is a list of situations in which benefits could be reduced, lost, or delayed:

- If you do not apply for benefits or do not complete and sign all required forms, your benefit payments may be delayed.
- If the address for you or a Beneficiary is not current, benefit payments may be delayed. If your address changes, please contact Employee Services toll-free at **1-888-483-2123**.
- The Company will withhold federal and applicable state income taxes from your benefit payments. If you receive your benefits as an Annuity, the amount withheld depends on your filing status and the number of exemptions you elect. You may choose not to have taxes withheld from your payments under some circumstances. If you do so, you will be responsible for paying taxes when you file your federal and state returns. You may be required to make estimated tax payments if no taxes are withheld or the amount withheld is not enough to cover the actual taxes due. **Consult your tax advisor for more information on your specific tax issues.**
- In some cases, you may be able to reduce or defer the tax otherwise due on a distribution through a rollover, by you or by the Plan Administrator on your behalf, of all or a portion of the distribution to an individual retirement account ("IRA") or another retirement plan. Additionally, in the event of your death, your Spouse or designated Beneficiary also may elect a rollover. The Plan Administrator will provide you with additional information about the rules when you or your Spouse or Beneficiary receives a distribution.
- If you believe you are entitled to receive a benefit from the Pension Plan, but have not been notified, you should contact the National Grid Pension Service Center toll-free at **1-855-464-2367**.
- If you reach Internal Revenue Service benefit maximums or pay limits.
- If you are a "highly compensated employee" (as defined under the Internal Revenue Code), applicable tax laws may limit your benefit. You will be notified if these limitations apply to you.
- If you are a veteran and are reemployed under the Uniformed Services Employment and Reemployment Rights Act of 1994 or related subsequent federal law and you die or become Disabled while on active duty, your survivor benefits will be determined as if you had returned to employment and then subsequently terminated employment due to your death. Additionally, if you receive wage continuation payments while in the military, such payments will be treated as compensation for Pension Plan purposes. If you think you may be affected by these rules, ask the Plan Administrator for further details.

- The Pension Plan may be required to honor a Qualified Domestic Relations Order (“QDRO”) that assigns part of your benefit to a former Spouse or dependents. **You must disclose to the Company once you become aware that a domestic relations order or separation agreement assigns all or a portion of your Pension Plan benefit to a former Spouse or dependent child.** You will be notified if the Pension Plan receives such a court order with respect to your benefits. Contact the National Grid Pension Service Center toll-free at **1-855-464-2367** to obtain a copy of the QDRO procedures, without charge.
- If you are entitled to a benefit but are unable to care for your affairs, payment will go to your legal guardian for your benefit.

Assignment of Benefits

As a Pension Plan Participant, you may not sell, assign, transfer, or pledge your pension benefit or have it garnished under most circumstances.

When you retire, your Plan benefit belongs to you or to your Beneficiary, if survivor benefits apply, and if there is not a QDRO in place.

Employee Rights Not Implied

Your participation in the Pension Plan does not give you the right to be retained in employment with the Company, nor does it interfere with the right of the Company to discharge or terminate you without regard to the effect the discharge or termination would have on your rights under the Pension Plan.

Mergers, Consolidations, or Transfers

If the Pension Plan is merged or consolidated, or if Pension Plan assets are transferred to another plan, your current accrued pension benefit will be protected. Your accrued pension under the new plan, if that plan were to terminate immediately after the change, would at least equal the amount you would have been entitled to receive if this Pension Plan had been terminated just before the change.

Pension Plan Amendment or Termination

Except as prohibited by applicable labor law, the Company reserves the right to amend, modify, revoke, or terminate the Pension Plan, in whole or in part, at any time. The authority to make such changes to the Pension Plan rests with the National Grid USA Service Company, Inc. or any successors thereof. The decision to change or end the Pension Plan may be due to changes in laws governing retirement pension plans.

If the Pension Plan is changed, no amendment will deprive any Participant, Spouse, or Beneficiary of any benefit that had been accrued and Vested at the time of the amendment, or result in money being paid back to the Company before all the Pension Plan's liabilities have been met.

If the Pension Plan is terminated, Participants will be paid as follows according to federal law:

- First, contributions made by certain Participants who have not yet received the value of their contributions;
- Second, certain Annuities that Participants, Spouses, or Beneficiaries have been receiving or could have been receiving for three years prior to the termination of the Pension Plan;
- Third, other Vested benefits guaranteed by the Pension Benefit Guaranty Corporation;
- Fourth, any remaining Vested benefits; and
- Fifth, any remaining benefits that have been accrued.

Pension Benefit Guaranty Corporation (PBGC)

Your benefits under the Pension Plan are insured by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. If the Pension Plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all the pension benefits they would have received under their Pension Plan, but some people may lose certain benefits.

The PBGC guarantee generally covers, up to certain dollar limits, the following:

- Normal and early retirement benefits.
- Disability benefits if you become Disabled before the Pension Plan terminates.
- Certain benefits for your survivors.

For 2022, the PBGC pension protection limit is \$6,204.55 per month for a benefit payable as a straight life Annuity beginning at age 65.

The PBGC guarantee generally does not cover the following:

- Benefits greater than the maximum guaranteed amount set by law for the year in which the Pension Plan terminates.
- Some or all of benefit increases and new benefits based on Pension Plan provisions that have been in place for fewer than five years at the time the Pension Plan terminates.
- Benefits that are not Vested because you have not worked long enough for the Company.
- Benefits for which you have not met all the requirements at the time the Pension Plan terminates.

- Certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the Pension Plan's Normal Retirement Age.
- Non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

Even if certain of your benefits are not guaranteed, you still may receive some of these benefits from the PBGC depending on how much money the Pension Plan has and on how much the PBGC collects from employers.

For more information about the PBGC and the benefits it guarantees, ask your Plan Administrator or contact the PBGC at:

Technical Assistance Division
PBGC
1200 K Street NW, Suite 930
Washington, DC 20005-4026

The PBGC also may be reached by calling 1-800-400-7242. TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 1-800-400-7242. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>.

Administrative Information

Pension Plan Sponsor

The plan sponsor is:

KeySpan Corporation
2 Hanson Place
Brooklyn, NY 11217

Fiduciary

The Pension Plan's fiduciary is the Retirement Plans Committee (the "Plan Administrator").

You can write to the Retirement Plans Committee of National Grid USA Service Company at the following address:

National Grid
c/o Vice President, Compensation, Benefits & Pensions
2 Hanson Place
Brooklyn, NY 11217

Day-to-day operations of the Pension Plan are carried out by the Plan Administrator, or its delegate, each of whom has the sole right and absolute discretion to construe and interpret the provisions of the Pension Plan and to make factual determinations thereunder; decide all questions of eligibility; and determine the amount, manner, and time of payment for any Pension Plan benefits.

All decisions by the Plan Administrator, or its delegate, are final and binding.

You may receive, upon written request to the Plan Administrator, information about whether a particular group of employees is eligible to participate in this Pension Plan.

Pension Plan Name, Type, and Identification Numbers

The official name of the Pension Plan is the KeySpan Retirement Plan.

The Pension Plan has been assigned the following identification numbers:

- Employer Identification Number: 11-3431358
- Pension Plan Identification Number: 001

The Pension Plan is a defined benefit retirement plan. This means that your benefit is calculated under a definite formula. The Pension Plan is governed by a plan document. If there is any difference of opinion or question about a benefit determination, the plan document (and not this SPD) will govern.

Pension Plan Year

Pension Plan records are maintained on a plan-year basis, which is the same as a calendar year (January 1 to December 31).

Legal Service

If for any reason you wish to seek legal action, you may serve legal process on:

Office of the General Counsel
c/o National Grid
2 Hanson Place
Brooklyn, NY 11217

Legal process also may be served on the Plan Administrator or Trustee.

Authority to Construe and Apply Pension Plan Documents

To the full extent permitted by law, with respect to all aspects of Pension Plan administration, including claims administration, the Retirement Plans Committee (and its designees) has the authority and discretion to interpret the Pension Plan document and any related documents (including any applicable SPD, contract, booklet, certificate, or Pension Plan materials), to decide all questions concerning the Pension Plan and its application, including, but not limited to the following:

- Determining questions of fact and/or law.
- Deciding the eligibility of any person to be covered by the Pension Plan.
- Determining the amount of benefit (if any) to which a person is entitled under the terms of the Pension Plan.
- Exercising discretion to construe any uncertain or disputed term or provision in the Pension Plan.
- Reviewing any prior benefit determination under the Pension Plan.

All interpretations and decisions shall be both:

- Final and conclusive for all persons including persons claiming benefits under the Pension Plan.
- Given deference in all courts of law, to the greatest extent allowed by applicable law.

Pension Plan Trust and Trustee

The Company pays the entire cost of the Pension Plan through periodic contributions to the Trust.

The Company's contribution is determined with the help of an actuary, using information about the employees in the Pension Plan and forecasts of future salaries, years of service at retirement, employment changes, and earnings on Trust investments, among other factors.

The Pension Plan's Trustee holds all of the Pension Plan assets and pays benefits at the direction of the Plan Administrator. The responsibility for the investment management of the assets held in each investment fund may be divided among the Trustee and, at the discretion of the Retirement Plans Committee, one or more investment managers or investment vehicles.

The Trustee is:

BNY Mellon
One Wall Street
New York, NY 10286

Collective Bargaining Agreement

The benefits for members of Local 101 of the Transport Workers Union of America, AFL-CIO ("Local Union 101") are maintained pursuant to the terms of a collective bargaining agreement between the Company and Local Union 101. A copy of the collective bargaining agreement may be obtained upon request to the Plan Administrator and is available for examination by Participants and Beneficiaries.

Statement of ERISA Rights

Receive Information About Your Pension Plan and Benefits

As a Participant in the Pension Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 ("ERISA"). ERISA provides that all Pension Plan Participants shall be entitled to:

- Examine, free of charge, at the Plan Administrator's office and at other specified locations (such as Employee Services), all documents governing the Pension Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Pension Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Pension Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 series) and updated summary plan description. The Plan Administrator may charge a reasonable fee for copies.
- Receive a summary of the Pension Plan's annual financial report. The Plan Administrator is required by law to furnish each Participant with a copy of this summary annual report.
- Obtain a statement telling you whether you have a right to receive a pension at Normal Retirement Age (age 65) and if so, what your benefits would be at Normal Retirement Age if you stop working under the Plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

Prudent Actions by Pension Plan Fiduciaries

In addition to creating rights for Plan Participants, ERISA imposes duties upon the people who are responsible for the operation of the Pension Plan. The people who operate your Pension Plan, called "fiduciaries" of the Pension Plan, have a duty to do so prudently and in the interest of you and other Pension Plan Participants and Beneficiaries. Fiduciaries who violate ERISA may be removed and required to make good any losses they have caused the Pension Plan.

No one, including the Company, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a Pension Plan benefit or exercising your rights under ERISA.

Enforce Your Rights

As set forth in more detail in the **Claims Review Procedure** section, if your claim for a Pension Plan benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules. You have the right to have the Plan fiduciaries review and reconsider your claim.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 for a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If, after internal reviews, you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a federal or state court. In addition, if you disagree with the Pension Plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in federal court. If it should happen that Plan fiduciaries misuse the Pension Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay costs and fees, for example, it finds your claim is frivolous.

Assistance With Your Questions

If you have any questions about the Pension Plan, you should contact the National Grid Pension Service Center toll-free at **1-855-464-2367**. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest area office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory (or call 1-866-444-3272 to obtain the address and phone number of the office nearest you), or write to:

Division of Technical Assistance and Inquiries
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, DC 20210

You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at 1-866-444-3272.

Important Definitions

Adopting Company

In addition to National Grid, the following are considered “Adopting Companies”:

- KeySpan Corporate Services LLC.
- KeySpan Utility Services LLC.
- KeySpan Energy Corporation.
- KeySpan Engineering and Survey, Inc.
- The Brooklyn Union Gas Company.

Annuity

An Annuity is a series of monthly payments for a specified time period (usually one’s lifetime).

Company

The Company means your National Grid employer as well as any subsidiary or affiliated company that has been designated as a participating company in the Plan by the Board of Directors of National Grid.

Disabled

You are considered Disabled for Pension Plan purposes if you are unable to work because of physical or mental impairment and are approved to receive disability benefits from a long-term disability plan maintained by the Company or from Social Security.

Normal Retirement Date

Your Normal Retirement Date generally is your 65th birthday. If your initial employment with the Company and its affiliates begins after age 60, however, your Normal Retirement Date is the first of the month after the fifth anniversary of your date of hire (or the fifth anniversary of your date of hire if it’s on the first of the month).

Plan Administrator

The Plan Administrator is the Retirement Plans Committee.

Pension Plan Year

The Pension Plan Year is the calendar year (January 1 to December 31).

Qualified Domestic Relations Order

A Qualified Domestic Relations Order ('QDRO') is a court decree, made under a state domestic relations law, regarding the provision of child support, alimony payments, or marital property rights to an alternate payee (i.e., a Spouse, former Spouse, child, or other dependent of a Participant), which assigns to the alternative payee the right to receive all or a portion of the benefits payable to a Participant under a qualified Pension Plan and which meets certain legal requirements.

Spouse

Your Spouse is the person to whom you are legally married or to whom you were previously married to the extent required under a QDRO.

Vesting

Vesting is the process by which you earn a non-forfeitable right to receive your benefit under the Pension Plan. You are 100% Vested once you have five years of service or if earlier, on the date you reach age 55 if you are still employed by the Company on that date.