



December 23, 2025

All employees who will be staying on with Vulcan will be transitioning over to the Vulcan 401(k) Plan effective 12/28/2025 for hourly and 1/1/2026 for salaried employees.

You will be auto enrolled into the Vulcan 401(k) Plan at a 6% pre-tax contribution rate and deductions will begin shortly after a 30-day opt out period unless you make an election sooner. Vulcan matches 100% on the first 6% per pay period. In addition, you are eligible to receive a minimum employer contribution of 3% annually.

You will receive a Welcome email from Empower with registration information. You may select a different deferral type and/or amount or choose to opt-out prior to your participation date as well. In order to make changes you can contact Empower after you receive your Welcome email.

If you have a loan with your Fidelity SRM 401(k) Plan, Vulcan will continue your loan repayments through payroll deduction. More information regarding the merger of your SRM 401(k) Plan into the Vulcan 401(k) will be provided at a later date.

If you have any questions specific to the Vulcan 401(k) Plan please contact Vulcan Employee Benefits at 1-800-654-7321 or benefits@vmcmail.com

Vulcan 401(k) Plan Highlights

ELIGIBILITY

Employees are immediately eligible to participate in the plan. Deductions will begin shortly after a 30-day opt out period unless you make an election sooner.

YOUR JOURNEY BEGINS WITH AUTOMATIC ENROLLMENT

You will be automatically enrolled at a 6% before tax contribution rate. You may select a different deferral type and/or amount and can choose to opt out of the Automatic Enrollment during the 30-day opt out period prior to your participation date as well. To do so contact Empower.

AUTOMATIC INCREASE

In April, coinciding with annual merit increases, your before tax contribution rate will automatically increase by 1% until you reach the default cap rate of 10%. You can change your deferral amount, cap rate, or opt out via the website or by calling Empower. Rate changes feed to Vulcan each Friday and you can change your rate as often as you'd like.

EMPLOYEE CONTRIBUTIONS

You can contribute in one or a combination of the following ways, up to a total of 80% of your compensation or the IRS limit for the current year, whichever is less.

- Before tax: Deferred from your paycheck before taxes are deducted. Once you reach the annual pre-tax and/or Roth limit, your contributions will switch to after-tax.
- After-tax: Deferred from your paycheck after taxes have been withheld. Any earnings on your after-tax money are tax-deferred.
- Roth: Deferred from your paycheck after taxes have been withheld. Any earnings on your Roth contributions are tax-free, assuming the withdrawal is a qualified distribution.¹
- Catch-up: If you will be age 50 or older by December 31, 2025, you may contribute an additional \$7,500. If you will be age 60, 61, 62 or 63 by December 31, 2025, you may contribute an additional \$11,250 as a "catch-up contribution."

EMPLOYER MATCH CONTRIBUTIONS

All contribution types are eligible for match.

- 401(k) Match: 100% on the first 6% per pay period.
- Safe Harbor Employer Non-elective Contribution: Minimum 3% of eligible compensation. You will receive this contribution even if you don't contribute to the plan.

VESTING

All contributions to the plan, including your contributions, company match, Safe Harbor Employer Non-elective Contribution, as well as any and all associated earnings are 100% vested.

DESIGNATE YOUR BENEFICIARY

Go to *Account*, select *Overview*, click on *Beneficiaries*.



The Empower app, available in the App Store, puts your plan at your fingertips. Available for your mobile device or Apple Watch® in the App Store® from Apple® for iOS® or on Google Play™ from Android™. iPhone, iPad, Apple, Apple Watch, and App Store are trademarks of Apple Inc. Android, Google Play, and the Google Play logo are trademarks of Google LLC. iOS is a registered trademark of Cisco in the U.S. and other countries and is used under license.

ACCESSING YOUR ACCOUNT

Go to **Vulcan401k.com** and click Register. Select the *I do not have a PIN* tab and follow the prompts to create a username and password.



Vulcan401k.com

(833) VMC-401K or (833) 862-4015



Availability: Mon-Fri 7am – 9pm (CST)
Saturdays 8am – 4:30pm (CST)

¹ If you withdraw your Roth contributions and any earnings after you've reached age 59½ or severed employment due to disability or death (upon which your beneficiaries will take a withdrawal) and the contributions have been in the account for at least five years, the distribution is income tax-free and penalty-free. Earnings on Roth contributions will be taxed unless withdrawals are a qualified distribution as defined by the IRS.

ROLLOVERS INTO THE PLAN

Plan Administrator approved balances from eligible governmental 457(b), 401(k), 403(b), 401(a) plans, conduit (rollover) Individual Retirement Account (IRA)² and/or Traditional IRAs (only pre-tax amounts) may be rolled over to the plan. As with any financial decision, you are encouraged to discuss moving money between accounts, including rollovers, with a financial advisor and to consider costs, risks, investment options and limitations prior to investing.

WITHDRAWALS³

You can request up to two in-service withdrawals per calendar year. Distributions you receive prior to age 59½ may be subject to a 10% early withdrawal federal tax penalty. Other qualifying distribution types include:

- Retirement
- Permanent disability
- Financial hardship (as defined by the Internal Revenue Code and the plan's provisions)
- Severance of employment (as defined by the Internal Revenue Code provisions)
- Adoption
- Attainment of age 59½
- Death (your beneficiary receives your benefits)

INVESTMENT CHOICES

A wide array of investment options and services are available through your plan. Once enrolled, investment option information is available at Vulcan401k.com or by calling Empower. In addition to the investment options, a Self-Directed Brokerage (SDB) account is available.

SDB allows you to invest in a wider selection of investments than is provided within the 401(k) plan for additional fees. The SDB account is intended for knowledgeable investors who understand the risks associated with the SDB account.

Investment Option Fees: Each investment option has an investment management fee that varies by investment option. These fees are deducted by each investment option's management company before the daily price or performance is calculated. Fees pay for trading of securities within the investment option and other management expenses. Funds may impose redemption fees on certain transfers, redemptions, or exchanges. There are additional quarterly fees and/or transaction fees to participate in the Self-Directed Brokerage account.

PLAN FEES (SEE THE SPD* FOR MORE)

- Participant Account Maintenance: \$7.50 per quarter
- Participant Loan (Origination): \$60 per loan, deducted from the loan proceeds.
- Distribution Fee: \$15 per distribution plus any of the following, if applicable.
 - Wire Fee: \$40 per distribution
 - ACH (Direct Deposit): \$15 per distribution
 - Express Mail Fee: \$50 per distribution
- Domestic Relations Order: \$300 per occurrence

LOANS

The Plan allows up to two loans at a time. You can borrow the lesser of \$50,000 or 50% of your eligible account balance. The minimum loan is \$500, and you have up to 60 months to repay your general-purpose loan.

² Governmental 457 funds rolled into another type of plan or account may become subject to the 10% early withdrawal penalty if taken before age 59½.

³ Withdrawals may be subject to ordinary income tax.

*Summary Plan Description

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