

**NORTHERN CALIFORNIA TILE INDUSTRY DEFINED BENEFIT PLAN
(as revised January 1, 2023)**

SEVENTH AMENDMENT

Pursuant to the powers conferred upon them by Article V, Section 5.5 of the Trust Agreement, the Board of Trustees amended the Defined Benefit Plan as follows, to be effective for retirements on or after June 1, 2026, and authorized the Chairman and Secretary to authenticate the same by affixing their signatures hereto:

1. Effective for retirements on or after June 1, 2026, amend Article V to add a new Section 5 to read as follows:

5. In-Service Distribution

Notwithstanding any other provision of this Plan, an Employee who is actively employed by a participating Employer in a non-bargaining unit position which is stated in Article IX Section 1(e) to be an exception to this Plan’s suspension of benefit rules, may elect to commence an In-Service Distribution of his or her vested accrued benefit under the Plan, provided the Employee has attained Normal Retirement age 62.

IN WITNESS of the adoption of this Amendment, the Chairman and Secretary hereby subscribe their names, on the dates indicated.

Richard Romarito

Chairman

Date: 6-8-2026

Richard Hill

Secretary

Date: 6/8/2026 | 2:52 PM EDT