

BADEN SPORTS, INC. 401(K) PROFIT SHARING PLAN
Plan Document Summary
Prepared as of 3/19/2021

This Plan Document Summary (“Summary”) is intended to provide you with a high-level overview of the major features of your plan based on the most recently drafted plan document in our files. The Summary is not intended to replace your plan document or Summary Plan Description (SPD). If this Summary describes any provisions of your plan that have not been adopted (including provisions in an amendment to the plan that has not been signed), those provisions will not be operational until the plan or amendment has been signed and dated. Finally, if the provisions described in this Summary and the plan document or SPD conflict, the provisions of the plan document and SPD govern.

EMPLOYER/PLAN INFORMATION
[AA §1 / AA §2 / AA §5 / AA §7]

EFFECTIVE DATE OF PLAN:

- **Plan restatement effective:** 1-1-2021
- **Original effective date:** 6-1-1999

PLAN NUMBER: 001

EMPLOYER INFORMATION

Name: Baden Sports, Inc.
Address:
 19015 66th Ave S
 Kent, WA 98032-1154
Phone: 253-883-5175
EIN: 91-0935989

PARTICIPATING ERS: No

PLAN ADMINISTRATOR: Plan Administrator is Employer

ENTITY TYPE: S-Corp

ER TAX YEAR END: 12-31

PLAN YEAR: Calendar Year

TOTAL COMPENSATION: W-2 Compensation

| Deferrals | ER Contributions | Match |
|--|--|--|
| PLAN COMPENSATION: No exclusions | PLAN COMPENSATION: No exclusions | PLAN COMPENSATION: No exclusions |
| COMPENSATION PERIOD: Plan Year | COMPENSATION PERIOD: Plan Year | COMPENSATION PERIOD: Plan Year |
| COMPENSATION ONLY WHILE PARTICIPANT: Yes | COMPENSATION ONLY WHILE PARTICIPANT: Yes | COMPENSATION ONLY WHILE PARTICIPANT: Yes |

NORMAL RETIREMENT AGE: Age 65

EXCLUDED EMPLOYEES
[AA §3]

| Deferrals | ER Contributions | Match |
|--|--|--|
| Following Employees excluded: <ul style="list-style-type: none"> ▪ Collectively Bargained EEs ▪ Nonresident Aliens with no U.S. source income ▪ Leased EEs | Following Employees excluded: <ul style="list-style-type: none"> ▪ Collectively Bargained EEs ▪ Nonresident Aliens with no U.S. source income ▪ Leased EEs | Following Employees excluded: <ul style="list-style-type: none"> ▪ Collectively Bargained EEs ▪ Nonresident Aliens with no U.S. source income ▪ Leased EEs |

MINIMUM AGE AND SERVICE
[AA §4-1 and §4-3]

| Deferrals | ER Contributions | Match |
|---|---|---|
| Minimum Age: Age 21 | Minimum Age: Age 21 | Minimum Age: Age 21 |
| Minimum Service: Elapsed time using 3 month Period of Service | Minimum Service: Elapsed time using 3 month Period of Service | Minimum Service: Elapsed time using 3 month Period of Service |

ENTRY DATES
[AA §4-2]

| Deferrals | ER Contributions | Match |
|--|--|--|
| Entry Dates: Monthly | Entry Dates: Monthly | Entry Dates: Monthly |
| Timing of Entry Dates: Coinciding with or next following | Timing of Entry Dates: Coinciding with or next following | Timing of Entry Dates: Coinciding with or next following |

SALARY DEFERRALS
[AA §6A]

MAXIMUM DEFERRAL AMOUNT: No limit other than 402(g) and 415 limits

AUTOMATIC CONTRIBUTION ARRANGEMENT (ACA): 1% of Plan Compensation

CATCH-UP CONTRIBUTIONS: Yes

FREQUENCY OF DEFERRAL CHANGES: As designated in Salary Reduction Agreement (or other written procedures)

SALARY DEFERRAL ELECTIONS FOR REHIRES: An election to defer ends at termination

ROTH CONTRIBUTIONS: No

IN-PLAN ROTH CONVERSIONS: No

ADP TESTING METHOD: Current Year Testing

EMPLOYER CONTRIBUTIONS
[AA §6]

EMPLOYER CONTRIBUTION FORMULA:

- Discretionary contribution with Employee group allocation using following groups:
 - Each participant in his/her own group

ALLOCATION CONDITIONS:

- Employment on last day of Plan Year
- Completion of at least 1,000 hours of service during Plan Year using actual Hours

EXCEPTIONS: Allocation conditions do not apply upon:

- Death
- Termination of employment due to Disability
- Disability
- Normal Retirement Age

MATCHING CONTRIBUTIONS
[AA §6B]

MATCHING CONTRIBUTION FORMULA:

- Discretionary match

ELIGIBLE CONTRIBUTIONS: Following amounts are eligible for match:

- Pre-tax Salary Deferrals
- Catch-Up Contributions

LIMIT ON MATCHING CONTRIBUTIONS:

- Eligible Contributions up to 5% of Plan Compensation

PERIOD FOR DETERMINING MATCH: Payroll period

ALLOCATION CONDITIONS:

- No allocation conditions for Matching Contributions

ACP TESTING METHOD: Current Year Testing

SAFE HARBOR CONTRIBUTIONS
[AA §6C]

PLAN IS NOT SAFE HARBOR

AFTER-TAX CONTRIBUTIONS
[AA §6D]

NOT ALLOWED

VESTING
[AA §8]

| ER Contributions | Match |
|---|---|
| <p>Normal Vesting Schedule: Modified schedule:</p> <ul style="list-style-type: none"> 0% immediately on Plan participation 25% after 1 YOS 50% after 2 YOS 75% after 3 YOS 100% after 4 YOS 100% after 5 YOS 100% after 6 YOS | <p>Normal Vesting Schedule: Modified schedule:</p> <ul style="list-style-type: none"> 0% immediately on Plan participation 25% after 1 YOS 50% after 2 YOS 75% after 3 YOS 100% after 4 YOS 100% after 5 YOS 100% after 6 YOS |

EXCLUDED SERVICE: All service counts

INCREASE IN VESTING: Vesting increases to 100% upon:

- Death
- Termination of employment due to Disability
- Disability

FORFEITURES:

| ER Contributions | Match |
|--|--|
| <ul style="list-style-type: none"> • Employer may decide how to use forfeitures | <ul style="list-style-type: none"> • Employer may decide how to use forfeitures |

DISTRIBUTIONS
[AA §9 / AA §10]

FORM OF DISTRIBUTION:

- Lump sum
- Installments

JOINT AND SURVIVOR ANNUITY RULES: Not subject to QJSA

TIMING OF DISTRIBUTIONS – ABOVE \$5,000: Reasonable time following termination

TIMING OF DISTRIBUTIONS – NOT EXCEEDING \$5,000: Reasonable time following termination

INVOLUNTARY CASH-OUT THRESHOLD: \$5,000

AUTOMATIC ROLLOVER RULES: Apply to all Involuntary Cash-Outs (including Cash-Outs less than \$1,000)

| Deferrals | ER Contributions | Match |
|---|---|---|
| <p>In-Service Distributions:</p> <ul style="list-style-type: none"> • Age 59½ • Hardship • Disability • Qualified Reservist Distribution • Deemed separation of employment while on active duty | <p>In-Service Distributions:</p> <ul style="list-style-type: none"> • Age 59½ • Disability | <p>In-Service Distributions:</p> <ul style="list-style-type: none"> • Age 59½ • Disability |

ROLLOVER CONTRIBUTIONS: May be distributed at any time

LIMITS ON IN-SERVICE DISTRIBUTIONS:

- Must be 100% vested

ADMINISTRATIVE PROVISIONS
[AA §11 / APPENDIX A / APPENDIX B]

| Deferrals | ER Contributions | Match |
|---|---|---|
| <p>VALUATION DATE: Daily</p> | <p>VALUATION DATE: Daily</p> | <p>VALUATION DATE: Daily</p> |

DEFINITION OF HCE: Top Paid Group Test does not apply

LOANS: Permitted

PARTICIPANT DIRECTION: Allowed from all Accounts, with no restrictions

PLAN IS INTENDED TO COMPLY WITH §404(c)

ROLLOVERS: Yes

- Allowed prior to becoming a participant? Yes
- Allowed by former Employees? No

FAIL-SAFE COVERAGE: Does not apply