

**ALLIED NONBARGAINING APPENDIX
WINDSTREAM PENSION PLAN
SUMMARY PLAN DESCRIPTION
(January 1, 2026)**

PARTICIPATION IN PRIOR RETIREMENT PLANS: ALLIED NONBARGAINING EMPLOYEES

This appendix to the Windstream Pension Plan summary plan description for nonbargaining employees ("SPD") applies to you if you were a participant in the Allied Telephone Company Profit Sharing Plan (the "Allied Plan") on October 31, 1983 and your Allied Plan benefit was transferred to the Windstream Pension Plan (formerly part of the Alltel Corporation Pension Plan) (the "Plan") effective as of November 1, 1983 (an "Allied Plan Participant").

Please note that the general provisions described in the SPD (*e.g.*, Claims Procedure) are applicable to the provisions described in this Appendix.

Variable Annuity Fund (VAF) – Lump Sum Refund

Normally, your pension is payable as a life annuity, with payments ceasing at your death. You may also receive your pension in one of the optional forms of payment described in the SPD. This appendix describes another optional form of payment that may be available to you as an Allied Plan Participant.

If you have an Allied VAF Plan Account, you may receive the benefit under the Plan that is attributable to your prior Allied VAF Plan Account in a lump sum. The remainder of your pension (reduced by the actuarial equivalent of the lump sum) is payable in the normal or other optional forms of payment.

Please note that the benefit under the Plan that is attributable to an Allied VAF Plan Account is based on the variable annuity fund (VAF) established within the Plan for certain former Allied Plan Participants when the Allied Plan was merged into the Plan.