

Policy Number: E-4

Subject: Deferred Compensation Plan

Review Requirement: 3 years

Original Issue Date: May 1, 2001

Date of Last Review: December 12, 2024

Date of Last Revision: December 12, 2024

Previous Revisions: 01/01/2003, 06/11/2009, 10/10/2013, 09/16/2021, 10/10/2021

I. OBJECTIVE

To hereby adopt and maintain Deferred Compensation Plans for Mountain Parks Electric, Inc. (the “Cooperative”).

II. POLICY

- A. The Cooperative’s General Manager, Department Managers, and Board members may participate in the NRECA deferred compensation plans as they are presently proposed or as they may be hereafter amended. The cost to administer the Deferred Compensation Plans will be paid for by the Cooperative.

III. RESPONSIBILITY

The General Manager will be responsible for the administration and compliance of this policy.

APPROVED BY THE BOARD OF DIRECTORS DECEMBER 12, 2024