

UFCW AND SAFEWAY VARIABLE ANNUITY PENSION FUND
AMENDMENT NO. 3
TO THE PLAN EFFECTIVE JANUARY 1, 2021

Pursuant to Article VIII, Section 8.1 of the UFCW and Safeway Variable Annuity Pension Fund (the “Plan”), the Board of Trustees hereby amends the Plan effective as of January 1, 2021:

- 1. Section 5.1(d) is amended by restating the second sentence thereof to read in its entirety as follows:**

Required Beginning Date for Participants (other than a 5-percent owner) shall mean the later of the April 1 of the calendar year following (i) the calendar year in which the Employee attains the Required Age, or (ii) the calendar year in which the Participant retires.

IN WITNESS WHEREOF, the undersigned have set their hands as of the last date written below.

Date: _____

EMPLOYER TRUSTEE

Date: _____

UNION TRUSTEE