

Bunge Retirement Savings Plan

Annual Safe Harbor Notice

For the 2024 calendar year, the Bunge Retirement Savings Plan intends to satisfy the requirements for a “safe harbor” 401(k) plan. This annual notice summarizes the Plan and informs Participants of their related rights under the Plan as required by tax code regulations. Please consult the Plan’s most recent Summary Plan Description for a more detailed description of the Plan’s provisions.

EMPLOYEE CONTRIBUTIONS

You may elect to contribute to the Plan through payroll deductions up to 50% of your Compensation on a before-tax and/or Roth basis. You can make separate contribution elections on your regular base pay and eligible bonuses. Roth contributions are made to the Plan on an after-tax basis. If you elect to make Roth contributions, you will pay federal, state and local income taxes immediately, but your future distributions from the Plan will be completely tax-free, including any investment earnings you accumulate, so long as certain requirements are satisfied. The amount of Compensation you may contribute to the Plan on a before-tax and/or Roth basis may also be subject to other restrictions and limitations required by law.

The total amount which you may elect to contribute to the Plan (or any other qualified plan) on a before-tax and/or Roth basis in 2023 cannot exceed \$22,500. Beginning with the plan year in which you reach age 50, you will be able to contribute an additional before-tax and/or Roth amount as a “catch-up” contribution to the Plan. For the 2023 plan year, the maximum catch-up amount is \$7,500. These amounts are set by the Internal Revenue Service which provides annual cost-of-living adjustments which may increase the maximum amounts for the 2024 plan year. Catch-up contributions are not eligible for company matching contributions.

You may also elect to contribute up to 50% of eligible compensation to an after-tax contribution source. After-tax contributions are not eligible for matching contributions so be sure to maximize your before-tax and/or Roth contributions before contributing after-tax contributions.

After-tax contributions can be converted to Roth using an automated Roth in-plan conversion service. This provides you with the opportunity to save beyond the IRS limits of \$22,500 (\$30,000 if you are age 50 or older). Your contributions and Bunge’s contributions combined may not exceed the 2023 IRS 415(c) limit of \$66,000 (\$73,500 if you are age 50 or older).

MATCHING CONTRIBUTIONS

Bunge will match 100% of the first 3% of your Compensation and 50% of the next 2% of your Compensation that you contribute to the Plan on a before-tax and/or Roth basis.

FIXED EMPLOYER CONTRIBUTIONS

If you are eligible for the Plan, Bunge will contribute to your account an amount equal to 5% of your Compensation. You will receive this fixed employer contribution in addition to any other contributions under the Plan.

VESTING

Your account balance attributable to Employee Contributions and Matching Contributions is 100% vested at all times. The portion of your account balance attributable to Fixed Employer Contributions is vested upon your completion of two (2) years of service. You receive a year of service for each plan year in which you are credited with at least 1,000 hours of employment. Special rules apply to your Minsa account, if any, and your account balance in your Lodgers accounts, if any, are 100% vested at all times.

COMPENSATION DEFINED

Compensation means your regular base pay and eligible bonuses from Bunge during the calendar year for services rendered while a Participant. You can make separate contribution elections on your regular base pay and eligible bonuses. The maximum amount of your Compensation considered in 2023 was limited to \$330,000. These amounts are set by the Internal Revenue Service which provides annual cost-of-living adjustments which may increase the maximum amounts for the 2024 plan year. For purposes of calculating Fixed Employer Contributions, Compensation also includes overtime pay.

ELECTIONS

You can make separate elections on your regular base pay and eligible bonus earnings.

Elections to change the amount of your payroll deductions can be made at any time through the Fidelity website www.401k.com (username and password are required). Any election to start, stop, or change the amount of your payroll deductions will be reflected on your paycheck as soon as administratively feasible.

WITHDRAWALS

Age 59 ½ Withdrawals

If you are employed by Bunge and have attained age 59½, you may withdraw all or any part of your account attributable to before-tax and Roth contributions at any time. The minimum withdrawal you may make from your Account is \$500.

After-Tax and/or Rollover Contribution Withdrawals

If you are employed by Bunge and you have contributed money to the Plan on an after-tax basis or you had elected to have monies rolled into this plan as an eligible rollover contribution, you may withdraw all or any part of your After-Tax and/or Rollover Contribution Account at any time. The minimum withdrawal you may make from your After-Tax or Rollover Contribution Account is \$500.

Matching Contribution Withdrawals

If you have been a Participant in the plan for at least 60 months, you may also withdraw all or any part of the Matching Contributions the company made on your behalf prior to January 1, 2004. In order to make a withdrawal from your Matching Contribution Account, you must first withdraw all of your After-Tax Contribution Account. The minimum withdrawal you may make from your Matching Contribution Account is \$500.

Hardship Withdrawals

You may withdraw all or any part of your before-tax and/or Roth contributions if you are actively employed by Bunge and demonstrate a substantial hardship. A substantial hardship is defined as one of the following immediate and heavy financial needs:

- medical expenses for you, your spouse, or your dependents;
- the purchase of your principal residence (excluding mortgage payments);
- tuition, room and board and related educational fees for the next 12 months of post-secondary education for you, your spouse, or your dependents;
- payments necessary to prevent eviction from your principal residence or to prevent foreclosure on the mortgage of your principal residence;
- payments for burial or funeral expenses for your deceased parent, spouse, or your dependents; or
- expenses for the repair of damage to your principal residence that would qualify for the casualty deduction under the Internal Revenue Code.

The hardship withdrawal will be granted only after you have obtained all distributions (including all withdrawals described hereunder, other than hardship withdrawals) and you certify to the Plan Administrator that no other resources are reasonably available to satisfy the immediate and heavy financial need. The amount of the distribution will not be greater than the amount required to satisfy the immediate and heavy financial need.

PLAN INFORMATION

If you need additional information about the Plan, contact Fidelity at 800-835-5095 to speak with a helpful representative or log into your account at www.401k.com and view the Summary Plan Description under the Plan Information tab.