

AZUL SYSTEMS, INC. AMENDMENT

ARTICLE I PREAMBLE

- 1.1 **Adoption and effective date of amendment.** The Employer adopts this Amendment to **AZUL SYSTEMS, INC.** Flexible Benefits Plan (the "Plan"). The sponsor intends this Amendment as good faith compliance with the requirements of these provisions. This Amendment shall be effective on or after the date the Employer elects in Section 2.1 below.
- 1.2 **Supersession of inconsistent provisions.** This Amendment shall supersede the provisions of the Plan to the extent those provisions are inconsistent with the provisions of this Amendment.
- 1.3 **Construction.** Except as otherwise provided in this Amendment, any reference to "Section" in this Amendment refers only to sections within this Amendment and is not a reference to the Plan. The Article and Section numbering in this Amendment is solely for purposes of this Amendment, and does not relate to any Plan article, section, or other numbering designations.

ARTICLE II ELECTIONS

- 2.1 **Effective Date.** The provisions of this Amendment, unless otherwise indicated are effective as of November 1, 2022.
- 2.2 **Plan Amendment.**

Health Care Flexible Spending Arrangement – Minimum Election Requirement

Effective for the Plan Year beginning on November 1, 2022 and each Plan Year thereafter unless amended otherwise—the Plan shall remove the minimum election requirement. The minimum election to participant in the Health Care Flexible Spending Arrangement is no longer required.

Limited Health Care Flexible Spending Arrangement – Minimum Election Requirement

Effective for the Plan Year beginning on November 1, 2022 and each Plan Year thereafter unless amended otherwise—the Plan shall remove the minimum election requirement. The minimum election to participant in the Limited Health Care Flexible Spending Arrangement is no longer required.

This amendment has been executed this 14 day of February, 2023.

Name of Employer:

Azul Systems, Inc.

Name: Mary Helen Waldo

Signature: Mary Helen Waldo

DocuSigned by:

Mary Helen Waldo

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CERTIFICATE OF ADOPTING RESOLUTION

The undersigned authorized representative of **AZUL SYSTEMS, INC.** hereby certifies that the following resolutions were duly adopted on November 1, 2022 (date) and that such resolutions have not been modified or rescinded as of the date hereof;

RESOLVED, that the Amendment to the Plan (the Amendment) is hereby approved and adopted, and that an authorized representative of the Employer is hereby authorized and directed to execute and deliver to the Administrator of the Plan one or more counterparts of the amendment.

The undersigned further certifies that attached hereto is a copy of the Amendment approved and adopted in the foregoing resolution.

14 February 2023

Date: _____

DocuSigned by:

Signed: Mary Helen Waldo

Mary Helen Waldo

VP-HR

[print name/title]

**SUMMARY OF MATERIAL MODIFICATIONS
for the**

AZUL SYSTEMS, INC.
Flexible Benefits Plan

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the **AZUL SYSTEMS, INC.** Flexible Benefits Plan (the “Plan”). This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description (“SPD”) previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II
SUMMARY OF CHANGES**

Effective Date. The provisions of this Amendment, unless otherwise indicated are effective as of November 1, 2022.

Plan Amendment.

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