

**FOURTH AMENDMENT  
TO THE  
DARAMIC, LLC HOURLY EMPLOYEES'  
ENHANCED RETIREMENT SAVINGS PLAN  
(Amended and Restated January 1, 2014)**

Pursuant to the authority granted by Daramic, LLC to the Retirement Plan Committee for the Polypore Retirement Savings Plan and the Daramic, LLC Hourly Employees' Enhanced Retirement Savings Plan (the "Retirement Plan Committee"), this Fourth Amendment to the January 1, 2014 amendment and restatement (the "2014 Restatement") of the Daramic, LLC Hourly Employees' Enhanced Retirement Savings Plan (the "Plan"), as the 2014 Restatement has been amended, is hereby adopted to further amend the 2014 Restatement, as follows:

**COMPENSATION**

**Effective January 1, 2020, Section 1.11(b), the definition of "Compensation" for Owensboro Participants, shall be amended to read as follows:**

(b) Owensboro Participants

- (i) General. "Compensation" with respect to any Owensboro Participant means such Participant's wages as defined in Code Section 3401(a) and all other payments of compensation to such Employee by the Employer in the course of the Employer's trade or business for which the Employer is required to furnish the Employee a written statement under Code Sections 6041, 6051 and 6052 (W-2 wages). Compensation must be determined without regard to any rules under Code Section 3401(a) that limit the remuneration included in wages based on the nature or location of the employment or services performed (such as the exception for agricultural labor in Code Section 3401(a)(2)).
- (A) While a Participant. For an Owensboro Participant's initial year of participation, Compensation shall be recognized as of such Employee's effective date of participation pursuant to Section 2.2.
- (B) Deferrals included. Compensation shall include amounts which are contributed by the Employer pursuant to a salary reduction agreement and which are not includible in the gross income of the Owensboro Participant under Code Sections 125, 402(e)(3), 402(h)(1)(B), 403(b), or 457(b), and Employee contributions described in Code Section 402(h)(2) that are treated as Employer contributions.
- (C) Shift premium pay. For purposes of all Contributions (Elective Contributions, Matching Contributions, After-tax Participant Contributions, and Nonelective Contributions), Compensation shall include shift premium pay and Dupont premium pay paid to an Owensboro Participant.
- (D) Post-severance pay. Except as excluded in subsection (ii) for all Contributions and as excluded in subsection (iii) for calculating Nonelective Contributions, Compensation for Plan Years beginning on or after January 1, 2008 shall include compensation paid by the later of 2½ months after a Owensboro Participant's severance from employment with the Employer or the end of the Plan Year that includes the date of the Owensboro Participant's severance from employment with the Employer, if the payment is regular compensation for services during the Owensboro Participant's regular working hours, compensation for services outside the Owensboro Participant's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments, or a leave

cash-out that the Employee would have been able to use if employment continued, and the payments would have been paid to the Owensboro Participant while such Participant continued in employment with the Employer absent a severance from employment. Any payments not described above shall not be considered Compensation if paid after severance from employment, even if they are paid by the later of 2½ months after the date of severance from employment or the end of the Plan Year that includes the date of severance from employment. Effective for Plan Years beginning after December 31, 2008, Compensation shall include any differential wage payment (within the meaning of Code Section 3401(h)(2)) made by the Employer to a Owensboro Participant with respect to any period during which such Participant is performing service in the uniformed services (as defined in Code Section 3401(h)(2)(A)) while on active duty for more than 30 days, which represents all or a portion of the wages the Participant would have received from the Employer if the individual were performing service for the Employer.

(E) Maximum. For Plan Years beginning after December 31, 2001, the annual Compensation of each Participant in determining allocations shall not exceed \$200,000, as adjusted for cost-of-living increases in accordance with Code Section 401(a)(17)(B). Annual Compensation means Compensation during the Plan Year or such other consecutive 12-month period over which Compensation is otherwise determined under the Plan.

(ii) Exclusions. “Compensation” for all contributions for an Owensboro Participant excludes the following:

- (A) Taxable imputed income for domestic healthcare benefits
- (B) Moving expense allowances or reimbursements
- (C) Qualified adoption expenses
- (D) Severance pay
- (E) Tuition reimbursement
- (F) Short-term disability pay (STD) except as included in calculation of Nonelective Contributions

In addition and notwithstanding anything to the contrary above, “Compensation” for an Owensboro Participant excludes the special lump sum retroactive wage increase payment made to Owensboro Employees after the date of the execution of the Twelfth Amendment to the 2006 restatement of the Plan (but in no case later than January 31, 2009), and that payment shall not be taken into account in determining contributions to the Plan made on behalf of a Participant.

(iii) Compensation for Nonelective Contributions. Notwithstanding the foregoing, a determination must be made of an Owensboro Participant’s Compensation to calculate the basic and additional Nonelective Contributions made on behalf of the Owensboro Participant for a pay period. First, the Owensboro Participant’s base rate of pay for the pay period shall be added to the Participant’s shift premium pay or Dupont shift premium pay (as applicable) for the pay period. Second, this sum shall be multiplied by 40 hours (regardless of the actual hours worked during the pay period). The items listed above at subsection (ii) are excluded for purposes of calculating all Nonelective Contributions (basic and additional). Shift differential pay is also excluded in calculating Nonelective Contributions.

- (A) Calculation of Nonelective Contributions. To determine the Nonelective Contribution to be made on behalf of an Owensboro Participant for a pay period, the Compensation amount calculated in paragraph (b)(iii) above shall be multiplied by 3.5%, which is the percentage specified at §3.1(c)(ii)(A).

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## DEFERRALS

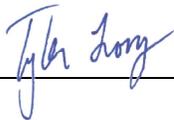
**Effective January 1, 2021, Section 3.1, “Contributions,” shall be amended so that the second paragraph of subsection (i), “Employee Initiated Compensation Reduction Election,” shall be replaced with the following:**

- (A) Vacation Days. As provided in the applicable collective bargaining agreement, an Owensboro Employee who has earned vacation days in excess of 20 days in a calendar year prior to the 2020 calendar year may elect to defer into the Plan as an Elective Contribution for the following Plan Year an amount of Compensation up to or equal to 5 days of vacation pay in lieu of receiving such vacation pay or carrying over such excess vacation days; provided, however, that the amount so deferred is limited to the maximum amount that, together with other contributions, will not cause the Plan to violate the provisions of Code Sections 402(g), 404, and 415. A deferral election may not be made with respect to vacation pay which is available on or before the date the Owensboro Employee makes such election. Further, such deferrals will not be considered when determining the amount of an Owensboro Participant’s Matching Contribution under Section 3.1(b)(ii).
- (B) Special Provision for Vacation Days Earned During 2020. As permitted by The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (AFL-CIO) Local Lodge No. 726, an Owensboro Employee who earned vacation days in excess of 20 vacation days during the 2020 calendar year may elect to defer into the Plan as an Elective Contribution for the following Plan Year (the 2021 Plan Year) an amount of Compensation up to or equal to 10 days of vacation pay in lieu of receiving such vacation pay or carrying over such excess vacation days; provided, however, that the amount so deferred is limited to the maximum amount that, together with other contributions, will not cause the Plan to violate the provisions of Code Sections 402(g), 404, and 415. A deferral election may not be made with respect to vacation pay which is available on or before the date the Owensboro Employee makes such election. Further, such deferrals will not be considered when determining the amount of an Owensboro Participant’s Matching Contribution under Section 3.1(b)(ii).
- (C) Vacation Days Earned After 2020. Only if permitted by The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (AFL-CIO) Local Lodge No. 726 and only if also approved by the Employer, an Owensboro Employee who earns vacation days in excess of 20 vacation days in a post-2020 calendar year may elect to defer into the Plan as an Elective Contribution for the following Plan Year an amount of Compensation up to or equal to 10 days of vacation pay in lieu of receiving such vacation pay or carrying over such excess vacation days; provided, however, that the amount so deferred is limited to the maximum amount that, together with other contributions, will not cause the Plan to violate the provisions of Code Sections 402(g), 404 and 415. A deferral election may not be made with respect to vacation pay which is available on or before the date the Owensboro Employee makes such election. Further, such deferrals will not be considered when determining the amount of an Owensboro Participant’s Matching Contribution under Section 3.1(b)(ii). In the event this paragraph does not apply, then the provisions of Subsection (A) shall apply.

**EXECUTION BY RETIREMENT PLAN COMMITTEE**

**IN WITNESS WHEREOF**, this Fourth Amendment to the 2014 Restatement of the Plan is executed on the 13th day of August 2021, and is effective as specified herein.

**RETIREMENT PLAN COMMITTEE**

By: 

Name: Tyler Long

Title: Director, HR Operations