

## DECLARATION OF SEPARATE FUND

### SAI TARGET DATE PLUS RETIREMENT COMMINGLED POOL Sixth Amendment and Restatement Effective as of July 1, 2026

By Declaration of Separate Fund originally dated September 6, 2019, and as subsequently amended and restated from time to time, Fidelity Institutional Asset Management Trust Company (the "Trustee") has previously established a separate fund known as the SAI Target Date Plus Retirement Commingled Pool, formerly known as the Fidelity Freedom Plus Retirement Commingled Pool, formerly known as the Fidelity Freedom Plus Income Commingled Pool, formerly known as the FIAM Blend Target Date DRE Income Commingled Pool (the "Portfolio"). The Portfolio was established pursuant to Section 3.4 of Article III of the Amended and Restated Declaration of Trust (the "DoT") for the FIAM Group Trust for Employee Benefit Plans (the "Trust") effective as of November 20, 2015. Capitalized terms used herein without definition shall have the same meaning as ascribed to such terms under the DoT.

The Trustee declares and agrees that this Sixth Amendment and Restatement of the Declaration of Separate Fund incorporates the terms of the Trust as may be amended from time to time and shall upon its execution constitute a part thereof.

The Portfolio shall continue to be known as the SAI Target Date Plus Retirement Commingled Pool. The Portfolio is a commingled pool, dedicated exclusively to the management of the assets of employee benefit plans that are Qualified Investors and are admitted to participate therein by the Trustee (the "Participating Plans"). The Portfolio has the following investment objective and guidelines.

#### I. INVESTMENT OBJECTIVE

The Portfolio's investment objective is to seek high total return until its target date. Thereafter the Portfolio's objective will be to seek high current income and, as a secondary objective, capital appreciation.

#### II. INVESTMENT APPROACH

Generally, the Portfolio will employ a fund-of-funds process by investing in other, underlying investment vehicles managed by the Trustee or its affiliates, by Geode Capital Management Trust Company, LLC or its affiliates, or other affiliated or unaffiliated entities, which may include, without limitation, separate accounts, limited partnerships, limited liability companies, bank collective investment trusts, mutual funds and other collective investment vehicles. The Portfolio's manager will set the neutral asset allocation mix while taking a long-term approach to strategic asset allocation decisions. The Portfolio's manager may use an active asset allocation strategy to increase or decrease neutral asset class exposures to equity, fixed income, alternative asset classes, and short-term investments by up to 10% (or 5% in the case of alternative asset classes) to reflect the manager's market outlook, which is primarily focused on the intermediate term. The Portfolio's manager reserves the right to modify the Portfolio's neutral asset allocation from time to time. As the Portfolio nears its target date, the allocation to bond and short-term collective investment vehicles gradually increases. The Portfolio Manager may continue to seek high total return for several years beyond the Portfolio's target retirement date in an effort to achieve the Portfolio's overall investment objective.

### III. PORTFOLIO GUIDELINES

#### A. Universe

1. Investments in the equity portion of the Portfolio (including investments held in underlying investment vehicles) may include, but are not limited to, the following types of equity securities:
  - (a) Common stocks across a broad spectrum of market capitalizations, preferred stocks and convertible securities; and
  - (b) Securities of both domestic and foreign issuers.
  
2. Investments in the fixed income and short-term portions of the Portfolio (including investments held in underlying collective investment vehicles) may include, but are not limited to, the following types of fixed income securities:
  - (a) Debt obligations issued or guaranteed by the U.S. government, U.S. government agencies or U.S. government-sponsored corporations or agencies;
  - (b) Debt obligations of domestic and non-U.S. corporations, foreign governmental issuers and supranationals;
  - (c) Mortgage-backed securities, including collateralized mortgage obligations and commercial mortgage-backed securities, and other debt instruments backed by mortgage-backed securities;
  - (d) Asset-backed securities;
  - (e) Treasury inflation protected securities;
  - (f) Obligations issued or guaranteed by U.S. local, city and state governments and agencies;
  - (g) Private placements, including securities defined under Rule 144A;
  - (h) Other securities including, but not limited to, zero coupon bonds, medium-term notes, non-dollar denominated bonds, convertible bonds, preferred stock, structured notes, and floating-rate debt; and
  - (i) Cash or short-term debt obligations, including, but not limited to, government securities, commercial paper, certificates of deposit, time deposits, bankers acceptances, and repurchase agreements.
  
3. The Portfolio and its underlying collective investment vehicles may also invest in the following.
  - (a) Derivative instruments, including futures contracts, option contracts and swap agreements. Derivative instruments subject to U.S. Commodities Futures Trading Commission ("CFTC") regulation can be used for various purposes, including expressing active allocation views and risk management as examples;
  - (b) Collective investment vehicles or shares of investment companies that are managed by the Trustee or its affiliates or unaffiliated parties; provided, however,

that any such investments shall be made in accordance with the Employee Retirement Income Security Act of 1974, as amended ("ERISA");

(c) Exchange traded funds; and

(d) Alternative asset classes – Including but not limited to:

- Direct Real Estate
- Real Assets
- Private Equity
- Private Credit
- Liquid Alternatives

In no event will the Portfolio invest in securities issued by the Trustee or its affiliates.

The Portfolio may not lend any security or make any other loan if, as a result, more than 33 1/3% of its total assets would be lent to other parties, but this limitation does not apply to purchases of debt securities or to repurchase agreements, or to acquisitions of loans, loan participations or other forms of debt instruments. The Portfolio will use National Financial Services LLC, an affiliate of the Trustee doing business as Fidelity Agency Lending, as its exclusive securities lending agent for all asset classes. Any cash collateral received for securities loan transactions will be invested in a cash collateral vehicle, including any such collateral vehicles advised by the Trustee or Trustee's affiliate. In unforeseen circumstances, cash may be invested in another vehicle with a similar investment risk profile.

The Portfolio does not currently intend to lend assets other than securities to other parties. (This limitation does not apply to purchases of debt securities, to repurchase agreements, or to acquisitions of loans, loan participations or other forms of debt instruments.)

#### IV. CHANGES IN PORTFOLIO INVESTMENT OBJECTIVE AND GUIDELINES

The Trustee, in its discretion, may make changes from time to time in the Portfolio's investment objective, Guidelines and Characteristics. Sixty (60) days prior notice of any such change must be provided to the Applicable Fiduciary of each Participating Plan holding Units of the Portfolio.

IN WITNESS WHEREOF, this Sixth Amendment and Restatement to the Declaration of Separate Fund has been executed as of this 26th day of March 2026, by the duly authorized officers of Fidelity Institutional Asset Management Trust Company as Trustee of the Trust.

FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY

Signed by: *Martin McGee*  
By: \_\_\_\_\_  
Martin McGee  
Officer

Attest: Signed by: *Donald Caiazza*  
\_\_\_\_\_  
Donald Caiazza  
Assistant Secretary

