

Plan Highlights

Safelite Group Associates' Retirement Savings Plan (094527)

This material has been designed to give you a general description of the main features of the Safelite Group Associates' Retirement Savings Plan. To find up-to-date information on your plan's features, log in to your account at vanguard.com/retirementplans.

Note: If you hold multiple accounts with Vanguard, you may need to select **Employer plans** after logging in to vanguard.com/retirementplans.

You can also refer to the Summary Plan Description or contact Vanguard.

Let One Step® do it for you

The Safelite Group Associates' Retirement Savings Plan is an easy way to save for your future. Thanks to the plan's **One Step** feature, you don't even have to sign up.

For your convenience, One Step will automatically:

- Enroll you in the plan 30 days after your hire date and deduct 3% from your pay on a pre-tax basis.
- Invest your contributions in the Vanguard Target Retirement Trust II with the target date closest to the year you will reach age 65.

Investments in Target Retirement Trusts are subject to the risks of their underlying funds. The year in the trust name refers to the approximate year (the target date) when an investor in the trust would retire and leave the workforce. The trust will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. The Income Trust and the Income and Growth Trust have fixed investment allocations and are designed for investors who are already retired. An investment in a Target Retirement Trust is not guaranteed at any time, including on or after the target date.

- Increase your contribution rate by one percentage point each July to help you save more in the future.

Saving and investing are great ways to achieve long-range financial goals. One Step helps you do both—automatically.

Be sure to name beneficiaries for your account. See the "Beneficiaries" section for instructions.

If you do not want to participate, you must contact Vanguard within 30 days of your hire date to prevent any payroll deductions from occurring.

Early withdrawal without penalty

If you are automatically enrolled and do not want to be, you can withdraw all contributions (adjusted for any gains or losses) within 90 days of the first contribution. This "permissible withdrawal" is not subject to any early withdrawal penalty and is included in your gross income in the year in which the withdrawal occurs. Any matching contributions associated with the withdrawal will be forfeited.

Connect with Vanguard

- **Online.** Log in to your account at vanguard.com/retirementplans for 24-hour access to information about your account, your investments, and Vanguard's advice services. Not yet registered for immediate, secure online account access? Click **Sign up for online access** on the login page to get started. You can use your plan number to sign up: **094527**. To receive information and notices from Vanguard by email, sign up for e-delivery, a fast and secure way to receive your plan communications. Just log in to vanguard.com/retirementplans to change your mailing preference.
- **On your mobile device.** Go to vanguard.com/bemobile to download the Vanguard app so you can access your account on the go.
- **By phone.** Call **800-523-1188** to reach Vanguard's 24-hour interactive VOICE® Network. You'll need your Social Security number and a personal identification number (PIN) to use VOICE. To create a PIN, follow the prompts. Or you can speak with a Vanguard Participant Services associate Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.

Provision

Eligibility

You are eligible to enroll on the first day of the month following 30 days of employment.

Enrollment

You will be enrolled automatically approximately 30 days after your hire date. If you do not want to be enrolled, you must contact Vanguard within 30 days of your hire date.

Beneficiaries

Be sure to name beneficiaries for your account. Properly designating beneficiaries ensures that, when you die, your hard-earned savings are distributed according to your wishes.

To name beneficiaries, log in to your account at vanguard.com/retirementplans.

Employee contributions

When you are automatically enrolled, your pre-tax contribution rate will be 3% of your pay. If you want to enroll at a different rate, you can contribute from 1% to 100% of your pay on a pre-tax basis.

The IRS also limits contributions. For current IRS limits, visit vanguard.com/contributionlimits.

If you contributed to a previous employer's plan this year, be aware that the annual IRS limit applies to the sum of your contributions to all employer plans for this year. You should monitor your contributions to ensure that your total contributions for this year do not exceed the annual IRS limit.

If you are age 50 or older, or will reach age 50 by year's end, *and* you contribute the maximum allowed, you may make catch-up contributions. Catch-up contributions allow you to save above the normal IRS annual limit on a pre-tax basis.

To help you save more, One Step automatically increases your pre-tax payroll contribution rate by one percentage point annually in July. These annual increases will continue until your contributions reach the plan or the annual IRS limit, whichever is less.

You can change or stop your automatic annual contribution increases at vanguard.com/retirementplans or by speaking with a Vanguard Participant Services associate at **800-523-1188**. You cannot access this service through VOICE.

Company contributions

Safelite Group, Inc. offers a company match. For every \$1 you save, Safelite will contribute \$0.50 on the first 8% of your pay. This means that when you save 8% of your pay, Safelite contributes an amount equal to 4%.

Rollovers

If you are a full-time employee and you have money in a former employer's qualified retirement plan, in most cases you can roll it over to your current employer plan account at Vanguard.

To initiate a rollover, log in to vanguard.com/retirementplans.

Provision

Vesting schedule

Vesting refers to your right of ownership to the money in your account.

You are always 100% vested in your own contributions and their earnings. You become vested in your company's contributions based on your years of service:

Up to three years	0%
Three years or more	100%

Investment options

Please see the enclosed Your Investment Options at a Glance.

Advice services

No matter what your retirement investing needs are, Vanguard's advice, education, and all-in-one investment options can help. We can even do most of the work for you.

Once you're enrolled, to view your plan's advice, education, and all-in-one investment options online, log in to your account at **vanguard.com/retirementplans**.

Note: If you have multiple accounts at Vanguard, you may need to select **Employer plans** after you log in. If you have multiple employer plan accounts, select the plan you'd like to view.

Managing your account

You can take the following actions anytime by logging in to **vanguard.com/retirementplans** or calling Vanguard at **800-523-1188**:

- Join the plan.
- Stop or change your payroll deductions.
- Change how your contributions are invested.
- Move money between funds.
- Request loans and withdrawals.
- Roll over money into your plan account.

Loans

Although the plan is designed for long-term savings, you can borrow from your account. Keep in mind that your paycheck would be reduced to repay the loan with interest, and that you could owe taxes and a 10% federal penalty tax if you fail to repay on time or when you leave Safelite Group, Inc.

Here are the loan provisions:

- Minimum amount: \$1,000.
- Maximum amount: 50% of your vested account balance up to \$50,000 (or less if you have had an outstanding loan in the past 12 months).
- Maximum outstanding loans: one.
- Repayment: up to 5 years for a general purpose loan; up to 15 years for a loan taken to purchase a principal residence.
- Origination fee (per loan): \$50 when applying online or through VOICE; \$100 when applying by phone with personal assistance from a Vanguard associate.
- Maintenance fee (per year): \$25.

Provision

Withdrawals*

You can withdraw money from your account under certain circumstances.

Age 59½ withdrawals. Once you reach age 59½, you can make withdrawals from your entire vested account balance.

Disability withdrawals. You can withdraw all or part of your money if you become totally and permanently disabled.

Hardship withdrawals. You can withdraw money from your account for a serious financial hardship, including:

- Purchase of a principal residence.
- Unreimbursed medical expenses.
- Tuition and fees for postsecondary education.
- Prevention of eviction or mortgage foreclosure.
- Burial or funeral expenses for a parent, spouse, child, or dependent.
- Certain expenses for repairing your principal residence if the expenses qualify as a casualty deduction.

Rollover withdrawals. You can withdraw all or part of any money that you rolled over from another plan.

Distributions*

You are eligible to receive your vested account balance upon retirement, termination of employment, or total and permanent disability.

***Taxes:** Taking money from your retirement account can affect how much you'll have to pay in taxes. You'll owe taxes on pre-tax money. You won't owe taxes on Roth earnings as long as you are age 59½ or older and it's been at least five years since your first Roth contribution. If required by law, Vanguard will withhold some taxes for you. You may need to pay a 10% federal penalty tax if you take money out early.

Connect with Vanguard®

vanguard.com/retirementplans > 800-523-1188

Whenever you invest, there's a chance you could lose the money.

Vanguard Target Retirement Trusts are collective trusts, not mutual funds. This type of investment is offered only in retirement plans like yours. Before you invest, get the details. Know and carefully consider the objective, risks, charges, and expenses. Vanguard Fiduciary Trust Company manages the Vanguard collective trusts.

Advice is provided by Vanguard Advisers, Inc. (VAI), a federally registered investment advisor. Eligibility restrictions may apply. VAI cannot guarantee a profit or prevent a loss.

Vanguard®

Participant Education

P.O. Box 2900
Valley Forge, PA 19482-2900

© 2022 The Vanguard Group, Inc.
All rights reserved.

BBBQYDK 082022