

NATIONAL SEATING & MOBILITY, INC. 401(K) PLAN

AUTOMATIC CONTRIBUTION ARRANGEMENT NOTICE

THIS NOTICE CONTAINS IMPORTANT INFORMATION REGARDING YOUR PARTICIPATION IN THE PLAN.

This is an annual notice and only applies to the Plan Year beginning on January 1, 2021.

Automatic deferral. This notice advises you of certain rights and obligations you have under the Plan. The Plan includes an Automatic Contribution Arrangement ("ACA"). Under the ACA provisions of the Plan, your Employer will automatically withhold a portion of your compensation from your pay each payroll period and contribute that amount to the Plan as a Pre-Tax 401(k) deferral. If you wish to defer the automatic deferral percentage, you do not need to make a deferral election. If you do not wish to defer any of your compensation, or you wish to defer a percentage of your compensation different from (either more or less than) the automatic deferral percentage, you may make this election by accessing your account at Prudential's Internet site at www.prudential.com/online/retirement or by accessing your account through Prudential's toll-free phone number (877)-778-2100. Your election will remain in effect unless and until you change it.

Application of automatic deferral provisions. The automatic deferral provisions will only apply to the following Participants.

- **Application to existing Participants.** For those Participants in the Plan as of the effective date of the deferral provisions, the automatic deferral provisions apply to all Participants except those who have a salary reduction agreement in effect on the automatic deferral provisions effective date, provided that the elective deferral amount under the salary reduction agreement is greater than 0%.

Deferral amount. The following provisions apply to these automatic deferrals:

- The amount to be automatically withheld from your pay each payroll period will be equal to 3% of your compensation, and that amount will continue to be automatically withheld from your pay in succeeding Plan Years unless the Employer amends the Plan or you enter a Salary Reduction Agreement.

Rehired participants. If your employment terminates and you are rehired following the automatic deferral effective date, the amount to be automatically withheld from your pay each payroll period will be reset to the initial automatic deferral amount.

Right to direct investment/default investment. You have the right to direct the investment of your Pre-Tax 401(k) and Roth 401(k) deferrals (whether the deferrals result from the Plan's automatic deferral or from a salary reduction agreement) and also other accounts under the Plan (your "directed accounts") in any of the investment choices explained in the investment information materials provided to you.

We encourage you to make an investment election to ensure that amounts in the Plan are invested in accordance with your long-term investment and retirement plans. However, **if you do not make an investment election**, then the amounts that you could have elected to invest will be invested in a default investment that the Plan officials have selected.

Additional information

You can change your contribution level, change your investments, get daily investment performance information, and perform many other transactions at www.prudential.com/online/retirement, or by calling Prudential's toll-free phone number (877)-PRU-2100 ((877)-778-2100) Monday through Friday from 8 a.m. to 9 p.m., ET. You can also find out more about the Plan in the Plan's SPD.

If you need additional information or have any questions regarding the information provided in this notice, please contact the Plan Administrator.

The Plan Administrator is the Employer. You may contact the Employer at:

Contact: National Seating & Mobility, Inc.

Address: 5959 Shallowford Road, Suite 443

Chattanooga, Tennessee 37421

Telephone: (615) 595-1115