

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

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE NOTICE

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

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 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.

Description of default investment. The default investment is:

Name of Investment: Age-appropriate Vanguard Target Retirement Fund Investor Shares fund

Investment objectives: See Fund Fact Sheet

Risk and return characteristics (if applicable): See Fund Fact Sheet

Fees and expenses: See Addendum and Fund Fact Sheet

Right to alternative investment. If the Plan invests some or all of your Pre-Tax 401(k) and Roth 401(k) deferrals and directed accounts in the default investment, then you have the continuing right to direct the investment of your Pre-Tax 401(k) and Roth 401(k) deferrals and directed accounts in one or more of the other investment choices available to you as explained above. You may change your investments at any time.

No transfer fees or expenses will be charged if you elect an alternative investment within 90 days after first being subject to the default investment. However, your account will be adjusted for any investment gains or losses.

Where to go for further investment 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.

To learn more about the Plan's investment alternatives and procedures for changing how your accounts are invested you can contact the Plan Administrator at:

Contact: National Seating & Mobility, Inc.

Address: 5959 Shallowford Road, Suite 443

Chattanooga, Tennessee 37421

Telephone: (615) 595-1115