

Important update regarding your Vanguard nonqualified plan

Dear Participant:

We are writing to notify you of a security incident which impacted a vendor that services your non-qualified deferred compensation plan.

As described below, to date, we do not have evidence that your personal information was impacted by this incident. However, out of an abundance of caution and due to our commitment to the security and privacy of your personal information, we are offering you a complimentary one-year identity protection package through Experian, called IdentityWorks. The relevant details of the incident, and how to enroll with IdentityWorks, are summarized below.

In November, we learned that a vendor used by our third-party provider experienced a cybersecurity event. As a result of this event, nonqualified plan services were temporarily disrupted. After learning of the event, Vanguard quickly engaged as the vendor took steps to contain the issue, securely rebuild impacted systems, and safely restore services. This incident did not impact Vanguard's network or systems, and it did not impact qualified defined contribution plans (like 401(k)s) or brokerage accounts administered by Vanguard.

After learning of the issue, the vendor commenced a forensic investigation with the assistance of cybersecurity firms to determine the impact to data it stores on behalf of its clients. The vendor stores certain information used to support servicing of nonqualified plans, which may include your name, address, date of birth, and Social Security number.

We were recently informed that, based on the vendor's investigation, certain data may have been impacted by this incident, however:

- To date, Vanguard has not received evidence that Vanguard plan or participants' data was specifically affected in connection with this event.
- The vendor's review into the nature of the impacted data is ongoing and will take additional time (potentially months). We will continue to engage and push for timely updates on the status of the investigation.

We take the security of your information very seriously and, out of an abundance of caution, we wanted to notify you about this issue and **provide you with identity protection services at no cost** to you.

How to Enroll in IdentityWorks:

IdentityWorks helps detect possible misuse of personal information and provides you with identity protection support focused on immediate identification and resolution of identity theft. This offer is available to you for one year from the date of this letter and requires you to enrollment following the steps below:

1. Visit the Experian IdentityWorks website to enroll: <https://www.experianidworks.com/plus>
2. Provide your **activation code: [code]**
3. Ensure that you **enroll by: [date]**

Additional information, terms of this service, self-help tips, and information about identity protection are available at www.ExperianIDWorks.com/restoration.

If you have questions about IdentityWorks or would like an alternative to the online enrollment process for Experian IdentityWorks, please contact Experian's customer care team at **1-877-890-9332**. As proof of eligibility for this service, you will need to provide the engagement number – **[number]**.

Additional Steps to Protect Your Online Security:

Additionally, we encourage you to take advantage of account security measures available to you through your Vanguard account, and to proactively monitor your online security.

- Use strong passwords and change them regularly.
- Do not recycle or reuse usernames and passwords across multiple accounts.
- Take advantage of multi-factor authentication whenever available.
- Beware of phishing attacks – these are on the rise. Vanguard will never send you an email asking you for personal information.
- Visit www.vanguard.com/security-center to learn more about best practices and the steps Vanguard takes to protect you.

If you have any questions about this incident or your nonqualified plan, please contact 800-523-1188. We are available to assist you on business days from 8:30 am - 9:30 pm EST.

We hope this information is useful to you, and we apologize for the inconvenience and any concern this incident may have caused you.