GRAFTECH INTERNATIONAL HOLDINGS INC. SAVINGS PLAN
Plan Number 091663

Regulations require that Plan sponsors provide retirement plan participants with notices regarding your Plan features. This notice describes your rights and responsibilities in connection with these features. No action is required by you at this time unless you would like to make changes to your elections in the Plan.

It takes just a few minutes to sign up for e-delivery: If you haven't already signed up to receive notices, statements, and transaction confirmations electronically, you can do so by logging on to your Vanguard® retirement plan account at **vanguard.com**. Click **My profile**, select **Mailing preferences**, and follow the prompts.

This notice covers the following point(s):

- When you are eligible to participate in the Plan.
- How much you can contribute to the Plan.
- What amounts the Employer will contribute to the Plan for you.
- How to direct or change your paycheck deduction.
- How you can direct or change your investments in the Plan.
- When your Plan account will be vested (that is, not lost when you leave your job).
- When you can receive a distribution of your Plan account.

Eligibility

You are eligible to participate in the Plan as full-time regular employees upon date of hire. You are eligible to make percentage contributions to the Plan every pay period via payroll deductions on a pre-tax or after-tax basis. To enroll in the Plan, change your payroll deferral percentage, or change investment elections, contact Vanguard Participant Services using the instructions below.

Unless your plan has more favorable provisions for Part-Time employees:

A Part-Time employee who works at least 500 hours in two consecutive years will be eligible to participate in the plan. The first year in which the 500 hours will be tracked for eligibility purposes is 2023. Therefore, a Part-Time employee that works at least 500 hours a year for two consecutive years beginning in 2023 will be eligible to participate in the plan in 2025.

Payroll deferrals

If you are eligible to participate in the Plan, you may elect a contribution rate to the Plan in an amount from 1% to 50% of your compensation each year instead of receiving that amount in cash. Your total deferrals in any taxable year may not exceed a dollar limit which is set by law. The dollar limit may increase each year for cost-of-living adjustments. You can change your contribution rate to the Plan as established by the Plan Administrator in a uniform manner. Please refer to the definition of compensation in your Plan's Summary Plan Description (SPD) for information on eligible compensation that may be contributed to the Plan.

If you are age 50 or older and make the maximum allowable deferral to the Plan, you are entitled to contribute an additional "catch-up" contribution. The catch-up contribution is intended to help eligible employees make up for smaller contributions made earlier in their career. These are additional amounts that you may defer, up to an annual limit imposed by law, regardless of any other limits imposed by the Plan. The dollar limit may increase each year for cost-of-living adjustments.

For calendar years beginning on or after January 1, 2025, if your plan permits, and if you are age 60-63 at the end of calendar year, you are eligible for a higher catch-up contribution limit equal to the greater of $10,000 or 150% of the then current catch-up limit. The $10,000 is subject to cost-of-living adjustments beginning in 2026.

Roth catch-up contributions

Beginning in 2026, a new federal law may change how you make catch-up contributions, depending on whether you earned more than $145,000 in FICA wages (Social Security wages in box 3 of your W-2 form) in

the previous year from the employer sponsoring the plan in which you currently participate. If you want to make catch-up contributions to your retirement plan account and earned more than $145,000, your catch-up contributions must be made as Roth after-tax money. If your plan does not have a Roth option, you will not be permitted to make catch-up contributions.

The Plan provides for discretionary matching contributions on elective deferrals in an amount to be determined by your employer on an annual basis. The amount of such Matching Contributions made on behalf of a Qualifying Contributing Participant each Plan Year will be equal to that percentage of each Qualifying Contributing Participant's Elective Deferral (and/or Nondeductible Employee Contribution, if applicable) which the employer, in its sole discretion, determines. The amount, the allocation formula, and the percentage or dollar amount limit applicable to such match, if any, is at the complete and sole discretion of the Employer and may vary. Any Matching Contribution will be allocated in a nondiscriminatory manner based upon each Contributing Participant's Elective Deferrals (and/or Nondeductible Employee Contributions, if applicable.)

The employer match also applies to any catch-up contributions you are allowed to make to the Plan, subject to the same terms and conditions.

Safe Harbor Contributions

The matching contribution will be a dollar for dollar matching contribution on your contributions up to 5% of your compensation.
You are 100% vested in this matching contribution and your elective deferrals.

Suspension or reduction of safe harbor company contribution

The company retains the right to reduce or suspend the safe harbor company contribution under the plan. If the company chooses to do so, you will receive a supplemental notice explaining the reduction or suspension of the safe harbor company contribution at least 30 days before the change is effective. The company will contribute any safe harbor company contribution you have earned up to that point. At this time the company has no such intention to suspend or reduce the safe harbor company contribution.

Direct your paycheck deduction

At all times you have the right to elect how much to contribute to your Plan.

If you fail to choose to participate in the Plan (or fail to opt out of participation), you may be automatically enrolled with an initial contribution rate of 5%. After you are enrolled, you may increase or decrease your contribution rate at any time.

Please note that if your payroll deferrals to the Plan have been suspended, special rules may apply to your payroll deduction. Contact Vanguard, using the instructions below, for further information.

How to opt out or make changes

You have the right not to contribute to the Plan. In addition, you always have the right to contribute an amount different than the automatic contribution amount, or to invest in funds other than your Plan's default investment. If you want to make changes, simply contact Vanguard using the instructions below.

Information regarding Digital Advisor

Your Plan Sponsor replaced the Vanguard Managed Account Program (VMAP), powered by Edelman Financial Engines with Vanguard Digital Advisor. If you were enrolled in VMAP at the time of conversion you may have automatically been enrolled in Vanguard Digital Advisor. With Digital Advisor your account is invested according to Vanguard's, index-based investment methodologies. If you have completed your personal profile, no further action is required. If you have not completed your personal profile, your assets will continue to be allocated based on the default setting selected by your plan sponsor. These settings may include; Risk attitude, Retirement age, Length of retirement and Income Replacement Ratio. If you choose to remain enrolled in Digital Advisor, you will be restricted from directing your investments and future contributions. If you would like to manage your account on your own, you can unenroll from the service at any time via Vanguard.com. Just keep in mind, you'll have to choose your investments yourself.

The individualized guidance you get with Digital Advisor will cost about 0.15% of your total managed balance.

Direct your investments

You may direct the investment of your contributions to one or more of the Plan's available funds, which include a broad range of investment alternatives, intended to allow you to achieve a diversified portfolio. All investing is subject to risk. Diversification does not ensure a profit or protect against a loss in a declining market.

Your Plan's default investment[1]

Your Plan also designates a Qualified Default Investment Alternative (QDIA) as a default investment where your contributions will be invested if you have not made an alternative investment election. Your default investment is the investment listed below closest to the year you will turn age 65.

Default Investment Fees and Expenses

Certain fees and expenses may be incurred as a result of your investment in the default investment. Those fees and expenses are included in the following list. Expense ratios are the most recent information available at the time of production.

Vanguard Target Retirement 2020 Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Vanguard Target Retirement 2025 Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Vanguard Target Retirement 2030 Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Vanguard Target Retirement 2035 Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Vanguard Target Retirement 2040 Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Vanguard Target Retirement 2045 Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Vanguard Target Retirement 2050 Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Vanguard Target Retirement 2055 Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Vanguard Target Retirement 2060 Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Vanguard Target Retirement 2065 Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Vanguard Target Retirement 2070 Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Vanguard Target Retirement Income Fund

Gross expense ratio: 0.08%	Net expense ratio: 0.08%
Management fee: 0.00%	12b-1 fee: N/A
Redemption fee: N/A	Transaction fee: N/A
Deferred sales charge: N/A	Sales charge: N/A

Fee/Expense Definitions

- *Gross expense ratio* – The gross expense ratio is the fund's annual operating expenses as a percentage of average net assets. The gross expense ratio does not reflect any fee waivers or reimbursements that may be in effect.
- *Net expense ratio* – The net expense ratio reflects the expenses currently being charged by the fund after taking into account any applicable waivers or reimbursements, without which performance would have been less.
- *Management fee* – The cost of the day-to-day operation and management of the fund.
- *12b-1 fee* – The 12b-1 fee covers the cost of distributing fund shares to investors, including advertising and sales costs.
- *Redemption fee* – The redemption fee is an amount charged when money is withdrawn from the fund. The amount of a redemption fee is generally relative to the amount of time that the investment was held, so that longer-held investments incur smaller rates of charge.

- *Transaction fee* – The costs incurred when buying or selling securities. These include brokers' commissions and spreads (the difference between the price the dealer paid for a security and the price at which it can be sold).
- *Deferred sales charge* – imposed when investors redeem shares. The percentage charged generally declines the longer shares are held, and it is usually applied to the lower of the beginning price or ending price.
- *Sales charge* – A one-time deduction from an investment made into the fund. The amount is generally relative to the amount of the investment, so that larger investments incur smaller rates of charge.

Default Investment Performance

The table below provides important information about your default investment options (as of June 30, 2025)

The performance data shown represents past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so investors' shares, when sold, may be worth more or less than their original cost. Current performance may be lower or higher than the performance data cited.

	Average Annual Return				
Balanced	1 year	5 year	10 year	Since fund's inception*	Fund inception date
Vanguard Target Retirement 2020 Fund	10.23%	6.16%	6.06%		06/07/2006
Benchmark: Target Retirement 2020 Composite Index	10.22%	6.38%	6.32%		

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Strategy: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

Vanguard Target Retirement 2025 Fund	11.74%	7.48%	6.89%		10/27/2003
Benchmark: Target Retirement 2025 Composite Index	11.69%	7.76%	7.18%		

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Strategy: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

Vanguard Target Retirement 2030 Fund	12.61%	8.58%	7.52%		06/07/2006
Benchmark: Target Retirement 2030 Composite Index	12.58%	8.86%	7.82%		

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Strategy: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

Balanced	Average Annual Return 1 year	5 year	10 year	Since fund's inception*	Fund inception date
Vanguard Target Retirement 2035 Fund	13.41%	9.67%	8.13%		10/27/2003
Benchmark: Target Retirement 2035 Composite Index	13.32%	9.94%	8.43%		

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Strategy: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

Vanguard Target Retirement 2040 Fund	14.12%	10.74%	8.73%		06/07/2006
Benchmark: Target Retirement 2040 Composite Index	14.02%	11.01%	9.03%		

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Strategy: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

Vanguard Target Retirement 2045 Fund	14.78%	11.80%	9.27%		10/27/2003
Benchmark: Target Retirement 2045 Composite Index	14.71%	12.08%	9.56%		

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Strategy: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

Balanced	Average Annual Return 1 year	5 year	10 year	Since fund's inception*	Fund inception date
Vanguard Target Retirement 2050 Fund	15.57%	12.24%	9.48%		06/07/2006
Benchmark: Target Retirement 2050 Composite Index	15.60%	12.56%	9.80%		

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Strategy: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

Vanguard Target Retirement 2055 Fund	15.58%	12.24%	9.47%		08/18/2010
Benchmark: Target Retirement 2055 Composite Index	15.60%	12.56%	9.80%		

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Strategy: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

Vanguard Target Retirement 2060 Fund	15.57%	12.24%	9.47%		01/19/2012
Benchmark: Target Retirement 2060 Composite Index	15.60%	12.56%	9.80%		

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Strategy: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

Balanced	Average Annual Return 1 year	5 year	10 year	Since fund's inception*	Fund inception date
Vanguard Target Retirement 2065 Fund	15.55%	12.24%	N/A	9.94%	07/12/2017
Benchmark: Target Retirement 2065 Composite Index	15.60%	12.56%	N/A	10.29%	

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2065 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Strategy: The trust invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2065 (the target year). The trust's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

Vanguard Target Retirement 2070 Fund	15.54%	N/A	N/A	15.20%	06/28/2022
Benchmark: Target Retirement 2070 Composite Index	15.60%	N/A	N/A	N/A	

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2070 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Strategy: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds (underlying funds) according to an asset allocation strategy designed for invest ors planning to retire and leave the workforce in or within a few years of 2070 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

Vanguard Target Retirement Income Fund	9.66%	4.49%	4.71%		10/27/2003
Benchmark: Target Retirement Income Composite Index	9.60%	4.65%	4.92%		

Objective: The investment seeks to provide current income and some capital appreciation.
Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Its indirect bond holdings are a diversified mix of short, intermediate, and longterm U.S. government, U.S. agency, and investment grade U.S. corporate bonds; inflation protected public obligations issued by the U.S. Treasury; mortgage backed and asset backed securities; and government, agency, corporate, and securitized investment grade foreign bonds issued in currencies other than the U.S. dollar.
Risk: Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year when an investor would retire and leave the workforce. Target-date funds gradually shift emphasis from more aggressive investments to more conservative investments based on the target date. Investments in target-date funds are not guaranteed at any time.

*Performance data is since inception date of the fund, if less than 10 years of performance is available.

Change your investments

You can redirect your future contributions and change the way your Plan account balance is invested anytime, subject to each fund’s trading restrictions and any purchase fees (if applicable). If you make an exchange out of the default investment, you cannot put money back into the same fund online or by phone within 30 days; however, you may be able to make an exchange via U.S. mail. Please refer to the fund’s prospectus or contact Vanguard for more information.

For further information: Please refer to your Summary Plan Description (SPD) for more information on your Plan's default investment options in addition to a complete explanation of the Plan features. This notice is not a substitute for the SPD. The provisions of the Plan are very complex and you should always look at the SPD if you have any questions about the Plan. You can also contact Vanguard to discuss Plan related questions.

Vesting and Withdrawal options

You will always be fully vested in your payroll deferrals. To be fully vested means that the contributions (together with any investment gain or loss) will always belong to you, and you will not lose them when you leave your job. See your SPD for more information regarding vesting.

You will also be fully vested in employer contributions as follows:

100% VESTED

100% VESTED	
Sources	PRE 1998 BEFORETAX UCAR MATCH EMPLOYER MATCH

3 year cliff

Years of service	**Percent vested**
Less than 3	0%
3 or more	100%
Sources	POST 06 RET ACT MILITARY CONT POST 06 RET ACT

Even if you are vested in your Plan account, there are limits on when you may withdraw your funds. These limits may be important to you in deciding how much, if any, to contribute to the Plan. Generally you may only withdraw vested money after you leave your job, reach age 59-1/2, or become disabled. Also, there is generally an extra 10% tax on distributions before age 59-1/2. Your beneficiary can get any vested amount remaining in your account when you die. You also may be able to take out certain vested money if you have a financial hardship. See your SPD for more information regarding distributions that are available from the Plan.

Employer's right to terminate Plan

Pursuant to the terms of the Plan, your Employer has the right, at any time, to terminate the Plan. Termination of the Plan will result in the discontinuation of all contributions to the Plan (including the safe harbor contribution) with respect to any compensation you receive after the effective date of the termination. Termination of the Plan will not affect your right to receive any contributions you have accrued as of the effective date of the termination.

Connect with Vanguard®

To contact Vanguard to make changes to your current elections or for more information about any fund, including investment objectives, risks, charges, and expenses, or to obtain a prospectus, please refer to the instructions below.

The prospectus contains important information about the fund. Read and consider the prospectus information carefully before you invest. You can also download Vanguard fund prospectuses at www.vanguard.com.

- **Online.** Go to **Vanguard.com** for 24-hour access to financial-planning tools and information. Once you've enrolled, you can register for immediate secure online account access at **www.vanguard.com/register**. You will need your Plan number: 091663.
- **By phone.** Call Vanguard's 24-hour automated VOICE® Network at **800-523-1188**. To use VOICE, you will need a personal identification number (PIN).
- **With personal assistance.** Vanguard Participant Services associates are available to assist you, Monday through Friday from 8:30 a.m. to 9 p.m. at, **800-523-1188** (English); **800-828-4487** (Spanish); or **800-749-7273** (TTY text telephone for the deaf or hard of hearing).

Sincerely,

Vanguard

All investing is subject to risk, including the possible loss of the money you invest.

[1]This is the investment in which your contributions will be invested if you do not actively make a different investment allocation decision. If your default investment is a date-specific target date investment, your contributions will be invested in the most appropriate investment for someone your age, based on the investments offered by your Plan as of the date you are enrolled in the Plan. Should your Plan subsequently offer a different date-specific target date investment that also may be appropriate for someone your age, your contributions will continue to be invested in the initial target date investment. You can choose different investments for your contributions at any time.

Vanguard Retirement Savings Trust and Vanguard Target Retirement Trusts are not mutual funds. These are collective trusts available only to tax-qualified plans and their eligible participants. The collective trust mandates are managed by Vanguard Fiduciary Trust Company, a subsidiary of The Vanguard Group, Inc.

Tax implications: You will be responsible for paying any applicable federal, state, local, or foreign taxes on a distribution or withdrawal. Early withdrawals may be subject to a 10% federal penalty tax. To the extent required by law, Vanguard will make the appropriate withholding for tax purposes.

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