

TCS 401(K) PLAN

Plan number 097584

Plan sponsors are required to provide employees who are or may be retirement plan participants with certain notices regarding plan features. This notice provides important information about the TCS 401(K) PLAN sponsored by Tata America International Corporation. If you are already a participant in the plan, no action is required by you at this time unless you would like to make changes to your elections in the plan.

Below is a summary of the plan's features.

Eligibility

You can join the plan today. To enroll in the plan, change your payroll contribution percentage, or change investment elections, contact Vanguard Participant Services using the instructions below.

Plan participation

If you are a common law employee of the Employer, you will become a participant in the plan on the latest of: (i) the first day of the second payroll period following your date of hire; (ii) the first day of the second payroll period after you have completed and submitted all administrative, ministerial forms required and approved by the Employer; and (iii) the first day of the second payroll period after you have obtained a valid Social Security number and provided completed forms. You are generally not eligible to participate in the plan if you are an independent contractor, a leased employee, a nonresident alien with no U.S.-source earned income, a union employee, or a part time, temporary or seasonal employee regularly scheduled to work less than 1,000 hours during a year (unless you actually complete 1,000 or more hours of service during a plan year). If you are a non-collectively bargained employee who is credited with at least 500 hours of service in two consecutive 12-month periods, excluding 12-month periods beginning before 2023, you may elect to make salary deferral contributions, but you will not be eligible for any employer contributions unless you satisfy the plan's regular eligibility requirements.

Payroll contributions

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 contributions 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. Please refer your plan's Summary Plan Description (SPD) for information on eligible compensation. You can change your contribution rate to the plan anytime.

If you are age 50 or older and make the maximum allowable contribution to the plan, you are entitled to contribute an additional "catchup" contribution. The catchup contribution is intended to help eligible employees make up for smaller contributions made earlier in their career. These are additional amounts that you may contribute 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.

Find out more about how much you can contribute at [irs.gov](https://www.irs.gov).

Safe harbor contribution

Tata America International Corporation matches 100% up to 3% of your compensation and 50% between 4- 5% of your compensation. The maximum matching contribution per pay period is 4%.

Your company match is calculated per pay period and will be made whether you are automatically enrolled or elect your payroll contributions.

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. Whenever you invest, there's a chance you could lose the money. Diversifying means having different types of investments. It doesn't guarantee you'll make a profit or that you won't lose money.

Your plan's default fund

Your plan also designates a default fund, where your contributions will be invested if you have not made an alternative investment election.

Your default fund is the T. Rowe Price Retirement Trust (Class B) with the target date closest to the year in which you will reach age 65.*

Enclosed is a fund fact sheet, which includes information about your default fund, including the investment objective, fees and expenses, and risk and return characteristics.

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 fund, you cannot put money back into the same fund online or by phone within 30 days; however, you can always 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 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.

For more information about directing the investment of your plan account, please refer to your plan's SPD.

For help determining an appropriate investment mix based on your investment goals, risk tolerance, and time horizon, check out Vanguard's low-cost, expert advice and money management services at **vanguard.com/advice-compare**. (Remember, you won't be able to sign up for advice until the transition is over.)

You can also complete Vanguard's Investor Questionnaire at **vanguard.com/assetmix**, or contact Vanguard using the instructions below.

Vesting and withdrawal options

You are immediately vested in all contributions and earnings.

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. For more information on vesting or years of service, please review your plan's SPD.

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 59½, or become disabled. Also, there is generally an extra 10% tax on distributions before age 59½. Your beneficiary can get any vested amount remaining in your account when you die. You also can borrow certain amounts from your vested plan account, and may be able to take out certain vested money if you have a financial hardship. You can learn more about the plan's hardship withdrawal and loan rules in the plan's SPD.

Do you have a managed account?

If you have Target My Retirement® with Principal, Vanguard Digital Advisor® will replace your managed account planning service, unless you meet one of the conditions below.

You won't be enrolled automatically in Digital Advisor if you:

- Are already enrolled in a Vanguard advice service in a personal or retirement plan account, or
- Have a non-U.S. address, or
- Don't have a valid U.S. address on file.

If you're not enrolled automatically in Digital Advisor, but become eligible for the service, you can sign up after it's available in your plan.

After your retirement plan moves to Vanguard, you can register your new online account at **digital-advisor.vanguard.com**. If you don't, you'll be unenrolled from Digital Advisor since we use your online account to deliver important info and documents.

You can opt out of Digital Advisor by contacting your prior retirement plan provider before February 5, 2025, and unenrolling from your managed account. When your account moves to Vanguard, you won't be enrolled in Digital Advisor.

Questions?

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.

- **Online.** Log in to your account at **vanguard.com/retirementplans**. To register you can use your plan number: **097584**.
- **By phone.** Call **800-523-1188** to speak with a Vanguard Participant Services associate Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.

Connect with Vanguard® > vanguard.com/retirementplans > 800-523-1188

Target-date investments are subject to the risks of their underlying funds. The year in the investment's name refers to the approximate year (the target date) when an investor would retire and leave the workforce. The investment will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. A target-date investment is not guaranteed at any time, including on or after the target date.

Vanguard Digital Advisor's services are provided solely by Vanguard Advisers, Inc. (VAI), a registered investment advisor. Please visit vanguard.com/legalbrochure for important details about this service. Vanguard Digital Advisor's financial planning tools provide projections and goal forecasts, which are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results.

VAI is a subsidiary of VGI and an affiliate of VMC. Neither VAI nor its affiliates guarantee profits or protection from losses.

*This is the fund in which your contributions will be invested if you don't actively make a different investment allocation decision. If your default fund is a date-specific, target-date investment, your contributions will be invested in the most appropriate fund for someone your age, based on the funds offered by your plan as of the date you're 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.

Target Retirement Trusts are not mutual funds. They are collective trusts available only to tax-qualified plans and their eligible participants. Investment objectives, risks, charges, expenses, and other important information should be considered carefully before investing.

Taxes: The money you take from your retirement account will be taxed as income. You may also need to pay a 10% federal penalty tax if you're under age 59½. If required by law, Vanguard will withhold some taxes for you.



T. Rowe Price Retirement Trusts

Class B

Balanced fund (stocks and bonds)

Investment objective

The Trust seeks to provide the highest total return over time consistent with an emphasis on both capital growth and income.

Each target-date investment is a diversified retirement portfolio of investments, including stocks and bonds. Its investment approach is aligned with its target date, the approximate year an investor is assumed to stop working and begin taking withdrawals. These investments seek to balance investors' needs for stability and long-term investment returns. Risk levels vary based on the investments' target dates. As an investment's target date nears, its portfolio will gradually become more conservative based on a predetermined schedule.

Fund name	Expenses [†]
T. Rowe Price Retirement 2065 Trust	0.36%
T. Rowe Price Retirement 2060 Trust	0.36%
T. Rowe Price Retirement 2055 Trust	0.36%
T. Rowe Price Retirement 2050 Trust	0.36%
T. Rowe Price Retirement 2045 Trust	0.36%
T. Rowe Price Retirement 2040 Trust	0.36%
T. Rowe Price Retirement 2035 Trust	0.36%
T. Rowe Price Retirement 2030 Trust	0.36%
T. Rowe Price Retirement 2025 Trust	0.36%
T. Rowe Price Retirement 2020 Trust	0.36%
T. Rowe Price Retirement 2015 Trust	0.36%
T. Rowe Price Retirement 2010 Trust	0.36%
T. Rowe Price Retirement 2005 Trust	0.36%

Note: The funds listed in this fact sheet may not be available in all plans. Frequent trading policies may apply to those funds offered as investment options within your plan. Please review your plan materials or contact your plan service provider for additional information.

PlainTalk[®] about 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 (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in the target-date fund is not guaranteed at any time, including on or after the target date. Diversification does not ensure a profit or protect against a loss. An investment in these funds is subject to the price fluctuations inherent in the stock and bond markets, so you could lose money if you sell shares after prices have fallen.

All funds are subject to risk, including the possible loss of the money you invest. Bond funds are subject to the risk that an issuer will fail to make payments on time, and that bond prices will decline because of rising interest rates or negative perceptions of an issuer's ability to make payments. Investments in stocks issued by non-U.S. companies are subject to risks including country/regional risk and currency risk. Diversification does not ensure a profit or protect against a loss. The funds that invest a significant portion of their assets in bonds, which are usually less volatile than stocks, have an overall level of risk that's moderate compared with the funds that have a larger share of stocks. Conversely, funds that invest a significant portion of their assets in stocks have an overall level of risk that should be higher than funds that have more bonds and smaller shares of stocks.

[†]**Expense ratio** – The expense ratio is the fund's annual operating expenses as a percentage of average net assets. The expense ratio does not reflect any fee waivers or reimbursements that may be in effect.

T. Rowe Price Retirement Trusts

Class B

Balanced fund (stocks and bonds)

Average annual total returns

Funds (Inception date)	Expenses [†]	Quarter	Year to date	One year	Three years	Periods ended September 30, 2024		
						Five years	Ten years	Since inception
T. Rowe Price Retirement 2065 Trust (October 19, 2020)	0.36	6.08%	16.89%	29.40%	6.43%	—	—	8.99%
S&P Target Date 2060 Index	—	6.87%	16.42%	28.90%	7.53%	11.18%	—	11.62%
T. Rowe Price Retirement 2060 Trust (January 5, 2015)	0.36	6.06%	16.87%	29.46%	6.38%	11.50%	—	9.98%
S&P Target Date 2060 Index	—	6.87%	16.42%	28.90%	7.53%	11.18%	—	—
T. Rowe Price Retirement 2055 Trust (January 13, 2012)	0.36	6.05%	16.86%	29.46%	6.38%	11.50%	9.74%	11.11%
S&P Target Date 2055 TR USD	—	6.82%	16.35%	28.82%	7.50%	11.14%	9.26%	7.09%
T. Rowe Price Retirement 2050 Trust (January 13, 2012)	0.36	6.02%	16.75%	29.28%	6.36%	11.49%	9.73%	11.11%
S&P Target Date 2050 TR USD	—	6.74%	16.25%	28.68%	7.45%	11.06%	9.18%	7.78%
T. Rowe Price Retirement 2045 Trust (January 13, 2012)	0.36	6.02%	16.51%	28.95%	6.22%	11.39%	9.69%	11.08%
S&P Target Date 2045 TR USD	—	6.69%	15.76%	27.95%	7.17%	10.75%	8.97%	7.80%
T. Rowe Price Retirement 2040 Trust (January 13, 2012)	0.36	5.94%	15.68%	27.69%	5.71%	10.79%	9.35%	10.81%
S&P Target Date 2040 TR USD	—	6.49%	14.91%	26.62%	6.63%	10.17%	8.61%	6.54%
T. Rowe Price Retirement 2035 Trust (January 13, 2012)	0.36	5.78%	14.42%	25.90%	5.11%	9.96%	8.82%	10.30%
S&P Target Date 2035 TR USD	—	6.25%	13.57%	24.56%	5.81%	9.25%	8.03%	6.27%
T. Rowe Price Retirement 2030 Trust (January 13, 2012)	0.36	5.48%	12.93%	23.47%	4.38%	8.97%	8.16%	9.62%
S&P Target Date 2030 TR USD	—	5.97%	12.07%	22.17%	4.95%	8.10%	7.28%	5.94%
T. Rowe Price Retirement 2025 Trust (January 13, 2012)	0.36	5.15%	11.66%	21.23%	3.80%	8.04%	7.48%	8.85%
S&P Target Date 2025 TR USD	—	5.59%	10.65%	19.81%	4.09%	7.01%	6.55%	5.62%
T. Rowe Price Retirement 2020 Trust (January 13, 2012)	0.36	5.04%	11.02%	20.04%	3.50%	7.29%	6.86%	8.09%
S&P Target Date 2020 TR USD	—	5.43%	10.19%	19.05%	3.73%	6.15%	5.93%	5.29%
T. Rowe Price Retirement 2015 Trust (January 13, 2012)	0.36	4.92%	10.60%	19.36%	3.32%	6.81%	6.31%	7.38%
S&P Target Date 2015 TR USD	—	5.26%	9.39%	17.79%	3.32%	5.75%	5.51%	5.06%
T. Rowe Price Retirement 2010 Trust (January 13, 2012)	0.36	4.87%	10.28%	18.79%	3.10%	6.33%	5.81%	6.63%
S&P Target Date 2010 TR USD	—	5.20%	9.03%	17.12%	3.10%	5.31%	5.06%	4.78%
T. Rowe Price Retirement 2005 Trust (January 13, 2012)	0.36	4.80%	9.85%	18.05%	2.84%	5.87%	5.42%	6.08%
S&P Target Date Retirement Income TR USD	—	5.16%	8.81%	16.86%	2.84%	4.68%	4.52%	4.56%

***Expense ratio** – The expense ratio is the fund's annual operating expenses as a percentage of average net assets. The expense ratio does not reflect any fee waivers or reimbursements that may be in effect.

Each fund invests in broadly diversified T. Rowe Price Retirement Trusts. These funds are subject to the risks associated with those underlying funds. All funds are subject to risk, including the possible loss of the money you invest. Bond funds are subject to the risk that an issuer will fail to make payments on time, and that bond prices will decline because of rising interest rates or negative perceptions of an issuer's ability to make payments. Investments in stocks issued by non-U.S. companies are subject to risks including country/regional risk and currency risk. Diversification does not ensure a profit or protect against a loss.

A prospectus is not available for this investment. For information visit [vanguard.com](https://www.vanguard.com), or call 800-523-1036. Collective trusts and separately managed accounts (SMAs) are not mutual funds. These investments are available only to tax-qualified plans and their eligible participants. Investment objectives, risks, charges, expenses, and other important information should be considered carefully before investing.