

Heartland's Retirement Plan

Heartland Veterinary Partners offers a retirement plan as part of your benefits package. Here are the highlights:

Eligibility Requirements

Participation in the plan is open to Heartland Veterinary Partner employees who:

- Attained the age of 18.
- Worked at Heartland for 90 days and at least 20 hours per week, on average, as defined by the plan.

Upon meeting the participation requirements, you may join the plan monthly, as described in the Summary Plan Description.

Personal Contributions

- You can make total employee contributions of up to 100% of your eligible pay. An Internal Revenue Service (IRS) calendar year dollar limit of \$19,500 for 2021 applies.
- If you are age 50 or older in 2021, you may defer an additional \$6,500 of "catch-up" contributions during the calendar year.
- Set up Step-Up Savings if you want your contributions to automatically increase each year by a specified rate. Step-Up Savings starts your pre-tax contribution rate at 1% of eligible pay or at a higher rate of your choice. Your pre-tax contribution rate will automatically increase annually by 1% until it reaches a maximum of 12%.
- You can increase or decrease your contributions as of each period specified by the plan. You may also stop your contributions at any time.
- You may begin contributing on your entry date and as of each period specified by the plan.
- You may also roll money into the plan from a prior employer's qualified plan or a rollover IRA.

Special contribution limitations may apply to employees designated as "highly compensated."

Employer Contributions

Heartland may make discretionary contributions.



For More Information

This is a brief overview of our plan. A more detailed summary plan description is also available. If you have more questions, contact Heartland's Human Resources at askhr@heartlandvetpartners.com or call 1-800-233-2881 to speak to Securian Financial customer service. Access your account online at securian.com/retirement.

Vesting

The term "vesting" refers to ownership of the money in your retirement account. You are always 100% vested in 401(k) Pre-tax and Rollover contributions. Other contributions are vested as stated below.

Employer Match and Profit Sharing Contributions

Vesting Schedule

| Years of Service | 1 | 2 | 3 | 4 |
|------------------|-----|-----|-----|------|
| Vesting % | 25% | 50% | 75% | 100% |

Please note: You may earn ownership rights to all contributions and earnings upon retirement, becoming disabled or death. There are specific rules for determining a year of service for vesting purposes.

Investments

You decide which investments to use and how much to allocate to each. A listing of the plan's available investment options can be found in your enrollment materials and on securian.com/retirement.

You can change how your existing balance and/or future contributions are invested at any time. To make changes, select "Change investments" on the Account Detail page after you log into your account at securian.com/retirement.

The plan's optional TargetAge® feature provides a simple approach to select and maintain a suggested asset allocation based on your age. TargetAge uses a series of allocation portfolios based on age and the investments already available in the plan to gradually and automatically shift your entire account's asset allocation to a more conservative mix of fixed income and equities as you age. With TargetAge, your account is periodically rebalanced.

If no indication of how to invest your contributions is made prior to receipt of money, money will be invested according to your Plan Sponsor's election (TargetAge investment allocation).

Distributions and Loans

Since your plan is designed primarily to help you save for retirement, the IRS has placed restrictions on when money may be withdrawn from your account before you retire. However, the IRS does recognize other events may trigger a need for you to access your retirement savings (e.g., disability, severe financial hardships, etc.). Additionally, your plan has a loan feature that lets you borrow money. The loan amount is limited by rules under the tax law.

Your Summary Plan Description provides more details about making withdrawals from your plan. For general information regarding the tax ramifications of withdrawing money from your account, review the Special Notice Regarding Distributions.

For more specific information, contact your tax advisor.

Beneficiary Designation

Your retirement benefit is available to your designated beneficiary in the event of your death. To be sure your account is distributed according to your wishes, it is important to make a beneficiary election. If you don't designate your beneficiaries, the plan default will apply which typically is your spouse, then children, then parents and last your estate.

To select a beneficiary or make updates, complete the Beneficiary Designation form which can be found on the Account Detail page of securian.com/retirement.

For additional information regarding beneficiary designations or benefits upon death, please refer to the Summary Plan Description.

Retirement Plan Provider

Heartland Veterinary Partners has selected Securian Financial to manage and service its retirement plan. Since 1880, Securian Financial Group and its affiliates have provided financial security for individuals and businesses in the form of insurance, investments, and retirement plans. Now one of the nation's largest financial services providers, it is the holding company parent of a group of companies that includes Minnesota Life Insurance Company.

TargetAge allocation portfolios are based on generally accepted investment principles and consider investors' life expectancy. TargetAge should not be construed as investment advice. A person should select investments based on personal goals and situation. The investment options which comprise TargetAge can also be selected separately outside of TargetAge. The investment options are not guaranteed and may increase or decrease in value. This is a general communication for informational and educational purposes. The materials and the information are not designed, or intended, to be applicable to any person's individual circumstances. It should not be considered investment advice, nor does it constitute a recommendation that anyone engage in (or refrain from) a particular course of action. If you are seeking investment advice or recommendations, please contact your financial professional. Securian Financial's qualified retirement plan products are offered through a group variable annuity contract issued by Minnesota Life Insurance Company. Securian Financial is the marketing name for Securian Financial Group, Inc., and its affiliates. Minnesota Life Insurance Company is an affiliate of Securian Financial Group, Inc.