GRANGE ENTERPRISE

INCENTIVE SAVINGS PLAN

Effective as of January 1, 2021

SUMMARY PLAN DESCRIPTION

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NOTICE TO PARTICPANTS

Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended (ERISA) applies to retirement and investment plans like ours that permit plan Participants to self-direct investments under such Plan. The Department of Labor (DOL) has issued rules to interpret the provisions of Section 404(c) of ERISA.

The Grange Enterprise Incentive Savings Plan is intended to qualify as a participant-directed plan under Section 404(c) of ERISA. This means that you are responsible for your investment decisions under this plan. The Vanguard Group, Grange Insurance Company and Integrity Insurance Company are not responsible for any losses incurred as a result of your investment decisions.

You will automatically be provided with investment fund information (prospectus, annual report, or other fund financial statements) at the time you enroll in the Plan. In addition, you will receive periodic updates of all relevant investment fund information. If you would like additional investment fund information you may contact Vanguard at 1-800-523-1188 or you may call the Plan's Administrative Committee at (614) 445-2789.

SECTION 1
INTRODUCTION

Your future financial security and that of your family is important to you. Looking ahead and planning now can provide financial security during your retirement years. Grange Insurance Company and Integrity Insurance Company (your “Employer(s)”), through the Grange Enterprise Incentive Savings Plan (the “ISP” or “Plan”), are helping you achieve that goal.

With the ISP you can save a percentage of your pay through convenient payroll deductions. Your savings can be deducted from your pay on a Before-Tax, After-Tax or Roth contribution basis, or as a combination of these options. In addition, your Employer provides an additional boost to your savings by matching a portion of your Before-Tax Contributions, Roth Contributions and/or Catch-Up Contributions if you are age 50 and above. When profits allow, your Employer makes an Employer Discretionary Contribution to your account. This Employer Discretionary Contribution is not to be confused with the discretionary contribution provided under the Integrity Savings & Retirement Plan. For the period commencing January 1, 2021 and ending on or before December 31, 2023, your Employer also makes Employer Transition Contributions, as applicable. For Grange, the Employer Transition Contributions are for those Participants who were hired or rehired on or after January 1, 2007 for whom Grange made Retirement Accumulation Account (RAA) Contributions based on age and service, and who are not eligible for a pension benefit under the Grange Holdings, Inc. Retirement Income Plan. Effective for Plan Years commencing on or after January 1, 2021, Retirement Accumulation Account Contributions under the Plan ceased and are no longer contributed to eligible Participants. For Integrity, the Employer Transition Contributions are for those Participants who commenced employment on or after July 1, 2008 through December 31, 2015 and who were receiving discretionary matching contributions under the Integrity Saving & Retirement Plan.

You direct the investment of both your savings and Employer contributions to the investment options available under the ISP. Whatever your choices, all your earnings are tax-deferred. You are always 100% vested in your contributions but you become vested in Employer Matching Contributions and Employer Discretionary Contributions after you complete 2 Years of Vesting Service. Employer Transition Contributions and Retirement Accumulation Account Contributions become vested after you complete 3 Years of Vesting Service. Effective on the

Merger Date[1], any participant in the Integrity Plan as of December 31, 2020 ("Integrity Savings Plan Participants") actively employed by Integrity Insurance Company became fully vested in their benefits accrued under the Integrity Plan. For all Integrity Savings Plan Participants who terminated employment with Integrity Insurance Company prior to December 31, 2020, the vesting rules under the Integrity Plan prior to the merger will apply (for Employer contributions other than Matching Contributions, a 3-year cliff vesting schedule; for Matching Contributions, a 5-year graded vesting schedule).

The Plan provides for automatic enrollment of all eligible new and rehired employees if you fail to elect to participate. Also, the Plan provides that your Before-Tax Contributions to the Plan will automatically increase 1% each year until your Before-Tax and Roth Contributions to the Plan reach 15% of your compensation or you elect to opt out of having the automatic increase apply. These features of the Plan are designed to promote your savings and increase your benefit from the Plan to better prepare you for retirement.

This Summary Plan Description explains the ISP in effect as of January 1, 2021. Please read it carefully. It is important that you understand how the Plan works. The Plan also includes rights for your spouse. Your spouse should review this Summary Plan Description as well, so he or she understands what benefits the Plan offers.

This Summary Plan Description is intended to provide you with an easy to understand brief overview of the ISP. However it is not a substitute for the official plan document for the ISP. In the event of any conflict between the information summarized in this booklet and the official plan document or if any provision regarding the ISP is not described or is only partially described in this booklet, the plan document will govern. The Section titled "Your Rights Under ERISA" at the end of this booklet explains more about the plan document, and about your rights as a Participant or beneficiary.

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[1] Effective December 31, 2020 (the "Merger Date"), the Integrity Savings & Retirement Plan (the "Integrity Plan") merged into the Grange Mutual Casualty Company Incentive Savings Plan, and the name of the Plan was changed to "Grange Enterprise Incentive Savings Plan." At the time of the merger, all assets and liabilities were transferred to the Plan.

SECTION 2
HOW THE PLAN WORKS

ELIGIBILITY

In general, all employees of Grange Insurance Company are eligible to participate in the Plan upon hire, except the following: Grade 01 employees, interns, leased employees, and individuals classified as independent contractors and individuals whose wages are not reported on Form W-2 by the Employer, regardless of whether these individuals are later determined to be a common law employee of the Employer. In addition, if you are hired by Integrity Insurance Company on or after January 1, 2021, you are eligible to participate in the Plan upon hire, and if you are an Integrity Savings Plan Participant on January 1, 2021, you will become a Participant as of January 1, 2021.

You may make an affirmative election to enroll at any time by calling Vanguard at 1-800-523-1188 or via the Vanguard website. You may request an information brochure from Human Resources. Once you are enrolled in the Plan, you can then use either Vanguard's VOICE™ Network or internet access (see below for further information) for your Plan transactions and inquiries.

If you are hired or rehired on or after January 1, 2007, or, effective January 1, 2021, if you are an Integrity Savings Plan Participant, and you do not make an affirmative election to enroll in the Plan, you will be automatically enrolled in the Plan as soon as administratively feasible after you complete 30 days of employment.

If you are automatically enrolled in the Plan and were hired or rehired prior to January 1, 2011, your contribution will be a Before-Tax Contribution of 3% of your compensation. If you were hired or rehired on or after January 1, 2011, and effective January 1, 2021, if you are an Integrity Savings Plan Participant, you are automatically enrolled in the Plan, and your contribution will be a Before-Tax Contribution of 6% of your compensation. This means that if you fail to enroll in the Plan in accordance with the Plan's procedures, Before-Tax Contributions equal to 3% or 6%, as applicable, of your pay will be automatically withdrawn from your pay each payroll and contributed to the Plan and you will automatically become a Participant in the Plan until you either opt out of the Plan entirely or change the percentage of your contribution, which can be done at any time.

In the event you are automatically enrolled in the Plan and shortly thereafter decide you do not want to participate, you can chose to opt-out of the Plan and have the Before-Tax Contributions, which were automatically made on your behalf, and earnings on those contributions, returned to you. Your request for a refund of your Before-Tax Contributions must be received within 90 days of the date on which the first Before-Tax Contribution was withheld from your pay. However, you may opt out of participating in the Plan at any time.

For Plan Years commencing before January 1, 2021, if you were hired or rehired on or after January 1, 2007 and you otherwise decline to participate in the Plan, you became a Participant if Grange made a Retirement Accumulation Account Contribution on your behalf. Effective for Plan Years commencing on or after January 1, 2021, Retirement Accumulation Account Contributions under the Plan ceased and are no longer contributed to eligible Participants.

INTERACTIVE ELECTRONIC COMMUNICATION

You can access your account in the ISP by either of two methods: a voice response system using your telephone, or Internet access using your computer. VOICE™ is Vanguard's telephone voice response system that allows you to access your account balance in the ISP. Using VOICE™, you can get information on your current account balance, investment elections and fund performance, how much you're contributing to the Plan, as well as information about taking a loan or a hardship withdrawal from your account balance in the Plan. You can also use VOICE™ to change the amount of your contribution to the Plan, change your investment elections, and model and apply for a loan. VOICE™ is available every day, around the clock by calling 1-800-523-1188. All you need is a touch-tone telephone, your Personal Identification Number (PIN), and your Social Security Number. You are then ready to use VOICE™ and access your Plan account balance. The system will automatically take you through all of its options and features, which includes access to a Participant Services Associate.

You may also access your account on the Internet through Vanguard's website, www.vanguard.com. Using the Account Access Service available through the website, you can view your account balance, move money from one fund to another, change the deferral percentage and/or allocation of your future contributions, request a loan and check the latest prices for your investment options. To access your account via the Internet, you must first register at the website and establish your user ID and password. To register, you will need your Social Security Number and your plan number (091380). Within 30 days of employment, you will receive an email from Vanguard that provides information about the Plan, the investment options and educational and financial resources available to assist you with managing your account. The email also will describe how to use the VOICE™ system and Vanguard's Internet site.

CONTRIBUTIONS TO YOUR ACCOUNT

Your Contributions

The ISP allows you to make four types of contributions to the Plan:

- Before-Tax Contributions,
- Roth Contributions,
- After-Tax Contributions, and
- Catch Up Contributions, if you have reached age 50.

In regard to Before-Tax Contributions, Roth Contributions and After-Tax Contributions, you can save any amount from 1% up to 50% of your pay, subject to the IRS limitations discussed below. There is also a combined limit of 50% of your pay. The total amount of Before-Tax Contributions and/or Roth Contributions is limited by Federal law and is adjusted for inflation (the limit for 2021 is $19,500).

If you contribute the maximum dollar amount of Before-Tax Contributions and/or Roth Contributions or contribute 50% of your pay and you have attained age 50, you are eligible to make Catch Up Contributions. The total amount of Catch Up Contributions is limited by Federal law and is adjusted for inflation (the limit for 2021 is $6,500).

Your pay, for purposes of determining the amount of your contributions to the ISP, is your normal salary excluding overtime pay, bonuses and similar payments, such as incentives or special pay. The types of contributions you can make to the Plan are further described below.

Before-Tax Contributions

Before-Tax Contributions are deducted from your pay before Federal income taxes are withheld. That means you pay no Federal income taxes and, in most cases no state income taxes, on your Before-Tax Contributions until you receive a distribution or withdrawal from the Plan. That can result in significant tax savings.

For example, assume you are in a 15% federal income tax bracket and save $100 a month. If you save on an after-tax basis, you have to earn the $100 in savings, plus $15 you have to pay in taxes on that $100 each month. With before-tax savings, you only have to earn $100 to save $100; the $15 you would have paid in taxes stays in your paycheck. In this example, you would save $180 in taxes over 1 year. Also, you would be eligible to receive the Matching Contribution.

If you affirmatively elect to participate in the Plan or if you are automatically enrolled in the Plan and your aggregate Before-Tax Contributions and/or Roth Contributions to the Plan are less than 15% of your compensation, your applicable Before-Tax Contribution will be increased by 1% annually, beginning with the first pay coincident with or next following March 1st until the earlier of the date that your Before-Tax and Roth Contributions to the Plan reach 15%, or the date you affirmatively elect to opt out of the automatic increase. Keep in mind that you can change the amount of any of your contributions to the Plan at any time.

The first 6% of your pay you contribute in Before-Tax Contributions and/or Roth Contributions is eligible for the Employer Matching Contribution. In the event the Company decides to make, and you are eligible to receive Employer Discretionary Contributions in any given plan year, the Employer Discretionary Contributions are also based on your Before-Tax Contributions and/or Roth Contributions to the Plan. Your Employer's contributions to your account are explained later in this section.

Roth Contributions

Roth Contributions are deducted from your pay <u>after</u> all regular income taxes have been withheld. Because you pay taxes on Roth Contributions before they are deposited in the Plan, you pay no taxes on those contributions when you receive a withdrawal or distribution from the Plan. In addition, the earnings on Roth Contributions are tax-favored. This means that the earnings accumulate tax-deferred as long as the earnings remain in the Plan and the earnings are also non-taxable when you receive a withdrawal or distribution from the Plan provided you meet certain legal requirements (see the Taxes section for more information).

If you only make Roth Contributions to the Plan, your Roth Contributions will not be automatically increased each year as described under the Before-Tax Contributions section above.

The first 6% of your pay you contribute in Roth Contributions and/or Before-Tax Contributions is eligible for the Employer Matching Contribution. In the event the Company decides to make Employer Discretionary Contributions in any given plan year, the Employer Discretionary Contributions are also based on your Roth Contributions and/or Before-Tax Contributions to the Plan.

After-Tax Contributions

After-Tax Contributions are deducted from your pay after all regular income taxes have been withheld. Because you pay taxes on After-Tax Contributions before they are deposited in the Plan, you pay no taxes on those contributions when you receive a withdrawal or distribution from the Plan. Earnings on After-Tax Contributions accumulate tax-deferred as long as they remain in the Plan but you are required to pay taxes on the earnings when you receive a withdrawal or distribution of After-Tax Contributions.

If you only make After-Tax Contributions to the Plan, your After-Tax Contributions will not be automatically increased each year as described under the Before-Tax Contributions section above.

Although After-Tax Contributions are not eligible for the Employer Matching Contribution, they are invested in the same professionally managed investment funds as your other contributions.

Catch Up Contributions

Catch Up Contributions can be made in the form of Before-Tax Contributions or Roth Contributions. You are eligible to make Catch Up Contributions on January 1st of the calendar year in which you reach age 50 but you must be contributing at a percentage that will reach either the contribution limit ($19,500 in 2021) or percent of pay limit (50%) to make Catch Up Contributions. The tax treatment of your Catch Up Contributions will depend on whether you have elected to make the contributions in the form of Before-Tax Contributions or Roth Contributions (see the preceding sections of this Summary).

Changing Your Contributions

You can stop, increase or decrease your contributions to the Plan at any time. Such suspension or change in contributions will be effective as of the next administratively feasible payroll period after you make the change. If you stop your contributions, you can begin them again as of the first day of the next administratively feasible payroll period. As explained in detail above in the "Interactive Electronic Communication" section, you may make changes to your contributions by using either the VOICE™ system or via the Internet at Vanguard's website.

Employer Contributions

If you make Before-Tax Contributions and/or Roth Contributions, your Employer helps you build your retirement savings by making the Employer Matching Contribution and if profits allow, an additional type of contribution, the Employer Discretionary Contributions. In addition, for the period commencing January 1, 2021 and ending on or before December 31, 2023, your Employer also makes Employer Transition Contributions, as applicable.

For Grange Participants for Plan Years commencing before January 1, 2021, if you were hired or rehired on or after January 1, 2007, you were also eligible for the Retirement Accumulation Account Contribution. Effective for Plan Years commencing on or after January 1, 2021, Retirement Accumulation Account Contributions under the Plan ceased and are no longer contributed to eligible Participants. For Integrity, for Plan Years commencing before January 1, 2021, if you were hired or rehired on or after July 1, 2008 through December 31, 2015 you were also eligible to receive discretionary matching contributions under the Integrity Saving & Retirement Plan. Effective for Plan Years commencing on and after January 1, 2021, those discretionary matching contributions under the Integrity Savings & Retirement Plan are no longer contributed to eligible Participants.

Employer Matching Contributions

Through the Employer Matching Contribution, your Employer matches a portion of your Before-Tax Contributions and/or Roth Contributions. If you are not eligible to participate in the Grange Holdings, Inc. Retirement Plan, your Employer will match dollar for dollar every dollar you contribute as a Before-Tax Contribution and/or Roth Contribution up to 6% of your pay. That's a 100% return on your Before-Tax Contributions and/or Roth Contributions before they are invested. If you are eligible to participate in the Grange Holdings, Inc.

Retirement Income Plan, your Employer will add 50 cents to your account for every dollar you contribute as a Before-Tax Contribution and/or Roth Contribution up to 6% of your pay. That's a 50% return on your Before-Tax Contributions and/or Roth Contributions before they are invested. The 6% of pay limit for the Employer Matching Contribution is a combined limit for Before-Tax Contributions and Roth Contributions. Earnings on the Employer Matching Contribution are tax-deferred. You will only pay tax on the earnings when you receive a distribution.

Employer Discretionary Contributions

In addition to the Employer Matching Contribution, your Employer may make Employer Discretionary Contributions in any year when profits allow, subject to approval by the Board of Directors. The Employer Discretionary Contributions are available only to Participants who are not Highly Compensated Employees (for 2021, a Highly Compensated Employee is generally any employee who makes $130,000 a year or more) who have made Before-Tax Contributions and/or Roth Contributions during the Plan Year and are either employed on the last day of the calendar year or have retired after attaining age 55 and completing 5 years of service, become disabled pursuant to the Employer's long-term disability insurance program or died during such Plan Year. Employer Discretionary Contributions, if any, for a Plan Year will be based on the Before-Tax Contributions and/or Roth Contributions during that Plan Year that do not exceed 6% of your pay (minus any withdrawals from those contributions).

Example:

Let's look at an example of how the Matching Contributions work. Suppose your salary is $40,000 per year and you elect to contribute 6% of your pay to the ISP. If you are not eligible to participate in the Grange Holdings, Inc. Retirement Plan, the annual amounts added to your account would be as follows:

Your Contributions	Matching Contributions
$2,400	$2,400

If you are eligible to participate in the Grange Holdings, Inc. Retirement Income Plan, the annual amounts added to your account would be as follows:

Your Contributions	Matching Contributions
$2,400	$1,200

Employer Discretionary Contributions in years when the Board of Directors determines that Employer Discretionary Contributions will be made are also based upon your contributions to the Plan.

Employer Transition Contributions

Effective January 1, 2021, for each Plan Year beginning on or after January 1, 2021 and ending on or before December 31, 2023 for which you are in the active employment of the Employer as of the last day of the applicable Plan Year, or you have (a) retired from employment with the Employer during the Plan Year after attaining at least age 55 with 3 years of service, (b) become disabled during the Plan Year or (c) died during the Plan Year), your Employer Transition Contributions account will be credited as follows:

- If you were hired or rehired by Grange Insurance Company on or after January 1, 2007 and were receiving Retirement Accumulation Account Contributions which cease effective after December 31, 2020, your Employer Transition Contributions account will be credited with the following: (i) if your age and service are 55-69 points, a 1% contribution percentage, and (ii) if your age and service are 70 or more points, a 2% contribution percentage.
- For Participants who commenced employment with Integrity Insurance Company on or after July 1, 2008 through December 31, 2015 and who were receiving discretionary matching contributions under the Integrity Savings & Retirement Plan which cease effective after December 31, 2020, your Employer Transition Contributions account will be credited with 3%.

Employer Retirement Accumulation Account Contributions ceased and will no longer be made under the Plan effective for Plan Years commencing on and after January 1, 2021.

Rollover Contributions

You may contribute as a rollover contribution to the Plan, any qualified distribution you have received from another tax-qualified plan such as a 401(k) plan, a 403(b) plan, a 457(b) plan maintained by a governmental entity or an individual retirement account that is holding a qualified distribution. A qualified distribution may include Roth Contributions and/or After-Tax Contributions provided such amounts are separately accounted for. The Plan

Administrator may require you to provide evidence that a rollover contribution is a qualified distribution.

Rollover contributions will not be used to calculate the Employer Matching Contribution. You may elect how to invest your rollover contributions in the same professionally managed investment funds as any other contribution under the ISP. You are 100% fully vested in your Rollover Contributions at all times.

INVESTMENT OPTIONS

Making Your Investment Decision

You decide how your contributions and the Employer contributions will be invested. There are 26 professionally managed investment funds from which to choose:

Vanguard Funds at a Glance

Fund Name	Fund Type	Objective/Strategy	Risk Level
Vanguard Target Date Funds			
Vanguard Target Retirement 2060 Fund	Balanced (stocks and bonds)	Seeks capital appreciation and current income (consistent with its current asset allocation) by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2060.	Moderate to aggressive
Vanguard Target Retirement 2055 Fund	Balanced (stocks and bonds)	Seeks capital appreciation and current income (consistent with its current asset allocation) by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2055.	Moderate to aggressive
Vanguard Target Retirement 2050 Fund	Balanced (stocks and bonds)	Seeks capital appreciation and current income (consistent with its current asset allocation) by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2050.	Moderate to aggressive
Vanguard Target Retirement 2045 Fund	Balanced (stocks and bonds)	Seeks capital appreciation and current income (consistent with its current asset allocation) by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2045.	Moderate to aggressive
Vanguard Target Retirement 2040 Fund	Balanced (stocks and bonds)	Seeks capital appreciation and current income (consistent with its current asset allocation) by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2040.	Moderate to aggressive
Vanguard Target Retirement 2035 Fund	Balanced (stocks and bonds)	Seeks capital appreciation and current income (consistent with its current asset allocation) by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2035.	Moderate to aggressive
Vanguard Target Retirement 2030 Fund	Balanced (stocks and bonds)	Seeks capital appreciation and current income (consistent with its current asset allocation) by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2030.	Moderate to aggressive
Vanguard Target Retirement 2025 Fund	Balanced (stocks and bonds)	Seeks capital appreciation and current income (consistent with its current asset allocation) by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2025.	Moderate
Vanguard Target Retirement 2020 Fund	Balanced (stocks and bonds)	Seeks capital appreciation and current income (consistent with its current asset allocation) by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2020.	Moderate

Fund Name	Fund Type	Objective/Strategy	Risk Level
Vanguard Target Retirement 2015 Fund	Balanced (stocks and bonds)	Seeks capital appreciation and current income (consistent with its current asset allocation) by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2015.	Moderate
Vanguard Target Retirement 2010 Fund	Balanced (stocks and bonds)	Seeks capital appreciation and current income (consistent with its current asset allocation) by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2010.	Moderate
Vanguard Target Retirement Income Fund	Balanced (stocks, bonds, and short-term reserves)	Seeks current income and some capital appreciation by investing in other Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. *The Vanguard Target Retirement 2005 Fund was rolled into the Target Retirement Income Fund, effective February 2012.	Conservative to moderate

A note about Target Retirement Fund risk:
Keep in mind that although Target Retirement Funds can simplify investment selection, all mutual fund investing is subject to risk. Each Target Retirement Fund invests in up to seven broadly diversified Vanguard funds and is subject to the risks associated with these underlying funds. Diversification does not ensure a profit or protect against a loss in a declining market.

Vanguard Balanced Funds			
Vanguard Balanced Index Fund Admiral Shares	Balanced (stocks and bonds)	This fund offers investors an easy, low-cost way to gain exposure to stocks and bonds. This passively managed fund invests roughly 60% in stocks and 40% in bonds. Investors with a long-term time horizon who want growth and some income—and willing to accept stock and bond market volatility—may wish to consider this fund.	Moderate
Vanguard Wellesley Income Fund Admiral Shares	Balanced (stocks and bonds)	This fund is an income-oriented balanced fund that offers exposure to stocks and investment-grade bonds. The fund managers allocate about 33 1/3% to stocks and 66 2/3% to bonds. The fund's stock holdings are focused on companies that have historically paid a larger-than-average dividend or that have expectations of increasing dividends.	Moderate
Vanguard Wellington Fund Admiral Shares	Balanced (stocks and bonds)	This fund offers exposure to stocks (about 65% of the portfolio) and bonds (about 35% of the portfolio). This actively managed fund invests in stocks and bonds across all economic sectors. Investors with a long-term time horizon who want growth and are willing to accept stock market volatility may wish to consider this fund.	Moderate
Vanguard Short Term Reserves			
Vanguard Cash Reserves Federal Money Market Fund Admiral Shares	Stable Value	Offers investors a conservative savings option that falls between a money market fund and short-term bond fund. This fund invests largely in investment contracts backed by high-quality, shorter-term securities. The goal is to maintain the $1 value of its shares, helping preserve the money you invest.	Conservative
Fund Name	**Fund Type**	**Objective/Strategy**	**Risk Level**
Vanguard Bond Funds			
Vanguard Short-Term Investment-Grade Fund Admiral Shares	Bond	This actively managed fund is designed to give investors exposure to high and medium quality investment-grade bonds with short-term maturities. The fund invests in coeporate bonds, pooled consumer loans, and U.S. government bonds.	Conservative

Vanguard Inflation-Protected Securities Fund Admiral Shares	Bond	This fund is designed to protect investors from the eroding effect of inflation. The fund invests in bonds that are backed by the full faith and credit of the federal government and whose principal is adjusted quarterly based on inflation.	Conservative to moderate
Vanguard Total Bond Market Index Fund Institutional Shares	Bond	A passively managed fund designed to provide broad exposure to U.S. investment grade bonds. Reflecting this goal, the fund invests about 30% in corporate bonds and 70% in U.S. government bonds of all maturies (short-, intermediate-, and long-term issues).	Conservative to moderate
Vanguard Total International Bond Index Admiral Shares	Bond	This fund seeks to track the performance of a US dollar hedged benchmark index that measures the investment return of investment-grade bonds issued outside the United States. To minimize the currency risk associated with investment in bonds denominated in currencies other than the U.S. dollar, the fund will attempt to hedge its currency exposures.	Conservative to moderate
Vanguard Domestic Stock Funds			
Vanguard Institutional Index Fund Institutional Shares	Growth and income stock	This passively managed fund seeks to track the performance of the Standard & Poor's 500 Index, which measures the investment return of large-capitalization stocks. This fund provides a convenient way to match the performance of a substantial portion of the nation's largest stocks.	Moderate to aggressive
Vanguard Windsor II Fund Admiral Shares	Growth and income stock	While this actively managed large-cap value stock fund carries the same risks associated with the stock market, this "value" conscious approach may provide a less bumpy ride. If you have a long-term investment goal and want less market volatility than might be present in a more aggressive investment, this fund may be a good fit for you.	Moderate to aggressive
Vanguard Extended Market Index Fund Institutional Shares	Growth stock	This passively managed fund offers investors a low-cost way to gain broad U.S. mid- and small-capitalization stocks in one fund. Mid-and-small cap markets tend to be more volatile than the large-cap market. The fund invests in about 3,000 stocks which span many different industries.	Aggressive
Vanguard PRIMECAP Fund Admiral Shares	Aggressive growth stock	This is a large-and mid-capitalization growth fund actively managed with a long-term perspective, has extremely low turnover, and a well-established investment strategy. One risk to note is that the fund may become concentrated in a few sectors, notably technology and health care. Short-term performance may be volatile when these sectors are strongly in or out of favor.	Aggressive

Fund Name	Fund Type	Objective/Strategy	Risk Level
Vanguard International Stock Funds			
Vanguard International Growth Fund Admiral Shares	International Fund	This actively managed fund focuses on non-U.S. companies with high growth potential. The fund employs an aggressive approach that attempts to capitalize on global economic expansion. Because it invests in non-U.S. stocks, including those in developed and emerging markets, the fund can be more volatile than a domestic fund.	Aggressive
Vanguard Total International Stock Index Fund Institutional Shares	International Fund	This fund offers investors a low cost way to gain equity exposure to both developed and emerging international economies. The passively managed fund tracks stock markets all over the globe, with the exception of the United States. This fund can be more volatile than a domestic fund. Long-term investors who want to add a diversified international equity position to their portfolio may want to consider this fund.	Aggressive
A note about risk: While U.S. Treasury or government agency securities provide substantial protection against credit risk, they do not protect investors against price changes due to changing interest rates. The market values of government securities are not guaranteed and will fluctuate. Investments in bond funds are subject to interest, credit and inflation risk. Prices of mid- and small-cap stocks often fluctuate more than those of large-company stocks. Stocks of companies in emerging markets are generally more risky than stocks of companies in developed countries. Foreign investing involves additional risks including currency fluctuations and political uncertainty.			

You can invest all of the contributions in your account in one fund, or divide them among two or more. Your investment decisions are important to your financial future. Be sure you carefully consider each Fund before making your decision. You can receive more information on each fund by contacting Vanguard at 1-800-523-1188 or via the Internet at Vanguard's website.

If you do not provide your investment choices as required, your contributions and all Employer contributions will be invested in the default investment options established by the Committee. Currently the default investment option is the applicable Vanguard Target Retirement Fund.

Changing Investments

You can change investments in two ways:

- You can move money that is already invested into different funds. This is known as a "fund to fund transfer".
- You can change how future contributions are invested. This is a "contribution allocation change" affecting only the direction of future contributions and not dollars already invested.

Both types of investment changes can be made at any time by using either Vanguard's VOICE™ system at 1-800-523-1188 or via the Internet at www.vanguard.com. You can also use the VOICE™ system to speak with a Vanguard Participant Services Associate, available Monday through Friday, from 8:30 a.m. to 9:00 p.m., Eastern Standard Time (EST). Any investment changes you make before 4:00 p.m. EST are effective as of the close of business that day. Any investment changes you make after 4:00 p.m. EST will become effective as of the close of business on the next business day.

By investing in the Retirement Savings Trust, you are agreeing to limitations imposed by issuers of investment contracts. Shifts from the Retirement Savings Trust into a short-term bond fund are not generally permitted. The limitations are detailed below:

The money you have in the Retirement Savings Trust can be transferred into a stock fund, a balanced fund, or a bond fund with an average duration of more than 4 years. However, once the money is transferred into such a fund, it must remain there for 90 days before you can transfer it into a shorter-term bond fund. You can always transfer the money back into the Retirement Savings Trust, even if you transferred money out within the last 90 days.

During January of each calendar year you can transfer $500 or 25% (whichever is greater) of your Retirement Savings Trust balance directly into a short-term bond fund. If you have less than $500 in the trust, you can transfer your entire balance into any fund once a year in January. Direct shifts from the Retirement Savings Trust into short-term bond funds (those with average durations of less than 4 years) are not permitted from February 1 through December 1 in any year.

Note on frequent trading restrictions: frequent trading policies may apply to all the funds offered as an investment option within our Plan.

Statement of Account

The value of your account is determined as of the end of each day that the national stock exchanges are open for business. You can obtain current account information by calling Vanguard at 1-800-523-1188 or via the Internet at Vanguard's website. Either system will provide you:

- Current account summary
- Current contribution rate
- Current investment fund allocation
- Outstanding loans
- Current investment fund performance
- Recent account activity

In addition, you will receive a personal statement of your account after the end of each calendar quarter. This statement will summarize the activity in your account, including your contributions, Company contributions, loans, withdrawals and investment performance.

VESTING AND BREAKS IN SERVICE:
YOUR RIGHT TO THE MONEY IN YOUR ACCOUNT

The Before-Tax Contributions, Roth Contributions, After-Tax Contributions, Catch Up Contributions and Rollover Contributions you have invested in the ISP, as adjusted for investment gains and losses, are always 100% vested (that is, they are 100% yours). You become vested in Employer Matching and Employer Discretionary Contributions after you have completed 2 Years of Vesting Service. You become vested in the Employer Transition Contributions and the Retirement Accumulation Contributions account after you have completed 3 Years of Vesting Service. If you were an Integrity Savings Plan Participant actively employed by Integrity Insurance Company on December 31, 2020, you became fully vested in your benefits accrued under the Integrity Plan on December 31, 2020. If you were an Integrity Savings Plan Participant who terminated employment with Integrity Insurance Company prior to December 31, 2020, you will become vested in Employer contributions other than Matching Contributions after you complete 3 Years of Vesting Service, and will become vested in Matching Contributions pursuant to the following schedule:

VESTING SERVICE (whole years)	VESTING PERCENTAGE
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5 or more	100%

Effective for Plan Years commencing on or after January 1, 2021, Vesting Service is the period of service measured from your employment commencement date to your most recent severance date, reduced by any period of severance that occurred prior to your most recent severance date, unless that period of severance is included under the service spanning rule below.

The period of severance will be deemed to be a period of service (service spanning rule) under either of the following conditions:

1. The period of severance immediately follows a period during which you are not absent from work and ends within 12 months; or
2. The period of severance immediately follows a period during which you are absent from work for any reason other than quitting, being discharged, or retiring (such as a leave of absence or layoff) and ends within 12 months of the date you were first absent.

A period of military duty will be included as service with the Employer to the extent it has not already been credited.

For Plan Years commencing prior to January 1, 2021, Vesting Service is the computation period during which you are credited with at least 1,000 Hours of Service with the Employer. The computation period is the 12 consecutive month period beginning on your employment date or reemployment date and successive anniversaries of that date.

If you were a Participant in the Grange Mutual Casualty Company Incentive Savings Plan as of December 31, 2020, your Vesting Service will be the greater of the service determined in the paragraphs above.

You will become immediately 100% vested upon your death, disability, the first day of the month after you attain age 59 ½ or the date the Plan terminates. If you die or become disabled while performing Qualified Military Service, you will be 100% vested. Disability means a physical or mental impairment that causes a Participant to be unable to engage in any substantial gainful activity for a period of no less 13 weeks and for which a determination of disabled status is made pursuant to the Company's long-term disability insurance program.

Breaks in Service are important because they may cause you to lose the Years of Vesting Service earned before the Break in Service if you are not yet vested. A Break in Service occurs if you complete less than 501 hours of service in any computation period.

If you are 100% fully vested when a Break in Service occurs, you will receive credit for all of the Vesting Service you earned before the Break in Service. However, if you are not fully vested and you have 5 or more consecutive 1-year Breaks in Service, you will lose credit for all of the Vesting Service you earned before the Break in Service occurred. If you return to employment before you have 5 consecutive 1-year Breaks in Service, you must work at least 1 year (of at least 1,000 hours) after you return to employment and at that time, the Years of Vesting Service completed prior to the Break in Service will be restored and used to determine your vested status.

You will not have a Break in Service during an authorized leave of absence, temporary illness, or military service as long as you return to work (or retire) immediately following your absence, or in the case of military service, within the period required by law.

DISTRIBUTIONS

If you are 100% vested in the Employer Matching Contributions, Employer Discretionary Contributions, Employer Transition Contributions and Retirement Accumulation Contributions, you are eligible to receive the full value of your account when your employment terminates due to normal or early retirement, disability, or any other reason. If you are not 100% fully vested in any of your accounts, you will only receive the value of your own contributions adjusted for investment gains or losses. The Employer Matching Contributions, Employer Discretionary Contributions, Employer Transition Contributions and/or Retirement Accumulation Contributions accounts which are not 100% fully vested will be forfeited.

If you die, the vested portion of your account is payable to your beneficiary or beneficiaries as soon as administratively feasible following your death. If you are married and wish to designate a beneficiary other than, or in addition to, your spouse, your spouse must give written and notarized consent. Any later change in your beneficiary designation will also require your spouse's consent.

Although you are not required to receive any of the value of your account when your employment terminates, you are required to receive a minimum required distribution no later than April 1 of the calendar year following the calendar year you turn age 72 (age 70½, if born before July 1, 1949) or terminate employment, whichever is later.

If you or your beneficiary would have been required to receive minimum required distributions in 2020 (or paid in 2021 for the 2020 calendar year if you were required to commence distributions on April 1, 2021), and you would have satisfied that requirement for 2020, you or your beneficiary will be given an opportunity to make an election as to whether or not to receive those distributions.

If you have questions about your minimum distribution requirements, please contact Vanguard at 1-800-523-1188 or via the Internet at Vanguard's website

Distributions for Retirement, Disability, or Termination

Your options for distribution of your account depend upon the value of your account at the time you become eligible for the distribution. If your account balance is $1,000 or less, it will be paid to you in a single lump sum payment shortly after your termination from employment unless you elect a direct rollover to another plan or individual retirement account ("IRA"). If your account balance exceeds $1,000 but does not exceed $5,000, you will be permitted to elect to receive distribution directly in a single lump sum payment or in the form of a direct rollover. If you fail to make an election, your account balance will be transferred to an IRA in your name.

If your account balance is greater than $5,000, you have three options for receiving your distribution: lump sum; periodic installments (monthly, quarterly, or annually) over a period of time not to exceed 20 years, or if less, the life expectancy of you and your beneficiary; or in a combination of lump sum and installment options. You may also defer distribution until a later date. In any event, distributions will not be made until you complete and submit your application for distribution.

If you choose installment payments or a combination of lump sum and installment payments, you may elect to receive all or part of the balance of your account in a lump sum at any time while receiving your payments. If you do not elect to receive your distribution shortly after your termination, you will be deemed to have elected to defer your distribution until a later date. Generally, your distribution would then be paid to you when you reach normal retirement age (age 59 ½), but this is not required.

Distributions to Your Beneficiary

In the case of your death, your beneficiary or beneficiaries may elect to be paid in a single lump sum payment, installments over a period not to exceed the lesser of 20 years or the beneficiary's life expectancy or a combination of the lump sum and installment options. Payment will be made or commence as soon as administratively possible following your death unless the beneficiary elects to delay payment. Payment can be delayed by a spouse until the year in which you would have attained age 72 (age 70½, if born before July 1, 1949), and by a non-spouse beneficiary for a period of approximately 5 years except that installment payments must begin in the year following your death.

If you are married, your spouse is automatically treated as your beneficiary unless you have completed a beneficiary designation form clearly identifying a non-spouse beneficiary and your spouse consents to such designation and such consent is witnessed by a Plan representative or notary public. If you are not married, you may name any person as your beneficiary.

Amount of Distribution

The amount you or your beneficiary will receive in a distribution of your account will equal the amount of your vested account at the close of the business day as of which such distribution is actually made.

Timing of Distribution

Actual payment of your distribution will occur as soon as practicable after you submit the forms authorizing final distribution of your account or if the amount of your account is less than $5,000, as soon as practicable following your termination from employment. Distribution checks are normally available within 6 weeks after you request a distribution or terminate your employment.

Deemed Military Severance

If you performed service in the uniformed services on active duty for a period of more than 30 days, you will be deemed to have a severance from employment solely for purposes of eligibility for distribution of your vested accounts with the vesting determined as though you had a termination of employment. However, the Plan will not distribute your account unless you specifically elect to receive a distribution. If you elect to receive a distribution of your vested account because of this elective deemed military severance, then you may not make Before-Tax Contributions, Roth Contributions, Catch-Up Contributions or After-Tax Contributions during the 6-month period beginning on the date of the distribution.

Coronavirus-Related Distributions

If you are a Coronavirus-Affected Participant[2], you may designate all or a portion of a qualified distribution as a Coronavirus-Related Distribution[3]. If you received a Coronavirus-Related Distribution, you may repay the distribution to the Plan in one or more contributions, provided the Coronavirus-Related Distribution is eligible for tax-free rollover treatment. This re-contribution:

- Will be treated as having been made in a direct rollover to the Plan.
- Must be made during the three-year period beginning on the day after the date on which such distribution was received.
- If made in three payments, must be made ratable over a three-year period, starting in the year in which the Coronavirus-Related Distribution was received.
- Cannot exceed the amount of the distribution.

WITHDRAWALS

While the ISP is designed for long-term savings, the Plan allows for certain types of withdrawals while you are still actively employed. The withdrawal rules are summarized below. See the Taxes section of this Summary Plan Description for more detailed information regarding taxes on withdrawals.

In-Service Withdrawal on or After Age 59 ½

You can withdraw all or a portion of your vested account balance, including your Roth Contributions and related earnings, if you are age 59 ½ or older. When you request an in-service distribution you may specify the fund/source from which such distribution is made.

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[2] You are a "Coronavirus-Affected Participant" if you (a) are diagnosed with SARS-CoV-2 or coronavirus disease 2019 (COVID-19) by a test approved by the Centers for Disease Control and Prevention; (b) have a spouse or dependent who is diagnosed with the virus or disease; (c) experience adverse financial consequences due to the virus or disease as a result of being quarantined, being furloughed, laid off, or having work hours reduced, being unable to work due to the lack of childcare, or the closing or reduction in hours of a business that the individual owns or operates; (d) experience an adverse financial consequence as a result of the individual having a job offer rescinded or start date for a job delayed due to COVID-19, (e) experience an adverse financial consequence as a result of your spouse or member of your household being quarantined, being furloughed or laid off, having work hours reduced due to COVID-19, being unable to work due to lack of childcare due to COVID-19, having a reduction in pay (or self-employment income) due to COVID-19, or having a job offer rescinded or start date for a job delayed due to COVID-19; or (f) experience an adverse financial consequence as a result of closing or reducing hours of a business owned or operated by your spouse or a member of your household due to COVID-19.

[3] "Coronavirus-Related Distribution" is any distribution made from January 1, 2020 to December 30, 2020, to a Coronavirus-Affected Participant, to the extent that the distribution, when aggregated with all other Coronavirus-Related Distributions to the Coronavirus-Affected Participant does not exceed $100,000.

Note that if you have made Roth Contributions for a 5-year period and have reached age 59½ or become disabled, the withdrawals of the Roth Contributions and the related earnings will not be subject to taxes. The 5-year contribution period begins on January 1 of the first year in which you make Roth Contributions. Withdrawals are also tax-free for your beneficiary if you die after the Roth Contributions have been held for the 5-year period. If you do not meet the requirements for tax-free withdrawal, the earnings on the Roth Contributions will be subject to taxation but the amount you contributed as Roth Contributions is never subject to taxation upon distribution.

In-Service Withdrawal Prior to Age 59 ½

You can withdraw all or a portion of your After-Tax Contributions and the related earnings for any reason at any time regardless of age. Because you have already paid taxes on those contributions, they will not be subject to taxes when you withdraw them but related earnings will be subject to taxes. When you withdraw less than all of your After-Tax Contributions, withdrawals are determined to come from the following sources to the extent such amounts can be separately determined.

1. After-Tax Contributions made prior to January 1, 1987.
2. From After-Tax Contributions made after December 31, 1986 and income allocable to such contributions.
3. To income allocable to After-Tax Contributions made prior to January 1, 1987

To the extent that amounts cannot be separately determined, the entire withdrawal is deemed to be an amount, determined on a pro-rata basis that is attributable to all After-Tax Contributions and all income allocable to such After-Tax Contributions.

Rollover Account Withdrawal

You may elect to withdraw all or a portion of your Rollover Account, you may make the withdrawal at any time and you may specify the receipt of a distribution by fund and/or by source.

Hardship Withdrawals

You may elect to withdraw a portion of your account balance to meet a qualified financial hardship. You may request a hardship withdrawal from your After-Tax Contributions account, Rollover account, Matching Contributions account, Before-Tax Contributions account (including earnings effective January 1, 2019), and Roth Contributions account (including earnings effective January 1, 2019). Hardship withdrawals are not available from the Employer Transition Contributions account or the Retirement Accumulation Contributions account or from the earnings on the Before-Tax Contributions account and Roth Contributions account. According to Internal Revenue Service regulations, a qualified financial hardship must be related to one of the following reasons:

1. Expenses for medical care, or expenses necessary to obtain medical care, incurred by you, your spouse, or dependent(s);
2. Payment of tuition, related educational fees and room and board expenses for the next 12 months of post-secondary education for you, your spouse, or dependent(s);
3. Purchase of your principal residence;
4. Payments necessary to prevent your eviction from, or the foreclosure of the mortgage on, your principal residence;
5. Payments for burial or funeral expenses for your parent, spouse, children or dependent; and
6. Expenses for the repair of damage to your principal residence that qualify as a casualty deduction on your Federal income tax return.

There are other important rules:

1. The amount withdrawn cannot be in excess of the amount of the immediate and heavy financial need plus the amount necessary to pay the taxes on the hardship withdrawal;
2. You must have obtained all other forms of distribution currently available from all plans maintained by the Employer and, for Plan Years commencing on and after January 1, 2002 and prior to January 1, 2019, all nontaxable loans currently available from all plans maintained by the Employer (for Plan Years commencing on and after January 1, 2019, you are no longer required to obtain all nontaxable loans currently available from all plans maintained by the Employer);
3. Effective for Plan Years commencing on and after January 1, 2002 and prior to January 1, 2019, following a Hardship Withdrawal, you may not make Before-Tax Contributions, Roth Contributions, and/or After-Tax contributions to the ISP, or any contributions to any similar Employer plan, for 6 months. Effective for Plan Years commencing on and after January 1, 2019, there will be no suspension of Before-Tax Contributions, Roth Contributions and/or After-Tax Contributions to the Plan;

4. Effective January 1, 2020, you must represent (in writing or by an electronic medium) that you have insufficient cash or liquid assets reasonably available to satisfy the financial need; and

5. You will be subject to a special 10% excise tax in addition to regular income taxes upon distribution if you have not yet attained age 59½.

If you are granted a Hardship Withdrawal, the dollar amount necessary to satisfy the financial need will be withdrawn in the following order of priority;

1. After-Tax Contributions made prior to January 1, 1987;

2. Remaining After-Tax Contributions and related earnings;

3. Rollover account including earnings;

4. Employer Matching Contribution account including earnings;

5. Before-Tax Contribution account, including earnings effective January 1, 2019; and

6. Roth Contributions account, including earnings effective January 1, 2019.

LOANS

The loan feature allows you to borrow money from your account. When you take a loan from the ISP, you pay yourself back through convenient payroll deduction so the money will be there when you retire. All of the vested money in your account and all earnings, except the Employer Transition Contributions account and Retirement Accumulation Contributions account (effective February 15, 2013), are available for loans, subject to the following rules:

- The minimum loan amount is $1,000;

- The maximum loan amount is the lesser of: (a) 50% of your vested account balance, excluding your Employer Transition Contributions account and Retirement Accumulation Contributions account (effective February 15, 2013), or (b) $50,000. The $50,000 maximum loan limit in (b) is reduced by the amount of the highest outstanding loan balance at any time during the prior 12 month period. For a loan made from the Plan to a Coronavirus-Affected Participant during the 180-day period beginning on March 27, 2020, the maximum loan percentage will be applied by substituting "100%" for "50%" and the maximum loan amount will be determined by substituting "$100,000" for "$50,000";

- Effective January 1, 2015, you may have up to two (2) loans outstanding at one time (subject to the dollar maximum, described above), and
- In the event of a default on a loan, the outstanding balance of the loan, together with unpaid interest, will be deducted from your account prior to distributing any portion of the account to you or your beneficiary. Please note that you may be required to pay taxes on the amount of the loan that is deducted from your account prior to distribution.

Prior to January 1, 2015, the maximum number of outstanding loans was four (4). Participants who had more than two (2) loans as of January 1, 2015 may continue to repay those loans in accordance with the original loan agreements, but after January 1, 2015 no new loans will be issued that will cause the Participant to have more than two (2) outstanding loans.

Loans are paid back, with interest, over a period of up to 5 years. Effective for loans with loan effective dates occurring on or after January 1, 2021, if your loan is used to purchase your primary residence, the repayment period may be extended to a period up to 20 years(for loans with loan effective dates occurring prior to January 1, 2021, a period up to 30 years). The interest rate on your loan will generally be equal to the prime rate in effect on your loan effective date. Because loans are paid back to the Plan, you are not required to pay taxes on the amount of the loan.

The repayments that are due for a Coronavirus-Affected Participant during the period beginning on March 27, 2020 and ending not later than December 31, 2020 may be suspended, provided that the suspension period will not last beyond one year ("suspension period"). The repayments must resume after the end of the suspension period, and the term of the loan will be extended by the duration of the suspension period. Interest accruing during the suspension period will be added to the remaining principal of the loan.

If you terminate employment and you do not repay your loan by the end of the quarter next following the calendar quarter in which the payment was not made (“cure period”), and you leave your vested account under the Plan, you will receive a 1099 reflecting that your account was offset by the amount of such outstanding loan. If you take your vested account under the Plan, you will receive only the amount of your account after the amount of your outstanding loan has been offset and reserved in your account. You have until the end of the cure period to repay the outstanding loan or you will receive a 1099 reflecting that your account was offset by the amount of the outstanding loan.

Effective January 1, 2021, if you have an outstanding loan as of your termination of employment, you may choose to continue to make loan repayments directly to Vanguard in lieu of the acceleration of the outstanding principal loan amount together with accrued interest in accordance with the procedures set forth by Vanguard. .

The transaction fees associated with a loan include an initial processing fee of $40.00 (provided you complete the loan application) or $90 (if you request Vanguard to complete the loan application) as well as a $25.00 annual maintenance fee.

TAXES

While the ISP offers you important tax advantages, it generally does not allow you to avoid taxes forever. However, taxes can be postponed or, in some cases, even reduced. Because tax laws are complex and change from time to time, we cannot cover all tax questions. However, we can give you some idea of what to expect when tax time finally arrives.

Under current tax laws, all of your Before-Tax Contributions, Rollover Contributions, Employer Matching and Employer Discretionary Contributions, Employer Transition Contributions and Retirement Accumulation Contributions and all earnings (including earnings on After-Tax Contributions) accumulate free of Federal and most state income taxes while they remain in the Plan. Taxes are not due until you or your beneficiary receives a distribution or withdrawal from the Plan (loans are not subject to taxes).

Roth Contributions and all earnings accumulate tax-free while these amounts remain in the Plan. Also, if you have made Roth Contributions for a five-year period and have become disabled, died or reached age 59½ at the time of distribution of your Roth Contributions account, the entire distribution, including earnings, will not be subject to income taxes.

If you receive a lump sum distribution, or if you receive installment distributions over a period of less than 10 years, you may be able to make a direct rollover into an IRA or another employer's plan and postpone paying taxes until you take the money out again. If you don't deposit the money into a rollover IRA or another plan, you may still be able to keep your taxes to a minimum if you qualify for favorable tax treatment available to distributions under current tax laws such as income averaging.

If you receive a distribution or withdrawal before you reach age 59½ and do not roll over the distribution to an IRA or similar plan within 60 calendar days, you may be subject to a special

10% excise tax in addition to regular income taxes as a penalty for early distribution. This penalty does not apply if a distribution is made after separation from service after you attain age 55, or if the distribution was made following your death or disability.

Because tax laws are so complex and change often, you should consult your own tax advisor before you receive any money from the Plan.

EFFECT ON OTHER BENEIFTS

While your Before-Tax Contributions will reduce the amount of your pay subject to Federal and most state income taxes, they will not reduce your other pay-related benefits (such as Social Security benefits). Other pay-related benefits are based on your total base salary regardless of the amount you are contributing to the Plan.

SECTION 3
ADDITIONAL INFORMATION ABOUT THE PLAN

SPECIAL CONTRIBUTION TESTS

Certain contributions to the Plan are subject to special limitation tests established by the Internal Revenue Code. The tests are designed to ensure that all employees benefit under the Plan on a fair and equitable basis. If for some reason the tests are not met, the Before-Tax Contributions, Roth Contributions, After-Tax Contributions, Employer Matching Contributions, Employer Discretionary Contributions and Employer Transition Contributions of highly compensated employees may have to be reduced or returned to the highly compensated employees. For 2021, you are generally considered a highly compensated employee if your 2020 pay exceeded $130,000. This amount is indexed for inflation. You will be notified if your contributions are affected by the tests.

PENSION BENEFIT GUARANTY CORPORATION

The Plan is fully funded at all times through contributions to individual participant's accounts held in a trust fund. If the Plan were to terminate, every Participant would receive the total market value of his or her account balance, as adjusted for investment gains and losses, as of the date of the Plan's termination.

Benefits under this defined contribution Plan are not insured by the Pension Benefit Guaranty Corporation (a government agency which insures certain benefits provided by certain types of retirement plans) because the law does not extend plan termination insurance to this type of plan.

APPEALING A DENIED CLAIM

If you or your beneficiary make a claim for benefits under the Plan, and all or part of the claim is denied, the Plan Administrator will notify you (or your beneficiary) within 90 days after receipt by the Plan Administrator of the application. This notice will state the following: specific reasons for the denial of the claim; specific reference to pertinent provisions of the Plan on which the denial is based; a description of any additional material or information necessary to perfect the claim and an explanation of why such material or information is necessary; further steps which you or your beneficiary may take in order to have the claim reviewed (including a statement that you or your duly authorized representative may review plan documents and submit issues and comments regarding the claim to the Plan Administrator); and a statement of your right to bring a civil action under Section 502(a) of ERISA following an adverse determination on appeal.

The appeal process is stated below for your information.

1. Within 60 days after your receipt of the mailing of the Administrator's notice of adverse benefit determination, you (or your beneficiary) may appeal that denial by filing a written, signed request for a full and fair review of your claim with the Plan Administrator. You will be provided the opportunity to submit written comments, documents, records, and other information relating to the claim for benefits, and you shall be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits. The review shall take into account all comments, documents, records, and other information submitted by you relating to the claim, without regard to whether such information was submitted or considered in the initial benefit determination.

2. The Plan Administrator will render a decision with respect to your appeal within 60 days after the filing of the notice of appeal unless special circumstances require additional time. In such a case, the decision will be made within 120 days of the notice filing. The Plan Administrator will send you a written report of the decision, based on the facts, applicable provisions of the Plan and the administrative rules and regulations of the Plan.

3. The Administrator’s written report of the decision will state the specific reason or reasons for the adverse determination; reference the specific plan provisions on which the benefit determination is based; state that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits; describe any voluntary appeal procedures offered by the Plan and your right to obtain the information about such procedures, and provide a statement of your rights to bring a civil action under Section 502(a) of ERISA following an adverse determination on appeal.

4. If you disagree with the final decision, you may then file a lawsuit seeking your benefit under ERISA. However, courts generally require that you complete all the steps available to you under the Plan’s claims procedure in a timely manner before you seek relief through a lawsuit. This is called “exhausting your administrative remedies.”

ASSIGNING YOUR BENEFITS TO OTHER PEOPLE

The exclusive purpose of the ISP is to provide benefits for you and your survivors. Assets held by the Plan cannot be used for any other purpose while the Plan continues. This applies both to your Employer and you. You cannot assign, transfer or pledge your benefits nor use them as collateral for any loans outside the Plan.

However, the ISP must obey a so-called "Qualified Domestic Relations Order" (such as a divorce decree), issued by a court of law, that requires a percentage of your benefits to be paid to your spouse, former spouse, child, or dependent. Specific standards must be met for the court order to be "qualified." You may request a copy of the ISP's written QDRO procedure by contacting the Human Resources department. Copies of the procedures will be provided free of charge. You should understand that the ISP has no choice in these matters. The ISP must comply with a qualified order of the court. The Plan Administrator will make every effort to notify you as soon as it becomes aware of any attempt to subject your benefits to a court order.

Also, if you are subject to certain types of judgments or settlements, the amount of the judgment or settlement may be offset against your account and paid to the Plan in accordance with the judgment or settlement. This offset of your account may occur if you are convicted of a crime involving the Plan or become subject to a civil (court) judgment, or a settlement agreement with the Department of Labor, related to the violation of the rules under ERISA related to fiduciaries.

SPECIAL REQUIREMENTS

Federal law requires certain minimum Plan provisions, which apply to vesting and contributions, must automatically go into effect if the Plan is determined to be a "top heavy" plan. A plan is top heavy if more than 60% of the benefit values under the plan are held for the benefit of "key employees" as defined by law.

This Plan is not currently top heavy, and is not likely to become top heavy in the future. If it does become top-heavy, you will be notified of any changes in Plan provisions that result.

AMENDMENT OR TERMINATION OF THE PLAN

Your Employer reserves the right to change, modify, or discontinue the Plan in whole or in part at any time. However, your Employer has established the Plan for the sole benefit of its participating employees and hopes and expects to continue the Plan. In the event of a termination of the Plan, your entire account will become fully vested and amounts credited to your account will be paid to you, in accordance with applicable law.

YOUR RIGHTS UNDER ERISA

As a participant in the Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides all Plan participants shall be entitled to:

Receive Information About Your Plan and Benefits

- Examine without charge, at the Plan Administrator's office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Pension and Welfare Benefit Administration.
- Obtain, upon written request to the Plan Administrator, copies of all documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Administrator may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.
- Obtain a statement telling you whether you have a right to receive a benefit at normal retirement age (age 59 ½) and if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a benefit, the statement will tell you how many more years you have to work to get a right to a benefit. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit Plan. The people who operate your Plan, called “fiduciaries” of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of the Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file a suit in Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

You may receive from the Plan Administrator, upon written request, information as to whether a particular employer is a sponsor of the Plan, and if so, the sponsor's address.

If you have questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, DC 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

FACT SHEET

Plan Name
The Grange Enterprise Incentive Savings Plan

IRS Employer Identification Number (EIN)
83-2949300

Plan Number
002

Trustee
Vanguard Group
P.O. Box 2900
Valley Forge, PA 19482

Plan Sponsor
Grange Holdings Inc.
671 S. High Street
P.O. Box 1218
Columbus, Ohio 43216-1218
(614) 445-2789

Plan Administrator
ISP Administrative Committee
671 S. High Street
P.O. Box 1218
Columbus, Ohio 43216-1218
(614) 445-2789

Agent for Service of Legal Process
General Counsel
Grange Holdings Inc.
671 S. High Street
P.O. Box 1218 Columbus, Ohio 43216-1218
Legal process may also be served on the Plan Administrator or Plan Trustee.

Plan Fiscal Year
January 1 through December 31

Type of Plan
This Plan constitutes a 401(k) and profit sharing plan for purposes of Section 401 and other provisions of the Internal Revenue Code. The Plan is also designated as an “ERISA 404(c)” Plan subject to the provisions of 404(c) of ERISA. The Plan is administered by the ISP Administrative Committee, the members of which are appointed by the Chief Executive Officer of Grange Holdings Inc.