

PLAN HIGHLIGHTS

On the following pages, you will find important information about the Southeast Texas Classic Automotive, Inc. 401(k) Profit Sharing Plan. The information in the guide is just an overview of the plan's features. For more detailed information about your plan, you can request your plan's Summary Plan Description (SPD) from your Plan Administrator.

Excessive trading can harm a fund's performance and the retirement security of long-term investors. Mutual fund companies and other providers of retirement investment products have rules prohibiting this practice in order to protect the interests of all investors. The Excessive Trading Monitoring Program is part of Empower's ongoing commitment to help all our investors grow and protect their wealth. The program is designed to identify participants who are engaging in excessive trading of one plan investment for another plan investment and to stop such trading. Visit www.retirement.prudential.com for more information.

This plan follows guidelines set forth by 404(c). In dealing with participant investment self-direction, 404(c) has garnered much interest as a means for plan sponsors to avoid or reduce fiduciary liability for participant investment choices in a participant-directed investment plan. This plan chooses to comply with specific requirements regarding information about investment options, number and type of investment options, as well as an ability to move balances between those options on a reasonably frequent basis.

ENROLLMENT AND ELIGIBILITY

- You will be able to enroll upon completion of 60 day(s) of service. You may enroll on the first of the month, after meeting your eligibility requirement.
- Special Note: You may be eligible to make payroll contributions to the plan as a "long-term part-time employee", which is a special status under the plan that allows you to participate if you work at least 500 hours but less than 1000 hours during three consecutive 12-month periods. Please note that under the terms of the plan "long-term part-time employees" may make payroll contributions but may not be eligible for the employer contributions that may be described in this booklet. Please refer to the Plan's SPD or contact your employer to obtain a copy.

YOUR CONTRIBUTIONS

You may contribute:

- 1% to 25% of your annual pay before taxes are deducted.*
- You may make Roth contributions to your retirement plan account.*
- If you will be at least 50 years old in 2023, you are also eligible to make an additional before-tax catch-up contribution of \$7,500 per year.

- You may change your contribution amount any time.
- You may roll over money to your account, in any amount, from another similar retirement plan. Refer to the Plan Document for further information.

* In 2023, federal tax law allows you to make a combined contribution of before-tax and Roth contributions to your retirement plan up to \$22,500.

CONTRIBUTION ACCELERATOR - an easy way to raise your contribution amount over time - through your plan's optional contribution accelerator feature. Here's how it works:

- You are automatically enrolled in this feature unless you opt out.
- Your contribution amount will increase by 1% annually, up to a maximum of 15% of your pay.
- You can opt out of this feature at any time.

ROTH CONTRIBUTIONS

Your retirement plan allows you to make Roth contributions to your account. Roth contributions combine the savings and investment features of a traditional before-tax retirement program with the tax-free distribution features of the Roth IRA. If you meet certain requirements down the road, the Roth money you withdraw at retirement - and any investment earnings - won't be taxable. When deciding if you should make Roth contributions, consider the following scenarios:

- If your tax rate will be higher in retirement than it is today, making designated Roth contributions may make sense for you.
- If your tax rate will be lower in retirement than your working years, you may benefit more from making before-tax contributions and deferring your tax obligation until retirement.
- With tax rates in retirement being uncertain, you may choose to diversify your taxation by making both before-tax and Roth contributions to your retirement plan.

To help you determine if Roth contributions are appropriate for you, visit roth.connectwithpru.com and enter your personal data into our Roth contribution calculator.

YOUR EMPLOYER'S CONTRIBUTIONS

The employer may make contributions to your account; this amount may vary from year to year.

In 2023, federal tax law allows employee and employer contributions up to a combined total of \$66,000 or 100% of compensation, whichever is less.

You can direct employer contributions to any investment in your plan.

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WHAT IS VESTING?

"Vesting" refers to your ownership of the money in your account. You are always 100% vested in your own contributions, but it may take longer to become vested in your employer's contributions. Refer to the vesting schedule for details about your employer contributions.

The vesting schedule below applies to the following source:

- COMPANY MATCH

You will be vested in your employer contributions based on the following vesting schedule:

Years of service	Percentage vested
After 2 years	20%
After 3 years	40%
After 4 years	60%
After 5 years	80%
After 6 years	100%

ACCESSING YOUR MONEY

You may be able to access money in your retirement plan account through a loan, in-service withdrawal, or a hardship withdrawal.

LOANS

Your plan allows you to take:	1 loan at one time
Application fee:	\$95 for each loan
Processing fee:	\$12.50 quarterly
Method of repayment:	Payroll Deduction
Tax consequences:	If loan is not paid in full, tax consequences will apply.
Prepayment available:	Yes

GENERAL PURPOSE

Interest rate:	Prime + 2%*
Minimum loan:	\$1,000
Maximum loan:	50% of your vested account balance, up to \$50,000 in a 12 month period*
Repayment period:	0 to 5 years

*Interest is paid back to participant's account. Additional information about loan calculations and loan interest rate details can be found in your plan's loan policy.

PRIMARY RESIDENCE

Interest rate:	Prime + 2%*
Minimum loan:	\$1,000
Maximum loan:	50% of your vested account balance, up to \$50,000 in a 12 month period*
Repayment period:	5 to 10 years

*Interest is paid back to participant's account. Additional information about loan calculations and loan interest rate details can be found in your plan's loan policy.

Any outstanding loan balance not paid back at termination becomes taxable in the year of default. Under the Tax Cuts and Jobs Act, for defaults related to termination of employment after 2017, the individual has until the due date of that year's return (including extensions) to roll over this amount to an IRA or qualified employer plan.

In-service withdrawals*

While employed, you may make in-service withdrawals within plan restrictions. A minimum withdrawal amount applies of \$1.00 annually.

Hardship withdrawals*

While employed, you may take a withdrawal request due to a financial hardship, within plan restrictions.

One of the following requirements must apply to qualify for hardship withdrawal:

- Purchase or construction of a principal residence
- Payment for higher education expenses
- Major medical expenses
- Preventing eviction from, or foreclosure on, a principal residence
- Payment of funeral or burial expenses for your spouse or dependents
- Repair of damage to participant's primary residence that qualifies for casualty deduction
- Expenses and losses as a result of a federally declared disaster
- Additional requirements to qualify for a hardship withdrawal can be located in the plan's SPD.

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***Withdrawals:** The taxable portion of a withdrawal is taxed as ordinary income and will be subject to an additional early distribution penalty tax if you receive the withdrawal before age 59½. The total amount of the withdrawal may not be more than the amount required to meet your immediate financial need, however, you may have the option to “gross-up” the amount you receive to cover taxes. You may want to consult a tax professional before taking a withdrawal from the plan.

Important note!

Amounts withdrawn, except for qualified withdrawals from Roth sources, are generally taxed at ordinary income tax rates. Amounts withdrawn before age 59½ may be subject to a 10% federal income tax penalty, applicable taxes and plan restrictions.

Neither Empower nor any of its affiliates provide tax or legal advice for which you should consult your qualified professional.

In order for distributions to be made from a Roth source free of penalties and federal income taxes, your Roth account must have been established at least five tax years before the withdrawal and your distribution must be: a) made on or after the date you attain age 59½; b) made to your beneficiary or your estate after your death; or c) attributable to your being disabled; or d) taken because you are a qualified first-time home buyer (lifetime limit of \$10,000).

RETIRING OR LEAVING THE EMPLOYER

It's important to learn about all options regarding your account balance before you retire or separate from service. You will need to make a decision about what to do with your vested account balance when one of the following events occurs:

- Your employment with Southeast Texas Classic Auto ends.
- You retire from Southeast Texas Classic Auto at the normal retirement age of 65.
- You retire from Southeast Texas Classic Auto at the early retirement age of 62.
- You become permanently disabled.
- Your death. Your beneficiary is entitled to your account balance when you die; they are responsible for all federal income tax imposed. Distribution upon death may also be subject to federal and state inheritance and estate taxes.
- If you separate from service before the year you reach age 55, you may be subject to an additional early withdrawal penalty tax if you receive a taxable distribution prior to age 59 ½.

When any of the events listed above occur, you or your beneficiary will have several distribution options. It's important to understand each of the distribution options listed in your plan's Summary Plan Description, before you make your decision. For assistance, please contact a representative at **1-877-778-2100**.

Keeping it in the plan

At the time benefits are payable, the amount of your vested account balance will determine how your account is handled. Refer to the schedule below :

Your vested account balance	Impact to your money
Less than \$1,000	Paid in lump sum, regardless of prior elections*
Greater than \$1,000 but less than \$5,000	If you do not choose to receive a distribution, Empower will follow the direction of the plan.
Greater than \$5,000	Your money will continue to grow tax-deferred in your account.

*Standard 20% withheld.

Directly rolling it over

You can choose to move or “roll” money over into another qualified retirement plan, a Traditional Individual Retirement Account (IRA), or Roth IRA. This allows your money to continue growing tax-deferred. This is based on our understanding of the tax law. You may wish to discuss this matter with your tax advisor. Because each situation is unique, neither we nor our representatives can provide tax or legal advice.

Having account balance paid in installments

You can withdraw your account balance in a series of payments, in an amount over a period of time determined by the employer.

Lump sum

You may choose to take a full or partial lump sum distribution. A 20% federal income tax may be applied.

INVESTMENT TYPES

This section is designed to provide general information about different types of investments. Not all plans offer investments in every category. Information about the specific investments offered through your plan is available in the Investment Options section of this guide. The main types of investments in which participants generally invest:

Stable-Value Investments: These investments combine safety of principal, liquidity and a competitive rate of return with potentially improved earnings power versus alternative short-term investments.

Fixed-Income Investments: Invest in corporate and government bonds. They can go up or down in value each day, so they carry more risk than stable-value investments, but also offer more opportunity for a potentially larger return. Fixed income investment mutual funds are subject to interest rate risk; their value will decline as interest rates rise.

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Stocks/Equities: Stock funds also called equity investments represent ownership in funds, which own shares of corporations. Stock funds offer you a chance to share in the profits or losses of those corporations. Stock funds have the potential for higher returns, but they carry more risk than the other investment options.

Allocation: Allocation investments combine fixed-income and stock components to offer you a combination of the interest income from fixed-income investments and the growth potential of stock investments. As a result, allocation investments typically do not experience the full ups and downs of the stock market.

Retirement Income: Although they may vary in structure, these options are designed to provide a steady stream of income for life.

INVESTMENT OPTIONS

Southeast Texas Classic Automotive, Inc. 401(k) Profit Sharing Plan offers a selection of investments to choose from. You can decide how you want your money invested, and may move money between investments anytime. Please refer to the disclosures at the end of this section for a description of any restrictions that may apply.

Stable Value

Guaranteed Income Fund**

Fixed Income - Intermediate Core Bond

Fidelity U.S. Bond Index Fund

High Grade Bond / GSAM Fund*

Allocation - Target-Date Retirement Income (With Income Guarantee)

Prudential Day One IncomeFlex Target Balanced Fund*

Allocation - Balanced Value

Balanced I Fund (sub-advised by Wellington Management)

Large Cap - Value

Large Cap Value / Barrow Hanley Fund*

Large Cap Value / LSV Asset Management*

Large Cap - Blend

Fidelity 500 Index Fund

Large Cap - Growth

Large Cap Growth / Jennison Fund*

Mid Cap - Value

Mid Cap Value / Integrity Fund*

Mid Cap - Blend

Fidelity Mid Cap Index Fund

Mid Cap - Growth

Mid Cap Growth / Artisan Partners Fund*

Small Cap - Value

Small Cap Value / Silvercrest Asset Management Fund*

Small Cap - Blend

Fidelity Small Cap Index Fund

Small Cap - Growth

SA/Invesco Small Cap Growth Strategy*

International - Large Value

International Value I Fund (managed by Causeway Capital)*

International - Large Blend

Fidelity Total International Index Fund

International - Large Growth

International Growth / Artisan Partners Fund*

Sector - Domestic Real Estate

Prudential Real Assets Fund*

*These investments are included in your plan's GoalMaker portfolios. These investments are subject to change. You will be notified in writing in advance of any such change.

Generally, distributions resulting from your termination of employment, retirement, death or disability, hardship withdrawals and minimum required distributions will always be paid in full without any fees or restrictions and will not be deferred. Prudential reserves the right to defer certain other withdrawals from GIF assets if your plan's pool level cashflow exceeds 10% of the pool's beginning of calendar year balance. A pool consists of similar contracts that are funded with us in the same calendar year. This availability of withdrawals and distributions is subject to the specific provision of your retirement plan.

Under most circumstances, transfers to competing funds will not be restricted. However, Prudential reserves the right to restrict transfers to competing funds from this and any other plan investment. Competing funds are generally money market investments, stable value investments, or funds with an allocation of 50% or more to fixed income securities.

If the SEC has suspended or otherwise restricted trading, or another emergency outside of our control exists, Prudential may defer transfers, distributions or disbursements for up to six months.

GOALMAKER

Your retirement plan offers GoalMaker®, an optional easy-to-use asset allocation program that will invest your contributions in a portfolio that matches your investor style and years to retirement with a desire to protect your income in retirement.

By enrolling in GoalMaker, you direct Prudential to immediately reinvest your future contributions and existing account balance (if applicable) to match this investment allocation. Your entire account will be rebalanced according to this portfolio unless a restriction is in place or a portion of your account is invested in a restricted source that isn't available through GoalMaker. Of course, as your goals and years to retirement change, you can select a new portfolio at any time without charges or penalties. Making an allocation change, however, will cause you to no longer be enrolled in the GoalMaker program.

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The GoalMaker portfolio you choose will be automatically rebalanced at a frequency determined by your plan. Automatic rebalancing with GoalMaker ensures your asset allocation stays in line with your original investment objectives. During the rebalancing process, money is moved among investments in your GoalMaker portfolio to maintain the allocation percentages you choose.

Additionally, GoalMaker's optional age adjustment feature automatically adjusts your allocations over time, based on the number of years you have left until retirement. How does it work? If you choose a conservative investor portfolio with 11-15 years to retirement, once you reach an age that brings you ten years before your expected retirement age, your account will automatically be updated to the conservative investor portfolio with 6-10 years to retirement.

In the critical years leading up to your retirement, a market decline could have a significant impact on your retirement strategy. To help protect you from this risk, if you elect to protect your retirement income, GoalMaker will automatically include an allocation to Prudential IncomeFlexTarget® once you attain age 55 or older.

IncomeFlex Target provides a degree of certainty for that portion of your portfolio by guaranteeing that your income in retirement will not decrease due to market declines you may experience while you are saving. An additional guarantee fee of 1.00% is also assessed for this increased protection. The fee only pertains to the dollars invested in IncomeFlex Target and is assessed in the same way as standard Investment Management fees. See the Prudential IncomeFlexTarget® Important Considerations for more details.

To see how your money would be invested across various asset classes, find your Investor Style code in the chart below that matches your investing style.

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Guarantees are based on the claims-paying ability of the insurance company and are subject to certain limitations, terms and conditions. To maintain the IncomeFlex benefit, you must invest in one or more Prudential IncomeFlex Funds. Like all variable investments, these funds may lose value. Guaranteed growth of the income base, if applicable, ends at age 70 or when guaranteed withdrawals begin, whichever is earlier. Withdrawals in excess of the guaranteed lifetime income amount will reduce future guaranteed withdrawals proportionately.

Prudential IncomeFlex funds are investment options available under group variable annuity contracts issued by Prudential Retirement Insurance and Annuity Company (PRIAC). PRIAC does not provide any guarantee of the investment performance or return of contributions to those separate accounts. PRIAC's guarantee of certain withdrawals is supported by PRIAC's general account and is contingent on its claims paying ability. Guarantees are subject to certain limitations, terms, and conditions. You should consider the objectives, risks, charges, and expenses of the funds and guarantee features before purchasing this product. You should carefully review the Prudential IncomeFlex Important Considerations before purchasing this product. Product availability and terms may vary by jurisdiction. Subject to regulatory approvals. Contract form number GA-2020-IFGW2-0805 or state variations thereof.

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GoalMaker Allocations

Investment options	Conservative				Moderate				Aggressive			
	C01	C02	C03	C04	M01	M02	M03	M04	R01	R02	R03	R04
	0-5 years	6-10 years	11-15 years	16+ years	0-5 years	6-10 years	11-15 years	16+ years	0-5 years	6-10 years	11-15 years	16+ years
Stable Value												
Guaranteed Income Fund	41%	36%	22%	11%	32%	22%	14%	5%	18%	14%	7%	0%
Fixed Income (Long Term & Intermediate)												
High Grade Bond / GSAM Fund	34%	29%	25%	18%	27%	25%	20%	9%	25%	20%	11%	0%
Retirement Income												
Prudential Day One IncomeFlex Target Balanced Fund	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Large Cap Stock - Growth												
Large Cap Growth / Jennison Fund	5%	7%	10%	13%	8%	10%	12%	16%	11%	12%	15%	19%
Large Cap Stock - Value												
Large Cap Value / LSV Asset Management	2%	3%	5%	6%	4%	5%	6%	8%	5%	6%	7%	9%
Large Cap Value / Barrow Hanley Fund	3%	4%	5%	7%	4%	5%	6%	8%	6%	6%	8%	10%
Small/Mid Cap Stock - Growth												
SA/Invesco Small Cap Growth Strategy	1%	1%	2%	3%	1%	2%	3%	5%	3%	3%	4%	6%
Mid Cap Growth / Artisan Partners Fund	1%	2%	3%	4%	2%	3%	4%	5%	3%	4%	5%	6%
Small/Mid Cap Stock - Value												
Mid Cap Value / Integrity Fund	1%	2%	3%	4%	2%	3%	4%	5%	3%	4%	5%	6%
Small Cap Value / Silvercrest Asset Management Fund	1%	1%	2%	3%	1%	2%	3%	5%	3%	3%	4%	6%
International Stock												
International Growth / Artisan Partners Fund	3%	5%	8%	11%	6%	8%	10%	13%	8%	10%	12%	15%
International Value I Fund (managed by Causeway Capital)	3%	4%	7%	11%	6%	7%	9%	12%	7%	9%	12%	14%
Diversified Real Assets												
Prudential Real Assets Fund	5%	6%	8%	9%	7%	8%	9%	9%	8%	9%	10%	9%

Keep in mind that application of asset allocation and diversification concepts does not ensure safety of principal and interest. **It is possible to lose money by investing in securities.**

These model portfolios are provided as samples and not as investment recommendations. The model portfolios are based on generally accepted investment practices and take into account the principles of modern portfolio theory, in which allocations are adjusted in an effort to achieve maximum returns for a given level of risk. You should consider other assets, income, and investments (e.g. equity in a home, Social Security benefits, individual retirement plan investments, etc.) in addition to your interest in the plan, to the extent those items are not taken into account in the model before applying these models to your individual situation. Please note that in addition to the specific investments used in the GoalMaker model portfolios, other designated investment alternatives have similar risks and return characteristics. Information regarding those designated investment alternatives can be found in your plan enrollment materials or by logging into your retirement account at Prudential.com. The GoalMaker portfolios are subject to change including, for example, the replacement of investment options and allocations within the portfolios. You will be notified in writing in advance of such changes. Past performance of investments or asset classes does not guarantee future results.

GoalMaker's model allocations are based on generally accepted financial theories that take into account the historic returns of different asset classes. But, of course, past performance of any investment does not guarantee future results. Participants should consider their other assets, income and investments (e.g. equity in a home, Social Security benefits, individual retirement plan investments, etc.) in addition to their interest in the plan, to the extent those items are not taken into account in the model. Participants should also periodically reassess their GoalMaker investments to make sure their model portfolio continues to correspond to their changing attitudes and retirement time horizon.

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GoalMaker Allocations With Income

Investment options	Conservative				Moderate				Aggressive			
	CI1	CI2	CI3	CI4	MI1	MI2	MI3	MI4	RI1	RI2	RI3	RI4
	0-5 years	6-10 years	11-15 years	16+ years	0-5 years	6-10 years	11-15 years	16+ years	0-5 years	6-10 years	11-15 years	16+ years
Stable Value												
Guaranteed Income Fund	10%	9%	6%	4%	14%	11%	8%	4%	13%	11%	6%	0%
Fixed Income (Long Term & Intermediate)												
High Grade Bond / GSAM Fund	13%	10%	8%	5%	16%	12%	9%	4%	15%	11%	7%	0%
Retirement Income												
Prudential Day One IncomeFlex Target Balanced Fund	70%	70%	70%	70%	50%	50%	50%	50%	30%	30%	30%	30%
Large Cap Stock - Growth												
Large Cap Growth / Jennison Fund	2%	2%	4%	5%	4%	5%	6%	8%	8%	9%	11%	13%
Large Cap Stock - Value												
Large Cap Value / LSV Asset Management	1%	1%	2%	2%	2%	2%	3%	4%	4%	4%	5%	6%
Large Cap Value / Barrow Hanley Fund	1%	1%	2%	3%	2%	3%	3%	4%	4%	5%	6%	7%
Small/Mid Cap Stock - Growth												
SA/Invesco Small Cap Growth Strategy	0%	0%	0%	0%	1%	1%	1%	2%	2%	2%	2%	4%
Mid Cap Growth / Artisan Partners Fund	0%	1%	1%	1%	1%	1%	2%	2%	2%	2%	3%	4%
Small/Mid Cap Stock - Value												
Mid Cap Value / Integrity Fund	0%	1%	1%	1%	1%	1%	2%	2%	2%	2%	3%	4%
Small Cap Value / Silvercrest Asset Management Fund	0%	0%	0%	0%	1%	1%	1%	2%	2%	2%	2%	4%
International Stock												
International Growth / Artisan Partners Fund	1%	2%	2%	3%	3%	5%	6%	7%	6%	8%	9%	11%
International Value I Fund (managed by Causeway Capital)	0%	1%	2%	3%	2%	4%	5%	6%	6%	7%	9%	10%
Diversified Real Assets												
Prudential Real Assets Fund	2%	2%	2%	3%	3%	4%	4%	5%	6%	7%	7%	7%

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