



MASONITE SAVINGS PLAN (THE “PLAN”)

PLAN HIGHLIGHTS

Saving for retirement may be easier than you think with the Masonite Savings Plan.

Welcome to the Masonite Savings Plan (the “Plan”). Masonite Corporation is proud to offer a benefit package that is designed to support you and your family’s financial health. The Plan provides a matching contribution from Masonite, access to advice services, and a lineup of investment choices.

ENROLL

You are eligible to enroll in the Plan immediately and begin making contributions on the first day of the month after you have been employed by Masonite Corporation for three months.

- Register and enroll at **workplace.schwab.com** > or through the Schwab Workplace Retirement App¹ at **workplace.schwab.com/mobile**.
- Select **Register Now** to establish your login credentials.
- Once registered, log in and follow the prompts to enroll.

Or, call Schwab Retirement Plan Services, Inc. at **1-800-724 7526**, Monday through Friday, between 7 a.m. and 11 p.m. ET.

Once you enroll in the Plan, your contributions will begin as soon as administratively feasible.

What happens if you don’t enroll? We’ll do it for you.

- You’ll be automatically enrolled in the Plan 12 months after becoming eligible at a pre-tax contribution rate of 3%.
- Your contributions will be invested automatically in one of the JPMorgan SmartRetirement target date funds² based on your date of birth, as determined by the Plan.
- You can elect not to participate (opt out) or choose a different contribution rate or different investments.
- To opt out, you MUST go online to **workplace.schwab.com** or contact Schwab Retirement Plan Services, Inc. at **1-800-724-7526**.
- You have the ability to change your deferral and/or investment elections at any time.

DESIGNATE A BENEFICIARY

Take care of those who matter most. Make sure your Plan account balance will be distributed as you wish by designating a beneficiary today.

- Take action now. Log in to **workplace.schwab.com** and go to **My Profile > Beneficiaries**, or contact Schwab Retirement Plan Services at **1-800-724-7526**.



SAVE

You may contribute up to 75% of your eligible compensation, up to IRS limits (these limits change annually and can be found at workplace.schwab.com).

- **Pre-tax:** You may contribute to the Plan before taxes are deducted from your paycheck each pay period.
- **Roth 401(k):** You may also make Roth 401(k) contributions.³ If you elect to make Roth 401(k) contributions, they will be deducted from your paycheck after taxes are withheld.

You may change your contribution rate or stop making contributions at any time. Any change will be made as soon as administratively feasible.

Company contributions

One of the benefits of saving in the Plan is Masonite's company matching contribution.⁴ If you don't enroll in the Plan, you may be leaving behind an important employer benefit—additional contributions toward your retirement savings.

- When you contribute to the Plan, Masonite will match 100% of each dollar you contribute up to 5% of eligible compensation.
- To maximize your company match, log in to workplace.schwab.com and go to **Manage Account > Contributions**.

Vesting

Vesting refers to the ownership of your Plan account. If you own 100% of your Plan account, you are said to be fully, or 100%, vested.

- You are always 100% vested in your own contributions, including any rollovers you make to your Plan account.
- You are also 100% vested in the company contributions made to your Plan account.

INVEST

The Plan offers a variety of investment choices. Log in to workplace.schwab.com and go to **Manage Account > Fund Performance** for the full investment lineup, including links to fund fact sheets.

GET PERSONALIZED ADVICE

Your Plan offers you access to third-party personalized advice.⁵ This benefit can play a key role in your retirement savings goals. This advice:

- Calculates a target retirement income goal
- Provides personalized recommendations on how much to save for retirement, when you can plan to retire, and when to start taking Social Security benefits
- Selects the investments for your retirement Plan account, based on the investments available within your Plan



The power of personalization

Information such as salary, account balance, savings rate, estimated Social Security benefits, or other sources of income creates a more holistic view of you, your retirement income goals, and your investment style.

Advice is provided by GuidedChoice, an independent registered investment advisor.

It's easy to get started. Log in to your account at **workplace.schwab.com** to access the self-serve advice tool or schedule an appointment to chat one-on-one with an Advice Consultant, who can walk you through the process and explain GuidedChoice's recommendations to you.

ACCESS YOUR MONEY

While the Plan is intended to help you plan and save for retirement, there may be times when you need the available vested balance in your Plan account. Your choices are:

- **Loans:** You may request a loan against your Plan account, but you may have only one loan from the Plan at any time.
- **Withdrawals:** You may request a withdrawal from your Plan account under certain circumstances, such as attaining age 59½ or if you have a financial hardship. Consider discussing taxes and possible penalties with a tax advisor before requesting a withdrawal.

MASONITE SAVINGS PLAN

¹ Requires a wireless signal or mobile connection. System availability and response times are subject to market conditions and your mobile connection limitations. Functionality may vary by operating system and/or device.

² This investment option is a collective trust fund and is not a registered investment company product.

³ Earnings on Roth 401(k) contributions are eligible for tax-free treatment as long as the distribution occurs at least five years after the year you made your first Roth 401(k) contribution and you have reached age 59½, have become disabled, or have died.

⁴ Employer contributions are paid on a pre-tax basis and may be taxable at withdrawal.

⁵ At the Plan Sponsor's direction, participants may have access to an advice service that can provide participants with a retirement savings and investment strategy for their Plan account, furnished by GuidedChoice Asset Management, Inc.® ("GuidedChoice"), an independent registered investment advisor. Recommendations are formulated and provided by GuidedChoice and can be accessed through workplace.schwab.com. GuidedChoice will select fund investment options appropriate for the participant's strategy from the investment options available under the Plan as selected by the Plan Sponsor or other fiduciary. GuidedChoice services include automatic rebalancing of participant accounts to maintain the asset allocations as recommended by GuidedChoice. Accounts will be rebalanced annually unless participants opt out of this service. GuidedChoice is not affiliated with or an agent of Schwab Retirement Plan Services, Inc. (SRPS); Charles Schwab & Co., Inc. (CS&Co.), a federally registered investment advisor; or their affiliates. Neither SRPS, CS&Co., nor their affiliates supervise, make recommendations with respect to, or take responsibility for monitoring the advice services provided to the participants by GuidedChoice. Advice consultants are registered representatives of CS&Co., not employees of GuidedChoice. Advice consultants may facilitate participant access to the GuidedChoice service but do not provide investment advice or recommendations regarding the GuidedChoice service. The term "personalized advice" refers to personal participant data such as age, salary, and plan account balance, which will form the basis by which GuidedChoice will establish the participant's savings and investment recommendations. For plans that do not include a salary-deferral feature, this service does not include a savings recommendation within the plan; references to savings strategy, savings recommendation, and annual savings adjustments are not applicable to these plans. Diversification and asset allocation strategies do not ensure a profit and cannot protect against losses in a declining market. **There is no guarantee a participant's savings and investment strategy will provide adequate income at or through their retirement. Projections and other information regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results, and are not guarantees of future results. Results may vary with each use and over time.** The advice service includes non-discretionary investment advice, which is available at no additional cost for the non-discretionary investment advice provided by GuidedChoice, beyond the expenses imposed by the underlying investments and the standard fees paid to SRPS and CS&Co. for recordkeeping and related services, including fees paid to Charles Schwab Bank. For a complete list of the investments which are available under the plan as well as fees and expenses that may apply to the Plan account, participants can log in to their Plan account at workplace.schwab.com and click on History & Statements to view the last annual Fee and Investment Notices and any subsequent Change Notices. Participants should carefully consider information contained in the materials furnished at their employer's direction regarding the services provided by SRPS and its affiliates and GuidedChoice, including information regarding compensation, affiliations, and potential conflicts.

The preceding highlights are only a brief overview of the Plan's features and do not constitute a legally binding document. You can find a detailed description of the Plan's features in the Summary Plan Description, which is available from your Human Resources Department. If you have further questions, call Schwab Retirement Plan Services at 1-800-724-7526.

Schwab Retirement Plan Services, Inc. provides recordkeeping and related services with respect to retirement plans and has provided this communication to you as part of the recordkeeping services it provides to the Plan. Trust, custody, and deposit products and services are available through Charles Schwab Bank and Charles Schwab Trust Bank, Members of FDIC.

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