NOTICE TO INTERESTED PARTIES

TRANSFORM 401K SAVINGS PLAN

The Internal Revenue Service ("IRS") reviews tax qualified retirement plans to determine whether they comply with Internal Revenue Code rules, which allow employers to provide tax favored benefits to employees. Transform Midco LLC ("Transform") will submit an application to the IRS to confirm the qualified status of the Transform 401k Savings Plan (the "Savings Plan"). Transform intends the Savings Plan to be tax qualified, and does not intend to change existing eligibility or benefit provisions as a result of the IRS' review.

In connection with the review process, Transform is required to inform participants of their right to submit comments to the IRS and Department of Labor ("DOL") regarding the Savings Plan's compliance with applicable Internal Revenue Code rules.

Please note, the content of this notice is based on IRS model language and does not require any action on your part.

1. Notice to all present employees eligible to participate in the Savings Plan:

   An application is to be made to the IRS for an advance determination on the initial qualification of the Transform 401k Savings Plan.

2. Name of Plan:

   Transform 401k Savings Plan

3. Plan Number: 001

4. Name and Address of Applicant:

   Transform Mico LLC
   3333 Beverly Road B6 169A
   Hoffman Estates, Illinois 60179

5. Applicant EIN: 83-3374195

6. Name and Address of Plan Administrator:

   Transform Midco LLC Benefits Committee
   3333 Beverly Road B6 169A
   Hoffman Estates, Illinois 60179

7. The application will be filed on October 15, 2020 for an advance determination as to whether the Plan meets the qualification requirements of Section 401 of the Internal Revenue Code of 1986, with respect to the Plan's initial qualification. The application will be filed with:

Internal Revenue Service
Attention: EP Determination Letters
P.O. Box 12192
TE/GE Stop 31A Team 105
Covington, KY 41012-0192

8. You are eligible to participate in the Transform 401k Savings Plan if you are a full-time or part-time employee of Transform that has completed three months of service. The following individuals are ineligible to participate in the Plan: (i) individuals classified by Transform or an affiliate as leased employees or independent contractors (even if these individuals are later determined to have been employees for tax or other legal purposes); (ii) individuals classified by Transform or an affiliate as nonresident aliens with no U.S. source income; (iii) citizens or residents of Puerto Rico; (iv) individuals classified by Transform or an affiliate as seasonal, temporary, limited assignment or peak employees or interns; (v) employees whose employment is covered by a collective bargaining agreement, unless the agreement provides for Plan participation.; and (vi) individuals classified by Transform or an affiliate as a pharmacist and performs services on an "on call" basis.

9. The IRS has not previously issued a determination letter with respect to the qualification of the Savings Plan.

RIGHTS OF INTERESTED PARTIES

10. You have the right to submit to EP Determinations, either individually or jointly with other interested parties, your comments as to whether the Savings Plan meets the qualification requirements of the Internal Revenue Code. Label your comments "Interested Party Statement." Include the EIN, plan name, and plan number in your correspondence. Also include your contact information (mailing address and phone number) in case you need to be contacted. Your comments to EP Determinations may be submitted to:

Internal Revenue Service
EP Determinations
Attn: Customer Service Manager
P.O. Box 2508
Cincinnati, Ohio 45202

You may instead, individually or jointly with other interested parties, request the DOL to submit, on your behalf, comments to EP Determinations regarding the qualification of the Plan. If the DOL declines to comment on all or some of the matters you raise, you may, individually, or jointly if your request was made to the Department jointly, submit your comments on these matters directly to EP Determinations at the Cincinnati address above.

REQUESTS FOR COMMENTS BY THE DEPARTMENT OF LABOR

11. The DOL may not comment on behalf of interested parties unless requested to do so by the lesser of 10 employees or 10 percent of the employees who qualify as interested parties. The number of persons needed by the DOL to comment with respect to the Plan is 10. If you request the DOL to comment, your request must be in writing and must specify the matters upon which comments are requested, and must also include:

(a) the information contained in items 2 through 5 of this Notice; and

(b) the number of persons needed for the DOL to comment.

A request to the DOL to comment should be addressed as follows:

Deputy Assistant Secretary
Employee Benefits Security Administration
ATTN: 3001 Comment Request
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

COMMENTS TO THE INTERNAL REVENUE SERVICE

12. Comments submitted by you to EP Determinations must be in writing and received by them by November 29, 2020. However, if there are matters that you request the DOL to comment upon on your behalf, and the DOL declines, you may submit comments on these matters to EP Determinations to be received by them within 15 days from the time the DOL notifies you that it will not comment on a particular matter, or by November 29, 2020, whichever is later, but not after December 14, 2020.

A request to the DOL to comment on your behalf must be received by it by October 30, 2020 if you wish to preserve your right to comment on a matter upon which the DOL declines to comment, or November 9, 2020, if you wish to waive that right.

ADDITIONAL INFORMATION

13. Detailed instructions regarding the requirements for notification of interested parties may be found in Sections 19 and 20 of Revenue Procedure 2020-4. Additional information concerning this application (including, where applicable, an updated copy of the Savings Plan and related trust; the application for determination; any additional documents dealing with the application that have submitted to the IRS; and copies of Section 19 of Revenue Procedure 2020-4) are available at the Plan Administrator's address, listed in Item 6, during business hours for inspection and copying. You must list the information you are requesting, and you may be required to pay a nominal charge for copies and/or mailing of this information.