

NOTICE - FOR AUTONATION EMPLOYEES

When Applying for a Premium Tax Credit from a Federal or State Marketplace

This notice is to provide information about the medical benefits offered through AutoNation's employer-sponsored coverage that will be useful to you if you are considering applying for a premium tax credit from a federal or state marketplace ("Marketplace").

According to the "New Health Insurance Marketplace Coverage Options and Your Health Coverage Notice" enclosed with your new hire information, if you have an offer of health coverage from your employer that meets certain standards related to minimum value and affordability, you may not be eligible for a tax credit through the Marketplace.

If you or your spouse is applying for a premium tax credit and you are eligible for medical benefits through AutoNation's Medical Plan, you or your spouse should provide the information below to the Marketplace. This information may affect the Marketplace's determination of your or your spouse's eligibility to receive the credit.

AutoNation offers minimum essential coverage to you, your spouse and your eligible dependents as defined in the Summary Plan Descriptions (SPDs) that meets the Affordable Care Act guidelines as follows:

- Meets the minimum value standard.
- Is designed to be affordable. However, whether or not such coverage is considered "affordable" for purposes of the premium tax credit depends upon your own situation as described below.

To determine the lowest monthly cost for self-only coverage, visit www.AutoNationBenefits.com and click on the medical plans and credits you may be eligible for under Medical Benefit Options. Calculate the lowest monthly cost as follows

- The lowest cost plan's Full Cost for You Only,
- LESS, the Non-Tobacco User Credit for You
- Multiplied by 2 for employees paid semi-monthly or multiplied by 4 for employees paid weekly.

After you determine the lowest monthly cost for self-only coverage, you will need to compare this amount to your household income to determine if the coverage is considered "affordable" for purposes of the premium tax credit. If the cost you've calculated is less than or equal to 9.02 percent (for 2025) of your household income for the year, the coverage is deemed "affordable" and you will not be eligible for a premium tax credit.