

## People's Promise

Team member signs a one-year contract that has the following terms:

- \$10,000 one-year forgivable loan contract to cover taxes that UWM is paying to the taxing authorities on or around May 1, 2025. This covers your 2026 taxes.
- The \$10,000 one-year forgivable loan is immediately used to cover taxes
- Approximately 833 RSUs vesting on or around May 1, 2025 (TM's current RSU grant already in place)
  - All 833 RSUs are immediately sold to cover withholding tax obligations
  - Understanding the movement of UWM's stock price, examples of RSU vesting share needs could be:
    - If UWM stock is trading at \$5/share – RSU's in the amount of \$4500 would need to be converted to cover
    - If UWM stock is trading at \$9/share – RSU's in the amount of \$2300 would need to be converted to cover
    - If UWM stock is trading at \$12/share – RSU's in the amount of \$650 would need to be converted to cover
- If needed because not enough RSU's are available, a small weekly payroll deduction (\$20-\$25) could happen.
- Eligible for merit increases

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## People's Promise

Team member signs a two-year forgivable loan contract that has the following terms:

- \$20,000 two-year forgivable loan contract to cover taxes that UWM is paying to the taxing authorities (on or around) May 1<sup>st</sup>, 2025, and May 1<sup>st</sup>, 2026. This covers your 2026 and 2027 taxes in its entirety.
- No RSU's are "pulled forward" for vesting to cover any taxes.
- The \$20,000 two-year forgivable loan is immediately used to cover taxes.
- In total, \$20,000 is sent to taxing authorities to cover taxes (\$13,750 in 2025 and \$6,900 in 2026)
- Eligible for merit increases.

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