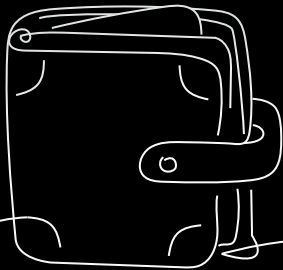


THE NORDSTROM 401(k) PLAN

BECAUSE SAVING
IS ALWAYS IN STYLE



Healthy Wallet

NORDSTROM

YOUR 401(k) PLAN SAVE YOUR WAY

We're committed to helping you build a healthy financial future. That's why we offer the Nordstrom 401(k) Plan, which allows you to save in a way that suits your style. You can manage your account on your own, put things on automatic so there's nothing to remember or have a professional manage it for you. Read this guide and see why enrolling in the Nordstrom 401(k) Plan is a smart move.

This guide is a brief summary of the Nordstrom 401(k) Plan. For more details, go to mynordstrom.com > Nordstrom Benefits Portal and search "SPD" to read the Employee Benefits Summary Plan Description (SPD).



ALREADY KNOW YOU WANT TO PARTICIPATE? ENROLLING IS EASY!

1. Choose how much to contribute
2. Decide how you want to invest
3. Enroll online at mynordstrom.com > Nordstrom Benefits Portal (you can also reach the Nordstrom Benefits Portal directly at <http://digital.alight.com/nordstrom>)

Note: The first time you visit the Nordstrom Benefits Portal, click "New User" on the logon page and follow the prompts to create a new User ID and password. You will answer five security questions and create a phone PIN to use when calling the Nordstrom Benefits Center. Also make sure to update your preferred email address and mobile phone number to receive timely updates, notifications and alerts.

SAVING ISN'T AN ALL-OR-NOTHING PROPOSITION...

Like building a great wardrobe piece by piece, you can build your savings a little at a time. Even if you can't save as much as you'd like right now, save whatever you can and little by little, your savings will also grow.

ARE YOU ELIGIBLE TO PARTICIPATE?

You're eligible to participate in the Nordstrom 401(k) Plan as soon as you join the company, provided that you're an employee of Nordstrom, Inc. or of another participating employer in the Plan. You're not eligible to participate in the Plan if you are:

- An employee of Nordstrom Canada Retail LLC
- An employee covered by a collective bargaining agreement that does not provide for participation in the Plan
- A leased employee under Section 414(n) of the Internal Revenue Code
- Not paid through the Nordstrom payroll system and you do not receive a Form W-2 from Nordstrom, Inc.
- An individual classified by Nordstrom as an independent contractor or an individual employed by another company providing services to Nordstrom, even if you're subsequently determined to be a common law employee of Nordstrom

WHY START SAVING TODAY?

MOST OF THE MONEY YOU'LL NEED SOMEDAY WILL COME FROM YOU

Sure, you may receive Social Security when you retire, but it may not cover as much as you think. That means your savings, investments and personal assets will need to cover most of your expenses in the future. In short, there's a lot riding on what you can save between now and then.

KNOW HOW MUCH MONEY YOU'LL NEED

Studies show that, to meet your future income needs, you should save about 11 times your final year's pay by the time you're 65. Sound daunting? Start by focusing on a smaller goal and watch your savings grow. Plus, if you contribute each pay period to the 401(k) Plan, Nordstrom will help by matching a portion of your contributions to help you build your account faster (see page 2 to learn more).

Nordstrom also gives you access to helpful resources—both online and through professional advice (services outlined on page 4)—to help you reach your goals.

STARTING EARLY WILL HELP LATER

The earlier you start saving, the better. Potentially a lot better. Even a little money set aside from each paycheck can grow into a sizable amount over time. But wait just five years, and it'll be difficult to catch up to savers who started earlier—even if you contribute more than they do until you retire. That's because your savings will compound over time.

THE POWER OF COMPOUNDING INTEREST

Every dollar you contribute to your account and every pay period match you receive has the potential to earn interest, which, in turn, can earn interest, and so on. And because you won't pay taxes on this money until you withdraw it later on, what you save now on taxes stays in your account to help it grow. Like a snowball rolling downhill, compounding interest starts slowly but builds momentum over time.

ARE YOU ON TRACK?

The following example is based on an employee who earns \$30,000 a year, every year. It shows the total amount experts recommend you should have saved at different ages.

By age...	You should have saved a total of...
35	\$60,000
45	\$120,500
55	\$210,500
60	\$255,000
65	\$315,000
67	\$333,000

(Source: Aon, "The Real Deal: 2018 Retirement Income Adequacy Study," 2018.)



SEE HOW MUCH YOU SHOULD SAVE

Knowing how much income you're currently on track to have in retirement will help you see how much more you'll need to save to retire comfortably. The online **Project Retirement Income** forecast tool provides a realistic view of your future income and allows you to model your contribution rate and other factors to improve your outcome.

DID YOU KNOW?



Your annual income in retirement—including Social Security and other savings—should amount to about 80% of your pre-retirement pay.



The average American will retire at age 63 (often unexpectedly).



You should plan on a 30-year retirement, based on current industry statistics.

(Source: The Motley Fool, "20 Retirement Stats That Will Blow You Away," May 2018)

THE BENEFITS OF PARTICIPATION

While saving for your future is the key reason to enroll in the Nordstrom 401(k) Plan, here are some other good reasons.

YOU'LL SAVE ON TAXES

The Nordstrom 401(k) Plan gives you the option of making pre-tax contributions, Roth (post-tax) contributions or a combination of the two. Your choice will depend on whether you want a tax break now or in the future. Not sure? You can save both ways.

CONTRIBUTING MAY COST LESS THAN YOU THINK

When you invest on a pre-tax basis, you contribute to your account before taxes come out of your pay, reducing the amount of income that will then be taxed in the current year. As a result, you'll pay less in taxes each pay period and take more home in your pay (see example on right). To learn how different contribution rates will affect your own pay, use the **"Impact on Paycheck" calculator** on mynordstrom.com > Nordstrom Benefits Portal.

NORDSTROM WILL HELP YOU SAVE

Nordstrom will provide 401(k) matching contributions each pay period that you contribute. Here's how the match is calculated:

- The company will provide a dollar-for-dollar match on the first 1% of eligible pay you contribute.
- Then, the company will provide a match of \$.50 per dollar on the next 6% of eligible pay you contribute.

This means you need to contribute at least 7% of total eligible pay (regular pay and bonus) each pay period to receive the maximum match of 4% of eligible pay.

Your Contribution	Match Calculation	Company Match
First 1% of eligible pay you contribute	\$1 for \$1	1% of eligible pay
Next 6% of eligible pay you contribute	\$.50 for \$1	Up to 3% of eligible pay

Example:

Employee who earns \$1,200 per pay period and contributes 7% of eligible pay to the 401(k)

Employee Contribution Rate	Employee Contribution (per pay period)	Company Match (per pay period)
1% of eligible pay (\$1 for \$1 Company Match)	\$12	\$12
Next 6% of eligible pay (\$.50 for \$1 Company Match)	\$72	\$36
TOTAL	\$84	\$48

If you'll be age 50 or older during the plan year, the company will also match a portion of any catch-up contributions you make to the Plan (using the same formula that applies to your regular contributions).

For more information about company contributions and eligibility requirements, refer to the Employee Benefits SPD, located at mynordstrom.com > Nordstrom Benefits Portal.

HOW COMPANY MATCH CONTRIBUTIONS VEST. Your payroll contributions to the Plan are 100% vested, meaning they're yours to keep (subject to any market earnings and losses) if you leave the company. Company match contributions and any associated earnings will vest based on the following schedule:

Years of Service*	Vesting Percentage
1	0%
2	100%

*You achieve a year of service if you work 1,000 hours during the year.



TALE OF TWO EMPLOYEES

One makes pre-tax contributions, the other saves outside the plan.

Employee 1: Pre-tax contributions	
Bi-weekly gross pay	\$1,000
Savings (7% of pay)	\$70
Taxes (25%)	\$232.50
Bi-weekly take home pay	\$697.50

Employee 2: Saves outside the Plan	
Bi-weekly gross pay	\$1,000
Taxes (25%)	\$250
Savings	\$70
Bi-weekly take home pay	\$680

By contributing pre-tax to the Plan, Employee 1 receives \$17.50 more per paycheck than Employee 2—that's \$455 a year.

HOW TO ENROLL

ENROLLING IN THE NORDSTROM 401(k) PLAN REALLY IS AS EASY AS 1, 2, 3

1. Choose how much to contribute
2. Decide how to invest
3. Enroll online at my.nordstrom.com > Nordstrom Benefits Portal

HOW MUCH SHOULD YOU CONTRIBUTE?

You can save in your Nordstrom 401(k) Plan account on a pre-tax and/or Roth (post-tax) basis, up to the limits outlined in the table below.

What do the experts suggest you save? Between 10% and 15% of your pay—but, it's okay to start small and work up to this goal. Saving at least 7% each pay period will allow you to take full advantage of the company match.

Type of Contribution	Percentage of Eligible Pay You Can Contribute ¹	IRS Maximum Limit for 2022 ²
Pre-tax	Between 1% and 50%	Up to \$20,500
Roth (post-tax)		
Catch-up (if you'll be 50 or older by the end of the calendar year)	Between 1% and 100%	Up to \$6,500

¹ Your pre-tax account is separate from your Roth 401(k) account. However, the combined total of your contributions cannot exceed 50% of your eligible pay or the IRS limit of \$20,500 (\$27,000 if you will be age 50 or older in 2022).

² Once you meet the IRS maximum limit, your company match will stop.

WHAT IF YOU DON'T ENROLL? (HINT: IT'S AUTOMATIC)

If you don't enroll in the Nordstrom 401(k) Plan on your own or opt out of Plan participation within 30 days of your hire date, you'll automatically be enrolled in the Plan. If you are a rehire with Nordstrom with a break in service greater than a full plan year*, you'll be automatically enrolled in the Plan upon rehire. At that time, 3% of your eligible regular pay plus 3% of your bonus pay will be automatically deducted on a pre-tax basis and invested in the Nordstrom Target Retirement Date Fund that's most appropriate for you based on your date of birth and a target retirement age of 65 (the Plan's Qualified Default Investment Alternative). To help you easily increase your savings, your contribution rate will automatically increase by 1% each year, up to 10% of eligible regular pay and bonus pay.

IMPORTANT: You may increase or decrease your contribution rate at any time, subject to Plan and IRS limits (although we encourage you to contribute at least 7% to receive the full company match). You may also opt out of participation or auto-escalation. Your change(s) will be implemented as soon as administratively possible, generally within two payroll periods.

*If you're a rehire with a break in service that is less than a full plan year, upon hire you will be automatically enrolled at your prior contribution rate plus any missed automatic increases.



QUESTIONS ABOUT ENROLLING ONLINE?

Call the Nordstrom Benefits Center at 844.487.5595 and follow the prompts to be connected to a representative. Representatives are available between 7am and 9pm CT, Monday through Friday.

THE (SUPER) EASY WAY TO SAVE MORE

Using the Plan's automatic increase feature, you can gradually increase your savings rate until reaching your goal—for example, by 1%, 2% or 3% a year. Simply choose when you want your rate to increase each year and by how much.

CHOOSING YOUR INVESTMENTS

HOW DO YOU WANT TO INVEST YOUR SAVINGS?

THE 401(k) PLAN OFFERS YOU TWO WAYS TO INVEST TO SUIT DIFFERENT INVESTMENT STYLES

ONE
CHOOSE A NORDSTROM
TARGET RETIREMENT DATE FUND



TWO
CREATE YOUR
OWN MIX

<p>Highlights</p>	<ul style="list-style-type: none"> • These “ready-mixed” portfolios offer you a one-step approach to creating a diversified investment portfolio • When deciding which fund to choose, consider what year it will be when you’re 65, and whether you’ll likely retire earlier or later than that—this is your target date. For example, if you’ll turn 65 in 2055 and plan to retire that year, consider the Nordstrom Target Retirement Date 2055 Fund. • As the fund you choose nears its target date, the underlying investments will gradually become more conservative to reduce your exposure to investment risk 	<ul style="list-style-type: none"> • Choose from individual investment options that cover a wide range of asset categories to suit varied diversification needs, including Nordstrom stock • Each option has different risk/reward characteristics • Your mix will depend on how many years you have until retirement, your risk tolerance and your savings goals
<p>May be suitable for you if you...</p>	<ul style="list-style-type: none"> • Want a simple way to invest • Don’t feel comfortable managing your own portfolio • Appreciate the importance of a professionally diversified portfolio • Like the idea of choosing a fund based on the question: “When do I plan to retire?” 	<ul style="list-style-type: none"> • Want investment choice and flexibility • Understand enough basic investment concepts to make informed decisions for your account • Feel comfortable creating your own investment mix and maintaining it over time

CREATING YOUR OWN INVESTMENT MIX? A FEW REMINDERS...

DIVERSIFY, DIVERSIFY, DIVERSIFY Diversification means choosing a variety of investments in different asset classes to help reduce your overall investment risk. By diversifying your portfolio, you can better protect yourself from market volatility, because even if some investments perform poorly, those that perform well (or at least better) can help offset the losses.

REBALANCE REGULARLY If you’re creating your own investment mix, keep in mind that no two investments gain or lose value at the same rate. Over time, this could take your original allocation significantly off track. Automatic rebalancing returns your investments to the percentages you intended—every three, six or 12 months—so you’re not exposed to more risk than you’re comfortable with.²

WANT A LITTLE HELP (OR MORE) WITH INVESTING?

If you don’t have time or expertise to choose which investments are right for you—and then manage your portfolio—you may want to consider the following advisory services through Alight Financial Advisors, LLC.

ONLINE ADVICE provides specific, personalized savings and investment advice for you to put into action on your own, at no additional cost to you.

THE ALIGHT SOLUTIONS PROFESSIONAL MANAGEMENT PROGRAM offers professional portfolio management for a competitive fee. Experts will create a personalized plan for you, put the plan into action and routinely monitor your account, rebalancing as needed. You’ll also receive quarterly Retirement Updates to monitor your progress. Go to mynordstrom.com > Nordstrom Benefits Portal to learn more and enroll. A monthly asset-based fee is associated with this service and will be deducted from your account.

²Rebalancing does not ensure a profit or protect against a loss in a declining market.

YOU’VE GOT OPTIONS (LOTS OF THEM)

The Plan also offers a self-directed brokerage option. This allows you to choose from an array of investments beyond the Plan’s fund lineup. To participate, you must have a Plan account balance of at least \$2,000, and initially transfer at least \$1,000 into your brokerage account. Learn more at mynordstrom.com > Nordstrom Benefits Portal.

GET MORE INVESTMENT INFORMATION ONLINE

Detailed information about your Plan’s investment options, including **fund fact sheets**, can be found at mynordstrom.com > Nordstrom Benefits Portal.

MORE ACCOUNT INFORMATION

WHAT YOU SHOULD KNOW ABOUT ACCESSING YOUR SAVINGS

WHILE YOU'RE STILL WORKING. Although the Nordstrom 401(k) Plan's primary goal is to help you save for retirement, you may be able to access your savings earlier through a loan or—if you experience a financial hardship while you're still working—a limited withdrawal. Before taking money out of your account, however, carefully consider the impact it could have on your retirement savings, the taxes and penalties you may owe and other sources of funding (e.g., a bank loan) that may also be available to you. Go to mynordstrom.com > Nordstrom Benefits Portal > Retirement & Savings > 401(k) > Loans > Model a Loan to calculate your loan, loan payments and potential interest you will pay over the life of your loan.

WHEN YOUR EMPLOYMENT ENDS. When you retire or leave Nordstrom, if your account is more than \$1,000, you can generally choose to leave your savings in the Plan. You also have the option to take some or all of it in a lump sum or roll it into an IRA or other qualified plan. Please keep in mind, however, that you may owe taxes and penalties on your distributions. See your Summary Plan Description (SPD) for details.

FINANCIAL SUPPORT/RESOURCES

We encourage you to tap into the following resources at any time.

ONLINE TOOLS AND EDUCATION When you log on to mynordstrom.com > Nordstrom Benefits Portal, you can access:

- Your personalized account information
- Details about your investments and portfolio performance
- Tips on improving your savings and investment strategy
- A personalized retirement income forecast showing your progress toward your goals
- Interactive modeling tools that offer a clearer view of your current and future finances
- The Financial Health page, where you'll find resources to help you assess your current financial situation and achieve your financial goals
- A large library of educational articles and videos for investors at all stages of life

FINANCIAL WELLNESS SPECIALISTS Have a question about budgeting or building a financial plan, creating a will or estate plan, or other personal finance matters? Connect with a specialist who's trained to answer such questions. All calls are confidential and are offered at no cost to you.

DEBT MANAGEMENT/COUNSELING SERVICES Through Alight's partnership with ClearPoint Financial Solutions, Inc., a nonprofit provider of credit counseling and debt management services, you can receive free credit counseling from certified consumer credit counselors. Appointments are available by phone, online or face-to-face at ClearPoint branches across the U.S.



BE SURE TO CHOOSE YOUR BENEFICIARY(IES)

Whether you enroll on your own or are enrolled automatically, be sure to go online to name your beneficiary(ies). This is the person or people who will receive your account balance in the event of your death. Go to mynordstrom.com > Nordstrom Benefits Portal > Your Profile > Beneficiaries and follow the instructions.

ROLLOVERS

Have an account with a previous employer? Consider rolling over other retirement accounts into your new 401(k) account. You'll be able to access information in one place and have an investment strategy that works across all your retirement savings.

NEED SOME HELP?

You can go to mynordstrom.com > Nordstrom Benefits Portal or directly to <http://digital.alight.com/nordstrom>.

Need help accessing your account or have questions about the 401(k) Plan? Call the Nordstrom Benefits Center at 844.487.5595. Representatives are available between 7am and 9pm CT, Monday through Friday. You will need to provide the phone PIN you created when you first visited the Nordstrom Benefits Portal.

The Plan is intended to operate under Section 404(c) of ERISA and related Regulations Section 2550.404c-1 with respect to the amounts invested at your direction. Under the Plan, you have the responsibility of selecting the funds or other investments in which these amounts will be invested. Plan fiduciaries may not be liable for the direct and necessary results of your investment instructions.

Nordstrom intends to continue this Plan indefinitely, but reserves the right to amend or terminate the Plan or any specific Plan benefit at any time, for any reason. Nordstrom, as Plan Administrator, has discretionary authority to administer, interpret and apply Plan provisions, and its decisions are binding on all persons. The Plan is a tax-qualified retirement plan under section 401(a) of the Internal Revenue Code. As such, your Plan account may not be assigned or pledged as collateral and is protected from claims of creditors.

The information in this document is effective January 1, 2022. While every effort has been made to ensure the accuracy of the information in this guide, in the case of a discrepancy, the official Plan document will govern. Although this guide is intended to provide you with useful information about the Plan, it is not a substitute for the Plan document or the description of the Plan in the Employee Benefits SPD online at mynordstrom.com > Nordstrom Benefits Portal. In the event of a conflict, the official Plan document is controlling.

Investing involves risk, including the risk of loss. Other than evaluating and offering the investment fund options as generally prudent investments, appropriate for use in the Nordstrom 401(k) Plan, Nordstrom, any Plan Committee and any Trustee do not play any part in allocating or directing your accounts among the different investment funds. No Plan fiduciary or other person connected with the plans has any obligation or authority to provide investment advice to you or your beneficiaries. The information that is provided to you in this enrollment guide or elsewhere is intended to assist you in your investment decisions and should not be considered as investment or tax advice.

The Company is the Sponsor and Administrator of the Plans and, as such, is responsible for its operation and administration. As Plan Administrator, the Company has the discretionary authority to construe and interpret the component Plan provisions, determine all questions relating to eligibility, remedy and resolve ambiguities or inconsistencies and make all determinations concerning your claim for benefits based upon the terms of the Plan.

Your plan sponsor has hired Alight Financial Advisors, LLC (AFA) to provide investment advisory services to plan participants. AFA has hired Financial Engines Advisors L.L.C. (FEA) to provide sub-advisory services. AFA is a federally registered investment advisor and wholly owned subsidiary of Alight Solutions LLC. FEA is a federally registered investment advisor. Neither party guarantees future results.

Brokerage services are offered through Alight Financial Solutions, LLC (AFS), a broker-dealer. AFS is a subsidiary of Alight Solutions LLC.

Securities are offered by Alight Financial Solutions, LLC, member FINRA, SIPC.

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