

## ANNUAL NOTICE FOR THE INGRAM 401(k) PLAN ("Plan")

Date: November, 2023

Plan Sponsor: Ingram Industries Inc. (the "Company")

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This is an annual notice which only applies to the 2024 Plan Year.

Please read this notice carefully, as it contains important information about certain features of the Plan. To obtain more general information about the Plan, you should review the Plan's Summary Plan Description ("SPD"), a copy of which was provided to you. If you need an additional copy, see "FOR ADDITIONAL INFORMATION" below for information on how you can obtain one.

**NOTE:** *Many of your Plan elections are made by contacting John Hancock Retirement Plan Services LLC ("John Hancock"). If you wish to contact John Hancock, you may do so:*

- 24 hours a day via either the internet at [myplan.johnhancock.com](http://myplan.johnhancock.com) or an automated telephone system at 800.294.3575.
- 8AM to 10PM Eastern Time by calling 800.294.3575 to speak with a Participant Service Representative.

### IRS SAFE-HARBOR PLAN NOTICE:

For the 2024 Plan Year, the Plan intends to satisfy the IRS's requirements for a "safe-harbor" plan. This notice is designed to inform you of your rights and obligations under the Plan, and satisfy the requirements of the final regulations under Internal Revenue Code Sections 401(k) and 401(m).

#### ➤ **Safe Harbor Contribution.**

To help you make an informed decision about participating in the Plan, the Company must inform you about the contributions it will make to the Plan on your behalf.

If you are eligible under the terms of the Plan to receive Company contributions, the Company will make the following contribution to the Plan on your behalf:

A matching contribution equal to 100% of your deferral contributions (pre-tax and/or Roth) which do not exceed 5% of your pay. The safe harbor matching contribution will be based on your pay and deferrals for each month.

#### ➤ **Type and Amount of Compensation that May Be Deferred.**

As a participant in the Plan, you may elect to contribute a portion of your pay each Plan Year. The Company will contribute this amount (your "deferral contributions") to the Plan.

You may make pre-tax contributions, and/or Roth contributions to the Plan. If you make pre-tax contributions, your pre-tax contributions will not be subject to income tax until distributed from the Plan. If you make Roth contributions, these amounts will be subject to income tax at the time they are made. However, if you satisfy certain distribution requirements, your Roth contributions as well as any earnings on the Roth contributions will not be subject to income tax when distributed from the Plan. Pre-tax and Roth contributions are subject to Social Security taxes at the time they are made. The Company will deduct the Social Security taxes, and, in the case of Roth contributions, will deduct income taxes, from your remaining pay.

You may contribute from 1% to 50% of your pay as pre-tax and/or Roth contributions each Plan Year, but not more than the annual limit in effect each calendar year. Your total pre-tax, and/or Roth contributions may not exceed 50% of your pay. In addition, participants who will be age 50 or older during the calendar year can contribute "catch-up" contributions up to the

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annual catch-up limit in effect each calendar year. The annual deferral and catch-up limits are available by contacting John Hancock and are updated at the beginning of each calendar year.

You should be aware that under the federal tax laws, pay in excess of the annual compensation limit may not be taken into account for Plan purposes. The annual compensation limit is also available by contacting John Hancock and is updated at the beginning of each calendar year.

Please refer to the section of the Plan's SPD describing the contributions you can make to the Plan for additional information regarding the type and amount of "pay" that may be deferred.

See "FOR ADDITIONAL INFORMATION" below to find out how to get a copy of the current SPD and other information about the Plan.

### ➤ **How to Make Cash or Deferred Elections.**

The Company is making saving for retirement easier by offering an automatic enrollment feature under the Plan. Currently, once you become eligible to participate in the Plan or again become eligible after rehire, you will automatically be enrolled in the Plan with a pre-tax contribution rate of 5% unless you elect otherwise. In addition, if you were previously automatically enrolled, and your automatic enrollment contribution percentage is less than the Plan's current automatic enrollment contribution percentage, then, unless you otherwise elect, you will be automatically enrolled in the Plan with a pre-tax contribution rate of 5%.

In addition, your initial automatic deferral percentage will automatically increase each year by 1%, until it reaches a maximum of 15%, unless you elect otherwise.

If you want to contribute more or less than 5% of your pay on a pre-tax, basis; if you want to make pre-tax, and/or Roth contributions, or if you do not want to contribute at all, you must contact John Hancock by phone or via the internet prior to satisfying the eligibility requirements described above. In addition, you may stop the automatic increase feature by contacting John Hancock.

If you have questions concerning your automatic deferral percentage, refer to your pay stub for payroll deductions or contact John Hancock.

### ➤ **Periods Available for Making Cash or Deferred Elections.**

In accordance with Plan rules, you may change your contribution election pre-tax and/or Roth any business day by contacting John Hancock. Your contribution change will be effective as soon as administratively possible thereafter.

### ➤ **Applicable Vesting Provisions.**

The following is a general explanation of the current vesting provisions of the Plan. More details, including any additional vesting provisions under the Plan, can be found in the section of the Plan's SPD describing vesting provisions and vesting service.

You are always 100% vested in your deferral contributions (pre-tax and/or Roth), and any rollovers you may have made.

However, any Company "safe-harbor" contributions allocated to your account (adjusted for investment gains and losses) will be subject to the following vesting schedule:

<b><u>Years of Vesting Service</u></b>	<b><u>Percent Vested</u></b>
Less than 2 years	0%
2 years or more	100%

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However, any additional Company contributions allocated to your account (adjusted for investment gains and losses) for Plan Years prior to January 1, 2021 will be subject to the following vesting schedules:

### FOR EMPLOYER MATCHING CONTRIBUTIONS

For Employees who complete at least one (1) Hour of Service on or after January 1, 2002 but prior to January 1, 2021:

Years of Service	Vested Percentage
Less than 2 years	0%
2 years but less than 3 years	25%
3 years but less than 4 years	50%
4 years but less than 5 years	75%
5 or more years	100%

For Employees who complete at least one (1) Hour of Service on or after January 1, 1998, but who do not complete an Hour of Service on or after January 1, 2002:

Years of Service	Vested Percentage
Less than 3 years	0%
3 years but less than 4 years	50%
4 years but less than 5 years	75%
5 or more years	100%

For Employees who do not complete an Hour of Service on or after January 1, 1998:

Years of Service	Vested Percentage
Less than 5 years	0%
5 or more years	100%

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### FOR EMPLOYER PROFIT-SHARING CONTRIBUTIONS:

Years of Service	Vested Percentage
Less than 2 years	0%
2 years but less than 3 years	20%
3 years but less than 4 years	40%
4 years but less than 5 years	60%
5 years but less than 6 years	80%
6 or more years	100%

You should also be aware that if you terminate employment with the Company on or after your normal retirement date, or as a result of your "permanent and total disability" or death, you will automatically become 100% vested – regardless of your years of vesting service under the Plan.

➤ **Applicable Withdrawal Provisions.**

You generally may not withdraw your deferral contributions (pre-tax and/or Roth) or any safe-harbor contributions except when one of the following events occurs: severance from employment with the Company, death, disability, or attainment of age 59½. You may, however, obtain a "hardship withdrawal" that includes your deferral contributions and safe harbor contributions if you satisfy certain IRS requirements.

You may also withdraw all or any portion of your account attributable to any rollover, and any prior after-tax contributions at any time. You may withdraw all or any portion of your vested account once you have attained age 59½.

You may receive distribution of your vested account after you terminate employment with the Company.

All withdrawals and distributions are subject to rules and procedures as set forth under the Plan. Additional information about withdrawals and distributions available under the Plan, including rules and procedures, can be found in the sections of the Plan's SPD describing in-service withdrawals and post-termination distributions.

See "FOR ADDITIONAL INFORMATION" below to find out how to get a copy of the current SPD and other information about the Plan.

➤ **Plan Amendment and Termination.**

The Company retains the right to amend the Plan, including the right to terminate the Plan and discontinue all contributions (including the safe harbor contribution) under the Plan. Termination of the Plan will not affect your right to receive any contributions you have accrued as of the effective date of the termination.

The Company also may amend the Plan during the Plan year to reduce or suspend safe-harbor contributions for the Plan Year, in which case you will be provided with a 30-day advance notice of the reduction or suspension, as applicable.

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### QUALIFIED DEFAULT INVESTMENT ALTERNATIVE

You have the right to direct the investment of your account among any of the investment options available under the Plan. Information concerning the available options has been provided to you. If you become a participant in the Plan and do not have an investment election on file, any contribution made on your behalf will be invested in the Plan's default investment, the Vanguard Target Retirement Trust II based on the following schedule:

Year of Birth	Default Investment
On or before 1953	Vanguard Target Retirement Income Trust II
1953 – 1957	Vanguard Target Retirement 2020 Trust II
1958 – 1962	Vanguard Target Retirement 2025 Trust II
1963 – 1967	Vanguard Target Retirement 2030 Trust II
1968 – 1972	Vanguard Target Retirement 2035 Trust II
1973 – 1977	Vanguard Target Retirement 2040 Trust II
1978 – 1982	Vanguard Target Retirement 2045 Trust II
1983 – 1987	Vanguard Target Retirement 2050 Trust II
1988 – 1992	Vanguard Target Retirement 2055 Trust II
1993 – 1997	Vanguard Target Retirement 2060 Trust II
On or after 1998	Vanguard Target Retirement 2065 Trust II

This investment is intended to satisfy the requirements for a "qualified default investment alternative" ("QDIA") under the Employee Retirement Income Security Act of 1974 ("ERISA"). A copy of the Fund Fact Sheet for the Plan's default investment is attached to this Notice. Amounts defaulted into the Plan's Stable Value Option prior to December 24, 2007 will also be considered a QDIA pursuant to a special QDIA transition rule.

If you do not make an investment election and your account is invested in the QDIA, you may transfer all or any part of it from the QDIA into any other available investment options by contacting John Hancock. Information regarding all of the Plan's investment options and procedures for changing investment elections is available by contacting John Hancock.

#### **About Risk**

All investing involves risk including possible loss of principal. There is no guarantee that the investment objectives of any investment option will be met.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios is designed to become more conservative over time as the target date approaches, (or if applicable passes), the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. Investors should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.

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The enclosed Fund Fact Sheet for the Plan's QDIA contains a complete description of the fund's investment objectives, specific risk and return characteristics, and fees and expenses.

You should also review the other available investment options within the Plan. Information concerning the other investment options can be obtained by contacting John Hancock via the internet at [myplan.johnhancock.com](http://myplan.johnhancock.com) or via phone at 800.294.3575.

Consider the investment objectives, risks, charges, and expenses of the fund carefully before investing. Investors should examine these characteristics to ensure it is consistent with their own risk tolerance.

### FOR ADDITIONAL INFORMATION

You should consult the Plan document and SPD for a complete explanation of the Plan's features and for information regarding your rights under the Plan. You may also view and/or obtain a copy of the SPD by contacting John Hancock. You can also obtain additional information about the Plan by contacting John Hancock or by contacting the Plan Sponsor.

The Plan Sponsor also serves as the Plan Administrator and may be contacted at:

**Ingram Industries Inc.  
One Belle Mead Place  
4400 Harding Pike  
Nashville, TN 37205-2290**

**Phone: (866) 415-4015  
EIN: 62-0673043**

This Notice is not intended to, nor should you construe it as, modifying any aspect of the current Plan document or SPD.

**A fund's investment objectives, risks, charges and expenses should be considered carefully before investing. For any investment fund (including a default fund) that has a fund prospectus, the prospectus contains this and other important information about the fund. To obtain a prospectus, contact John Hancock Retirement Plan Services LLC at 800.294.3575 or visit our website at [myplan.johnhancock.com](http://myplan.johnhancock.com). Please read the prospectus carefully before investing or sending money; the fund's prospectus provides information regarding details for the applicable fee waivers. Prospectus may only be available in English.**

John Hancock Retirement Plan Services LLC offers administrative or recordkeeping services to sponsors and administrators of retirement plans, as well as a platform of investment alternatives that is made available without regard to the individualized needs of any plan. Unless otherwise specifically stated in writing, John Hancock Retirement Plan Services LLC does not, and is not undertaking to, provide impartial investment advice or give advice in a fiduciary capacity. John Hancock Trust Company LLC provides trust and custodial services to such plans.

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**Ingram 401(k) Plan**  
**September 30, 2023**  
**Disclosure Document**

This document includes important information to help you carefully compare the investment options available under your retirement plan. For participant directed individual account plans, it is being distributed and contains retirement plan fee information to comply with federal regulation. If you want additional information about your investment options, you can go to the specific web address shown in the tables below or you can contact John Hancock Retirement Plan Services, LLC ("John Hancock") at [myplan.johnhancock.com](http://myplan.johnhancock.com) or at 800-294-3575 from 8 a.m. to 10 p.m. on New York Stock Exchange business days.

Si tiene preguntas acerca de esta información, llame al 888.440.0022. Los Agentes de servicio a los participantes están disponibles de 10:00 a.m. a 8 p.m. Hora del Este, todos los días hábiles de la Bolsa de Valores de Nueva York. Para protección suya, todas las llamadas a nuestros agentes son grabadas.

## PERFORMANCE INFORMATION

The information in this table focuses on the performance of investment options that do not have a fixed or stated rate of return. It shows how these investments have performed in the past and allows you to compare them with appropriate benchmarks for the same time periods. Information about an option's principal risks is available through the following website, [myplan.johnhancock.com/investment\\_info](http://myplan.johnhancock.com/investment_info). Please enter code "IN2302" to view your plan investment option details.

Total returns include changes in share price and reinvestment of all dividends and capital gains, if any, but not the effect of any sales charges, which are waived for qualified retirement plans. If sales charges were included, total returns would be lower.

**For funds with redemption fees, performance shown does not reflect the deduction of this fee which would reduce performance.**

Investment options are grouped according to investment objective. Within each investment objective grouping, funds are listed in alphabetical order. For more specific information, please refer to the investments' specific disclosure information.

**Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. For the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at 800-294-3575.**

### Variable Rate Investments - Average Annual Total Returns(%)

INVESTMENT NAME/COMPARATIVE BENCHMARK	TICKER	1 MONTH	3 MONTH	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS	SINCE INCEPTION	INCEPTION DATE
<b>Stable Value</b>										
Stable Value Option		0.27	0.84	2.48	3.29	2.50	2.49	2.20	N/A	01/03/1995
BENCHMARK: FTSE Treasury Bill 3 Month Index <sup>23</sup>		0.45	1.38	3.80	4.71	1.78	1.74	1.12	N/A	
<b>Income</b>										
Fidelity U.S. Bond Index Fund	FXNAX	-2.50	-3.15	-1.02	0.65	-5.21	0.11	1.10	N/A	05/04/2011
BENCHMARK: Bloomberg US Aggregate Bond Index <sup>20</sup>		-2.54	-3.23	-1.21	0.64	-5.21	0.10	1.13	N/A	
Metropolitan West Total Return Bond Fund (Plan Class)	MWTSX	-3.00	-3.51	-1.36	0.42	-5.54	0.14	1.23	N/A	07/29/2011
BENCHMARK: Bloomberg US Aggregate Bond Index <sup>20</sup>		-2.54	-3.23	-1.21	0.64	-5.21	0.10	1.13	N/A	
<b>Target Date</b>										
<b>The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.</b>										
Vanguard Target Retirement 2020 Trust II <sup>1</sup>		-2.78	-2.63	4.19	9.39	1.46	3.62	5.30	N/A	02/29/2008
BENCHMARK: Morningstar Lifetime Moderate 2020 Index <sup>5</sup>		-3.48	-3.70	2.25	8.71	0.22	3.09	4.55	N/A	
Vanguard Target Retirement 2025 Trust II <sup>1</sup>		-3.18	-2.99	5.20	11.57	2.26	4.14	5.88	N/A	02/29/2008
BENCHMARK: Morningstar Lifetime Moderate 2025 Index <sup>6</sup>		-3.76	-4.03	2.47	9.56	0.62	3.24	4.99	N/A	
Vanguard Target Retirement 2030 Trust II <sup>1</sup>		-3.48	-3.24	5.93	13.12	3.05	4.55	6.36	N/A	02/29/2008
BENCHMARK: Morningstar Lifetime Moderate 2030 Index <sup>7</sup>		-3.97	-4.17	3.02	10.93	1.61	3.57	5.54	N/A	
Vanguard Target Retirement 2035 Trust II <sup>1</sup>		-3.62	-3.30	6.65	14.65	3.98	5.01	6.87	N/A	02/29/2008
BENCHMARK: Morningstar Lifetime Moderate 2035 Index <sup>8</sup>		-4.11	-4.13	3.92	12.85	3.10	4.06	6.12	N/A	
Vanguard Target Retirement 2040 Trust II <sup>1</sup>		-3.76	-3.36	7.39	16.18	4.87	5.45	7.34	N/A	02/29/2008
BENCHMARK: Morningstar Lifetime Moderate 2040 Index <sup>9</sup>		-4.17	-3.95	4.91	14.88	4.59	4.57	6.57	N/A	



## Variable Rate Investments - Average Annual Total Returns(%)

INVESTMENT NAME/COMPARATIVE BENCHMARK	TICKER	1 MONTH	3 MONTH	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS	SINCE INCEPTION	INCEPTION DATE
Vanguard Target Retirement 2045 Trust II <sup>1</sup>		-3.92	-3.42	8.11	17.73	5.79	5.93	7.68	N/A	02/29/2008
BENCHMARK: Morningstar Lifetime Moderate 2045 Index <sup>10</sup>		-4.20	-3.79	5.61	16.35	5.56	4.91	6.78	N/A	
Vanguard Target Retirement 2050 Trust II <sup>1</sup>		-4.02	-3.48	8.50	18.52	5.98	6.05	7.74	N/A	02/29/2008
BENCHMARK: Morningstar Lifetime Moderate 2050 Index <sup>11</sup>		-4.20	-3.71	5.92	17.03	5.93	5.03	6.81	N/A	
Vanguard Target Retirement 2055 Trust II <sup>1</sup>		-4.00	-3.48	8.50	18.52	5.98	6.05	7.72	N/A	08/31/2010
BENCHMARK: Morningstar Lifetime Moderate 2055 Index <sup>12</sup>		-4.20	-3.70	5.94	17.15	5.96	5.00	6.74	N/A	
Vanguard Target Retirement 2060 Trust II <sup>1</sup>		-4.01	-3.48	8.51	18.54	5.99	6.07	7.74	N/A	03/01/2012
BENCHMARK: Morningstar Lifetime Moderate 2060 Index <sup>2</sup>		-4.19	-3.72	5.89	17.17	5.91	4.93	N/A	N/A	
Vanguard Target Retirement 2065 Trust II		-4.01	-3.49	8.49	18.51	5.97	6.08	N/A	7.64	07/17/2017
BENCHMARK: Morningstar Lifetime Moderate 2060 Index <sup>2</sup>		-4.19	-3.72	5.89	17.17	5.91	4.93	N/A	5.98	
Vanguard Target Retirement Income Trust II <sup>1</sup>		-2.46	-2.41	3.15	7.05	-0.12	2.72	3.64	N/A	02/29/2008
BENCHMARK: Morningstar Lifetime Moderate Income Index <sup>4</sup>		-2.53	-2.28	2.61	7.83	1.05	3.08	3.68	N/A	
<b>Growth &amp; Income</b>										
American Funds - American Balanced Fund (Class R6)	RLBGX	-3.48	-2.78	4.00	12.47	4.68	5.76	7.63	N/A	05/01/2009
BENCHMARK: S&P 500 Index <sup>24</sup>		-4.77	-3.27	13.07	21.62	10.15	9.92	11.91	N/A	
Fidelity 500 Index Fund	FXAIX	-4.77	-3.27	13.07	21.61	10.14	9.90	11.90	N/A	05/04/2011
BENCHMARK: S&P 500 Index <sup>24</sup>		-4.77	-3.27	13.07	21.62	10.15	9.92	11.91	N/A	
Vanguard Windsor II Fund (Admiral Shares)	VWNAX	-3.62	-2.30	8.35	20.17	12.73	9.13	9.92	N/A	05/14/2001
BENCHMARK: Russell 1000 Value Index <sup>14</sup>		-3.86	-3.16	1.79	14.44	11.05	6.23	8.45	N/A	
<b>Growth</b>										
Baron Small Cap Fund (Shares R6)	BSCUX	-5.26	-3.11	12.92	17.71	1.97	5.94	N/A	12.48	01/29/2016
BENCHMARK: Russell 2000 Growth Index <sup>15</sup>		-6.60	-7.32	5.24	9.59	1.09	1.55	6.72	9.22	
Carillon Eagle Mid Cap Growth Fund (Class R6)	HRAUX	-6.02	-6.41	6.00	10.07	1.43	6.09	10.63	N/A	08/15/2011
BENCHMARK: Russell Midcap Growth Index <sup>17</sup>		-4.87	-5.22	9.88	17.47	2.61	6.97	9.94	N/A	
Delaware Small Cap Value Fund (Class R6)	DVZRX	-5.25	-3.85	-1.82	9.89	15.35	3.56	N/A	7.34	05/02/2016
BENCHMARK: Russell 2000 Value Index <sup>16</sup>		-5.21	-2.96	-0.53	7.84	13.32	2.59	6.19	7.12	
Fidelity Mid Cap Index Fund	FSMDX	-5.02	-4.65	3.92	13.50	8.10	6.40	8.98	N/A	09/08/2011
BENCHMARK: Russell Midcap Index <sup>19</sup>		-5.02	-4.68	3.91	13.45	8.09	6.38	8.98	N/A	
Fidelity Small Cap Index Fund	FSSNX	-5.89	-5.09	2.69	9.11	7.23	2.49	6.81	N/A	09/08/2011
BENCHMARK: Russell 2000 Index <sup>21</sup>		-5.89	-5.13	2.54	8.93	7.16	2.40	6.65	N/A	
JPMorgan Large Cap Growth Fund (Class R6)	JLGMX	-5.95	-3.64	18.93	23.20	5.61	13.38	15.32	N/A	11/30/2010
BENCHMARK: Russell 1000 Growth Index <sup>13</sup>		-5.44	-3.13	24.98	27.72	7.97	12.42	14.48	N/A	
Victory Sycamore Established Value Fund (Class R6)	VEVRX	-4.78	-4.06	-0.22	12.76	15.69	8.69	N/A	10.09	03/04/2014
BENCHMARK: Russell Midcap Value Index <sup>18</sup>		-5.09	-4.46	0.54	11.05	10.98	5.18	7.92	7.03	

## Variable Rate Investments - Average Annual Total Returns(%)

INVESTMENT NAME/COMPARATIVE BENCHMARK	TICKER	1 MONTH	3 MONTH	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS	SINCE INCEPTION	INCEPTION DATE
<b>International</b>										
American Funds - EuroPacific Growth Fund (Class R6)	REGX	-5.13	-6.33	5.15	19.64	0.08	3.11	4.64	N/A	05/01/2009
BENCHMARK: MSCI EAFE Index <sup>22</sup>		-3.42	-4.11	7.08	25.65	5.75	3.24	3.82	N/A	
Fidelity Total International Index Fund	FTIH	-3.38	-3.98	5.04	20.56	3.67	2.59	N/A	4.84	06/07/2016
BENCHMARK: MSCI ACWI ex USA Investable Market Index <sup>3</sup>		-3.24	-3.49	5.30	20.19	3.77	2.57	3.48	5.08	
MFS International Intrinsic Value Fund (Class R6)	MINJ	-4.44	-4.72	7.22	20.45	0.18	4.37	6.71	N/A	05/01/2006
BENCHMARK: MSCI EAFE Index <sup>22</sup>		-3.42	-4.11	7.08	25.65	5.75	3.24	3.82	N/A	

Total returns are historical and include changes in share price and reinvestment of all dividends and capital gains, if any, but not the effect of any sales charges, which are waived for qualified retirement plans. If sales charges were included, total returns would be lower. Note - This Investment Return report is designed to provide investors with an illustration of the performance of only those funds and/or investments in the Plan's lineup as of the report date provided at the top of the first page. This report does not report performance figures for those funds and/or investments that were once in the Plan's lineup, and have since been removed from the lineup prior to the report date at the top of the first page. Further, the performance returns reported on this document represents performance for each respective fund; however, this does not represent the actual performance experience of individual participants within the Plan, due to participant's variability in cash flows, timing of cash flows, etc. For actual performance experience, participants should refer to the Personal rate of Return function online at mylife.jhrps.com, our Voice Response System (VRS), John Hancock participant service center, or periodic participant statements.

<sup>1</sup>The fund is a collective investment fund and is privately offered. Therefore information on this investment is not available in local publications.

<sup>2</sup>The Morningstar Lifetime Moderate 2060 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2060. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

<sup>3</sup>MSCI ACWI ex USA Investable Market Index (IMI) captures large, mid and small cap representation across 22 of 23 Developed Markets (DM) countries (excluding the United States) and 21 Emerging Markets (EM) countries. The index covers approximately 99% of the global equity opportunity set outside the US. It is not possible to invest directly in an index.

<sup>4</sup>The Morningstar Lifetime Moderate Income Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target of moderate income. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

<sup>5</sup>The Morningstar Lifetime Moderate 2020 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2020. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

<sup>6</sup>The Morningstar Lifetime Moderate 2025 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2025. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

<sup>7</sup>The Morningstar Lifetime Moderate 2030 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2030. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

<sup>8</sup>The Morningstar Lifetime Moderate 2035 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2035. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

<sup>9</sup>The Morningstar Lifetime Moderate 2040 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2040. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

<sup>10</sup>The Morningstar Lifetime Moderate 2045 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2045. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

<sup>11</sup>The Morningstar Lifetime Moderate 2050 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2050. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

<sup>12</sup>The Morningstar Lifetime Moderate 2055 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2055. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

<sup>13</sup>Russell 1000 Growth Index: The Russell 1000 Growth Index is an unmanaged index that measures the performance of those Russell 1000 companies with higher price-to-book ratios and higher forecasted growth values. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

<sup>14</sup>Russell 1000 Value Index: The Russell 1000 Value Index is an unmanaged index that measures the performance of those Russell 1000 companies with lower price-to-book ratios and lower forecasted growth values. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

<sup>15</sup>Russell 2000 Growth Index: The Russell 2000 Growth Index is an unmanaged index that measures the performance of those Russell 2000 companies with higher price-to-book ratios and higher forecasted growth values. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

<sup>16</sup>Russell 2000 Value Index: The Russell 2000 Value Index is an unmanaged index that measures the performance of those Russell 2000 companies with lower price-to-book ratios and lower forecasted growth values. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

<sup>17</sup>Russell Midcap Growth Index: The Russell Midcap Growth Index is an unmanaged index that measures the performance of those Russell Midcap companies with higher price-to-book ratios and higher forecasted growth values. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

<sup>18</sup>Russell Midcap Value Index: A market-weighted total return index that measures the performance of companies within the Russell Midcap Index having lower price-to-book ratios and lower forecasted growth values. The Russell Midcap Index includes firms 201 through 1000, based on market capitalization, from the Russell 3000 Index. The Russell 3000 Index represents 98% of the of the investable US equity market. An investment cannot be made directly into an index.

<sup>19</sup>Russell Midcap Index: The Russell Midcap Index is an unmanaged index that measures the performance of the 800 smallest companies in the Russell 1000 Index. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

<sup>20</sup>Bloomberg US Aggregate Bond Index is an unmanaged market value-weighted performance benchmark for investment-grade or better fixed-rate debt issues, including government, corporate, asset-backed, and mortgage-backed securities, with maturities of at least one year. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

<sup>21</sup>Russell 2000 Index: The Russell 2000 Index is an unmanaged index that measures the performance of the 2,000 smallest companies in the Russell 3000 Index, which includes the 3,000 largest U.S. companies based on total market capitalization. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

<sup>22</sup>MSCI EAFE Index: The MSCI EAFE Index (Europe, Australasia, Far East) is a free float-adjusted market capitalization index that is designed to measure the equity market performance of developed markets, excluding the US & Canada. The MSCI EAFE Index consists of the 22 developed market country indices in Europe, Australasia and the Far East. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

<sup>23</sup>FTSE Treasury Bill 3 Month Index is an unmanaged, market capitalization weighted, index of 3-month Treasury bills. An investment cannot be made directly into an index.

<sup>24</sup>S&P 500 Index is an unmanaged index and is widely regarded as the standard for measuring large-cap U.S. stock market performance. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

An investment cannot be made directly into an index.

The mutual fund performance and statistical data included here is supplied by Morningstar, Inc. and was collected from company reports, financial reporting services, periodicals and other sources believed to be reliable. Although carefully verified, data are not guaranteed by Morningstar, Inc. or John Hancock Retirement Plan Services, LLC.

## FEE AND EXPENSE INFORMATION

The following table shows fee and expense information for the plan's investment options. The Total Annual Operating Expenses are expenses that reduce the rates of return of the investment option. This table also shows any redemption fees charged by an investment option upon the sale or exchange of shares and the minimum number of days one must hold the investment in order to avoid a redemption fee.

**Expense ratio (gross) does not include fee waivers or expense reimbursements which result in lower actual cost to the investor.**

Fees and Expenses					
NAME / TYPE OF OPTION	TOTAL ANNUAL OPERATING EXPENSE		REDEMPTION FEES		Additional Information
	As a %	Per \$1,000	%	# Days	
<b>Stable Value</b>					
Stable Value Option	0.30%	\$ 3.00	N/A	N/A	
<b>Income</b>					
Fidelity U.S. Bond Index Fund	0.03%	\$ 0.30	N/A	N/A	

<b>Fees and Expenses</b>					
<b>NAME / TYPE OF OPTION</b>	<b>TOTAL ANNUAL OPERATING EXPENSE</b>		<b>REDEMPTION FEES</b>		<b>Additional Information</b>
	<b>As a %</b>	<b>Per \$1,000</b>	<b>%</b>	<b># Days</b>	
Metropolitan West Total Return Bond Fund (Plan Class)	0.37%	\$ 3.70	N/A	N/A	
<b>Target Date</b>					
Vanguard Target Retirement 2020 Trust II	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2025 Trust II	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2030 Trust II	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2035 Trust II	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2040 Trust II	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2045 Trust II	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2050 Trust II	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2055 Trust II	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2060 Trust II	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2065 Trust II	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement Income Trust II	0.08%	\$ 0.80	N/A	N/A	
<b>Growth &amp; Income</b>					
American Funds - American Balanced Fund (Class R6)	0.25%	\$ 2.50	N/A	N/A	
Fidelity 500 Index Fund	0.02%	\$ 0.20	N/A	N/A	
Vanguard Windsor II Fund (Admiral Shares)	0.26%	\$ 2.60	N/A	N/A	
<b>Growth</b>					
Baron Small Cap Fund (Shares R6)	1.04%	\$ 10.40	N/A	N/A	
Carillon Eagle Mid Cap Growth Fund (Class R6)	0.64%	\$ 6.40	N/A	N/A	
Delaware Small Cap Value Fund (Class R6)	0.70%	\$ 7.00	N/A	N/A	
Fidelity Mid Cap Index Fund	0.03%	\$ 0.30	N/A	N/A	
Fidelity Small Cap Index Fund	0.03%	\$ 0.30	N/A	N/A	
JPMorgan Large Cap Growth Fund (Class R6)	0.51%	\$ 5.10	N/A	N/A	
Victory Sycamore Established Value Fund (Class R6)	0.54%	\$ 5.40	N/A	N/A	
<b>International</b>					
American Funds - EuroPacific Growth Fund (Class R6)	0.47%	\$ 4.70	N/A	N/A	
Fidelity Total International Index Fund	0.06%	\$ 0.60	N/A	N/A	
MFS International Intrinsic Value Fund (Class R6)	0.68%	\$ 6.80	N/A	N/A	

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the long-term effect of fees and expenses at <https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/pension-protection-act/investing-and-diversification>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

Please visit [myplan.johnhancock.com](http://myplan.johnhancock.com) for a glossary of investment terms relevant to this plan. The glossary is intended to help you better understand your options.

## PLAN-RELATED INFORMATION

### PLAN ADMINISTRATIVE EXPENSES

The plan may pay service providers for administrative services rendered during the year, such as recordkeeping and investment advisory services. Service providers may offset the fees they would otherwise charge with revenue sharing payments that the service provider receives in connection with plan investment options, otherwise their service fees may be paid from a segregated account under the plan and/or may be charged against participants' or beneficiaries' accounts on a pro rata basis, per capita basis, or as a specific dollar amount, subject to the terms of the plan. In some circumstances, portions of such payments may be credited back to your account. Any amounts charged or credited against your account will be disclosed online and in your statement on a quarterly basis.

#### ACCESS TO INFORMATION

As a participant in the plan, you have the right to request paper copies, free of charge, of any information required to be available on the plan website. This includes past and current statements. To request this, you can contact a John Hancock participant service representative at 800-294-3575 from 08:00 a.m. to 10:00 p.m. Eastern time on New York Stock Exchange business days. For your protection, all calls to our representatives are recorded. In addition, your past and current statements are available through our secure website at [mylife.jhrps.com/statements](http://mylife.jhrps.com/statements).

### PARTICIPANT EXPENSES

The following fees are applicable. If any of these fees apply to you, they will appear on your quarterly account statement.

The managed account fee applies to eligible account assets, charged monthly to participants enrolled in the managed account program for the program's investment management and administration.

Loan Fees	\$ 75.00
Monthly Loan Maintenance Fee	\$ 2.00
Distribution Fee	\$ 25.00
Hardship Fee	\$ 75.00
Insufficient Funds Fee	\$ 25.00
QDRO Fee	\$ 500.00
Managed Account Fee:	Varies
.0050 on the first \$50,000	
.0040 on the next \$50,000	
.0030 on the next \$150,000	
.0020 on amounts over \$250,000	
Per Participant Fee (balance < \$10,000)	\$25.00
Per Participant Fee (balance > \$10,001)	\$75.00

## ABILITY TO DIRECT INVESTMENTS

You have the right to transfer into or out of any investment option in your plan at any time, provided such transfer is permitted by the investment offeror. Investment options in your plan may have implemented restrictions such as redemption fees or short-term trading prohibitions. If redemption fees apply to any of the options in this plan, those fees and the holding period required to avoid the fees will be listed in the Fees and Expenses section above. Mutual funds are not appropriate for frequent trading and most mutual funds monitor and restrict such activity. If you conduct transactions in a particular fund too often or attempt to exchange among related funds soon after purchasing, the mutual fund may restrict or deny future purchases. The plan's named fiduciary, or its delegate, exercises voting, tender and any similar rights associated with the plan's designated investment alternatives unless the plan offers an employer stock investment alternative. In the case of employer stock, voting rights are generally exercised based upon participant instruction. Please review the funds' prospectuses for more information. To change any of your investments, you can go to [myplan.johnhancock.com](http://myplan.johnhancock.com) at any time, or you can call us at 800-294-3575 from 08:00 a.m. to 10:00 p.m. Eastern time on New York Stock Exchange business days. For your protection, all calls to our Representatives are recorded.

## DESIGNATED INVESTMENT MANAGER

John Hancock Personal Financial Services, LLC, is the designated investment manager for participant accounts enrolled in the John Hancock Personalized Retirement Advice managed account service, providing discretionary management of enrolled accounts, including investment allocation and rebalancing.

## ABOUT RISK

All investing involves risk. It is possible that your investment objectives may not be met. All mutual funds are subject to market risk and may fluctuate in value.

Neither John Hancock Retirement Plan Services, LLC, its affiliates nor its representatives provide tax, legal or accounting advice. Please contact your own advisors.

**Please contact John Hancock at 800-294-3575 for a prospectus, and, if available, a summary prospectus. Investors are asked to consider the investment objectives, risks, and charges and expenses of the investment carefully before investing. The prospectus or summary prospectus, contains this and other information about the investment company. Please read this information carefully before investing.**

Marketing support services are provided by John Hancock Distributors LLC.

John Hancock Retirement Plan Services, LLC is also referred to as "John Hancock".

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# Vanguard Target Retirement 2020 Trust II

AS OF 2023-06-30

**INVESTMENT STRATEGY:** Vanguard Target Retirement 2020 Trust II seeks to provide capital appreciation and current income consistent with its current asset allocation. The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2020, the trust's asset allocation should resemble that of the Target Retirement Income Trust II.

Fund Category:  
**Balanced/Asset  
Allocation**

## PORTFOLIO DETAILS

Inception Date	2008-02-29
Gross Expense Ratio <sup>f1</sup> (%)	0.08
Net Expense Ratio <sup>f1</sup> (%)	0.08

## KEY STATISTICS

Turnover Ratio (%) (annualized)	18
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## PRINCIPAL RISKS

Principal Risks include: Collective Funds and Target Date. See disclosure for details.

## Average Annual Total Returns %

As of 2023-06-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Vanguard Target Retirement 2020 Trust II	7.01	6.57	3.87	4.66	6.09	--
Morningstar Lifetime Moderate <sup>87</sup>	6.18	6.10	2.96	4.28	5.39	--

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. Investment return and principal value will fluctuate so that upon redemption, shares may be worth more or less than their original cost. Performance data does not reflect deduction of redemption fee, which, if such fee exists, would lower performance. For current to the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at (800) 294-3575.

**f1.** The Gross Expense Ratio does not include fee waivers or expense reimbursements which result in lower actual cost to the investor. The Net Expense Ratio represents the effect of a fee waiver and/or expense reimbursement and is subject to change.

Marketing support services are provided by John Hancock Distributors LLC.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.



# Vanguard Target Retirement 2025 Trust II

AS OF 2023-06-30

**INVESTMENT STRATEGY:** Vanguard Target Retirement 2025 Trust II seeks to provide capital appreciation and current income consistent with its current asset allocation. The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2025, the trust's asset allocation should resemble that of the Target Retirement Income Trust II.

Fund Category:  
**Balanced/Asset  
Allocation**

## PORTFOLIO DETAILS

Inception Date	2008-02-29
Gross Expense Ratio <sup>f1</sup> (%)	0.08
Net Expense Ratio <sup>f1</sup> (%)	0.08

## KEY STATISTICS

Turnover Ratio (%) (annualized)	84
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## PRINCIPAL RISKS

Principal Risks include: Collective Funds and Target Date. See disclosure for details.

## Average Annual Total Returns %

As of 2023-06-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Vanguard Target Retirement 2025 Trust II	8.45	8.56	5.05	5.35	6.76	--
Morningstar Lifetime Moderate <sup>88</sup>	6.77	6.99	3.61	4.57	5.94	--

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. Investment return and principal value will fluctuate so that upon redemption, shares may be worth more or less than their original cost. Performance data does not reflect deduction of redemption fee, which, if such fee exists, would lower performance. For current to the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at (800) 294-3575.

**f1.** The Gross Expense Ratio does not include fee waivers or expense reimbursements which result in lower actual cost to the investor. The Net Expense Ratio represents the effect of a fee waiver and/or expense reimbursement and is subject to change.

Marketing support services are provided by John Hancock Distributors LLC.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.





# Vanguard Target Retirement 2030 Trust II

AS OF 2023-06-30

**INVESTMENT STRATEGY:** Vanguard Target Retirement 2030 Trust II seeks to provide capital appreciation and current income consistent with its current asset allocation. The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2030, the trust's asset allocation should resemble that of the Target Retirement Income Trust II.

Fund Category:  
**Balanced/Asset  
Allocation**

## PORTFOLIO DETAILS

Inception Date	2008-02-29
Gross Expense Ratio <sup>f1</sup> (%)	0.08
Net Expense Ratio <sup>f1</sup> (%)	0.08

## KEY STATISTICS

Turnover Ratio (%) (annualized)	2
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## PRINCIPAL RISKS

Principal Risks include: Collective Funds and Target Date. See disclosure for details.

## Average Annual Total Returns %

As of 2023-06-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Vanguard Target Retirement 2030 Trust II	9.47	10.03	6.13	5.88	7.33	--
Morningstar Lifetime Moderate <sup>89</sup>	7.51	8.34	4.83	5.02	6.60	--

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. Investment return and principal value will fluctuate so that upon redemption, shares may be worth more or less than their original cost. Performance data does not reflect deduction of redemption fee, which, if such fee exists, would lower performance. For current to the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at (800) 294-3575.

**f1.** The Gross Expense Ratio does not include fee waivers or expense reimbursements which result in lower actual cost to the investor. The Net Expense Ratio represents the effect of a fee waiver and/or expense reimbursement and is subject to change.

Marketing support services are provided by John Hancock Distributors LLC.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.



# Vanguard Target Retirement 2035 Trust II

AS OF 2023-09-30

**INVESTMENT STRATEGY:** Vanguard Target Retirement 2035 Trust II seeks to provide capital appreciation and current income consistent with its current asset allocation. The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2035, the trust's asset allocation should resemble that of the Target Retirement Income Trust II.

Fund Category:  
**Balanced/Asset  
Allocation**

## PORTFOLIO DETAILS

Inception Date	2008-02-29
Gross Expense Ratio <sup>f1</sup> (%)	0.08
Net Expense Ratio <sup>f1</sup> (%)	0.08

## KEY STATISTICS

Turnover Ratio (%) (annualized)	9
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## PRINCIPAL RISKS

Principal Risks include: Collective Funds and Target Date. See disclosure for details.

## Average Annual Total Returns %

As of 2023-09-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Vanguard Target Retirement 2035 Trust II	6.65	14.65	3.98	5.01	6.87	--
Morningstar Lifetime Moderate <sup>90</sup>	3.92	12.85	3.10	4.06	6.12	--

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. Investment return and principal value will fluctuate so that upon redemption, shares may be worth more or less than their original cost. Performance data does not reflect deduction of redemption fee, which, if such fee exists, would lower performance. For current to the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at (800) 294-3575.

**f1.** The Gross Expense Ratio does not include fee waivers or expense reimbursements which result in lower actual cost to the investor. The Net Expense Ratio represents the effect of a fee waiver and/or expense reimbursement and is subject to change.

Marketing support services are provided by John Hancock Distributors LLC.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.



# Vanguard Target Retirement 2040 Trust II

AS OF 2023-09-30

**INVESTMENT STRATEGY:** Vanguard Target Retirement 2040 Trust II seeks to provide capital appreciation and current income consistent with its current asset allocation. The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2040, the trust's asset allocation should resemble that of the Target Retirement Income Trust II.

Fund Category:  
**Balanced/Asset  
Allocation**

## PORTFOLIO DETAILS

Inception Date	2008-02-29
Gross Expense Ratio <sup>f1</sup> (%)	0.08
Net Expense Ratio <sup>f1</sup> (%)	0.08

## KEY STATISTICS

Turnover Ratio (%) (annualized)	7
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## PRINCIPAL RISKS

Principal Risks include: Collective Funds and Target Date. See disclosure for details.

## Average Annual Total Returns %

As of 2023-09-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Vanguard Target Retirement 2040 Trust II	7.39	16.18	4.87	5.45	7.34	--
Morningstar Lifetime Moderate <sup>91</sup>	4.91	14.88	4.59	4.57	6.57	--

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. Investment return and principal value will fluctuate so that upon redemption, shares may be worth more or less than their original cost. Performance data does not reflect deduction of redemption fee, which, if such fee exists, would lower performance. For current to the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at (800) 294-3575.

**f1.** The Gross Expense Ratio does not include fee waivers or expense reimbursements which result in lower actual cost to the investor. The Net Expense Ratio represents the effect of a fee waiver and/or expense reimbursement and is subject to change.

Marketing support services are provided by John Hancock Distributors LLC.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.



# Vanguard Target Retirement 2045 Trust II

AS OF 2023-09-30

**INVESTMENT STRATEGY:** Vanguard Target Retirement 2045 Trust II seeks to provide capital appreciation and current income consistent with its current asset allocation. The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2045, the trust's asset allocation should resemble that of the Target Retirement Income Trust II.

Fund Category:  
**Balanced/Asset  
Allocation**

## PORTFOLIO DETAILS

Inception Date	2008-02-29
Gross Expense Ratio <sup>f1</sup> (%)	0.08
Net Expense Ratio <sup>f1</sup> (%)	0.08

## KEY STATISTICS

Turnover Ratio (%) (annualized)	8
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## PRINCIPAL RISKS

Principal Risks include: Collective Funds and Target Date. See disclosure for details.

## Average Annual Total Returns %

As of 2023-09-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Vanguard Target Retirement 2045 Trust II	8.11	17.73	5.79	5.93	7.68	--
Morningstar Lifetime Moderate <sup>92</sup>	5.61	16.35	5.56	4.91	6.78	--

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. Investment return and principal value will fluctuate so that upon redemption, shares may be worth more or less than their original cost. Performance data does not reflect deduction of redemption fee, which, if such fee exists, would lower performance. For current to the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at (800) 294-3575.

**f1.** The Gross Expense Ratio does not include fee waivers or expense reimbursements which result in lower actual cost to the investor. The Net Expense Ratio represents the effect of a fee waiver and/or expense reimbursement and is subject to change.

Marketing support services are provided by John Hancock Distributors LLC.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.



# Vanguard Target Retirement 2050 Trust II

AS OF 2023-09-30

**INVESTMENT STRATEGY:** Vanguard Target Retirement 2050 Trust II seeks to provide capital appreciation and current income consistent with its current asset allocation. The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2050, the trust's asset allocation should resemble that of the Target Retirement Income Trust II.

Fund Category:  
**Balanced/Asset  
Allocation**

## PORTFOLIO DETAILS

Inception Date	2008-02-29
Gross Expense Ratio <sup>f1</sup> (%)	0.08
Net Expense Ratio <sup>f1</sup> (%)	0.08

## KEY STATISTICS

Turnover Ratio (%) (annualized)	8
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## PRINCIPAL RISKS

Principal Risks include: Collective Funds and Target Date. See disclosure for details.

## Average Annual Total Returns %

As of 2023-09-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Vanguard Target Retirement 2050 Trust II	8.50	18.52	5.98	6.05	7.74	--
Morningstar Lifetime Moderate <sup>93</sup>	5.92	17.03	5.93	5.03	6.81	--

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. Investment return and principal value will fluctuate so that upon redemption, shares may be worth more or less than their original cost. Performance data does not reflect deduction of redemption fee, which, if such fee exists, would lower performance. For current to the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at (800) 294-3575.

**f1.** The Gross Expense Ratio does not include fee waivers or expense reimbursements which result in lower actual cost to the investor. The Net Expense Ratio represents the effect of a fee waiver and/or expense reimbursement and is subject to change.

Marketing support services are provided by John Hancock Distributors LLC.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.



# Vanguard Target Retirement 2055 Trust II

AS OF 2023-09-30

**INVESTMENT STRATEGY:** Vanguard Target Retirement 2055 Trust II seeks to provide capital appreciation and current income consistent with its current asset allocation. The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2055, the trust's asset allocation should resemble that of the Target Retirement Income Trust II.

Fund Category:  
**Balanced/Asset  
Allocation**

## PORTFOLIO DETAILS

Inception Date	2010-08-31
Gross Expense Ratio <sup>f1</sup> (%)	0.08
Net Expense Ratio <sup>f1</sup> (%)	0.08

## KEY STATISTICS

Turnover Ratio (%) (annualized)	10
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## PRINCIPAL RISKS

Principal Risks include: Collective Funds and Target Date. See disclosure for details.

## Average Annual Total Returns %

As of 2023-09-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Vanguard Target Retirement 2055 Trust II	8.50	18.52	5.98	6.05	7.72	--
Morningstar Lifetime Moderate <sup>94</sup>	5.94	17.15	5.96	5.00	6.74	--

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. Investment return and principal value will fluctuate so that upon redemption, shares may be worth more or less than their original cost. Performance data does not reflect deduction of redemption fee, which, if such fee exists, would lower performance. For current to the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at (800) 294-3575.

**f1.** The Gross Expense Ratio does not include fee waivers or expense reimbursements which result in lower actual cost to the investor. The Net Expense Ratio represents the effect of a fee waiver and/or expense reimbursement and is subject to change.

Marketing support services are provided by John Hancock Distributors LLC.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.



# Vanguard Target Retirement 2060 Trust II

AS OF 2023-06-30

**INVESTMENT STRATEGY:** Vanguard Target Retirement 2060 Trust II seeks to provide capital appreciation and current income consistent with its current asset allocation. The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2060, the trust's asset allocation should resemble that of the Target Retirement Income Trust II.

Fund Category:  
**Balanced/Asset  
Allocation**

## PORTFOLIO DETAILS

Inception Date	2012-03-01
Gross Expense Ratio <sup>f1</sup> (%)	0.08
Net Expense Ratio <sup>f1</sup> (%)	0.08

## KEY STATISTICS

Turnover Ratio (%) (annualized)	23
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## PRINCIPAL RISKS

Principal Risks include: Collective Funds and Target Date. See disclosure for details.

## Average Annual Total Returns %

As of 2023-06-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Vanguard Target Retirement 2060 Trust II	12.42	14.71	9.83	7.68	8.83	--
Morningstar Lifetime Moderate <sup>68</sup>	9.98	13.66	9.56	6.43	7.80	--

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. Investment return and principal value will fluctuate so that upon redemption, shares may be worth more or less than their original cost. Performance data does not reflect deduction of redemption fee, which, if such fee exists, would lower performance. For current to the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at (800) 294-3575.

**f1.** The Gross Expense Ratio does not include fee waivers or expense reimbursements which result in lower actual cost to the investor. The Net Expense Ratio represents the effect of a fee waiver and/or expense reimbursement and is subject to change.

Marketing support services are provided by John Hancock Distributors LLC.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.



# Vanguard Target Retirement 2065 Trust II

AS OF 2023-06-30

**INVESTMENT STRATEGY:** Vanguard Target Retirement 2065 Trust II seeks to provide capital appreciation and current income consistent with its current asset allocation. The trust invests in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2065 (the target year). The trust's asset allocation will become more conservative over time. Within seven years after 2065, the trust's asset allocation should resemble that of the Target Retirement Income Trust II.

Fund Category:  
**Balanced/Asset  
Allocation**

## PORTFOLIO DETAILS

Inception Date	2017-07-17
Gross Expense Ratio <sup>f1</sup> (%)	0.08
Net Expense Ratio <sup>f1</sup> (%)	0.08

## KEY STATISTICS

Turnover Ratio (%) (annualized)	49
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## PRINCIPAL RISKS

Principal Risks include: Collective Funds and Target Date. See disclosure for details.

## Average Annual Total Returns %

As of 2023-06-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Vanguard Target Retirement 2065 Trust II	12.41	14.69	9.81	7.68	--	8.62
Morningstar Lifetime Moderate <sup>68</sup>	9.98	13.66	9.56	6.43	7.80	--

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. Investment return and principal value will fluctuate so that upon redemption, shares may be worth more or less than their original cost. Performance data does not reflect deduction of redemption fee, which, if such fee exists, would lower performance. For current to the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at (800) 294-3575.

**f1.** The Gross Expense Ratio does not include fee waivers or expense reimbursements which result in lower actual cost to the investor. The Net Expense Ratio represents the effect of a fee waiver and/or expense reimbursement and is subject to change.

Marketing support services are provided by John Hancock Distributors LLC.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.





# Vanguard Target Retirement Income Trust II

AS OF 2023-06-30

**INVESTMENT STRATEGY:** Vanguard Target Retirement Income Trust II seeks to provide current income and some capital appreciation. The trust invests in Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement.

Fund Category:  
**Balanced/Asset  
Allocation**

## PORTFOLIO DETAILS

Inception Date	2008-02-29
Gross Expense Ratio <sup>f1</sup> (%)	0.08
Net Expense Ratio <sup>f1</sup> (%)	0.08

## KEY STATISTICS

Turnover Ratio (%) (annualized)	21
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## PRINCIPAL RISKS

Principal Risks include: Collective Funds and Target Date. See disclosure for details.

## Average Annual Total Returns %

As of 2023-06-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Vanguard Target Retirement Income Trust II	5.69	4.54	1.74	3.49	4.17	--
Morningstar Lifetime Moderate <sup>184</sup>	5.00	5.12	3.04	3.88	4.22	--

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. Investment return and principal value will fluctuate so that upon redemption, shares may be worth more or less than their original cost. Performance data does not reflect deduction of redemption fee, which, if such fee exists, would lower performance. For current to the most recent month-end performance information, please log onto [myplan.johnhancock.com](http://myplan.johnhancock.com) or call a John Hancock representative at (800) 294-3575.

<sup>f1</sup> The Gross Expense Ratio does not include fee waivers or expense reimbursements which result in lower actual cost to the investor. The Net Expense Ratio represents the effect of a fee waiver and/or expense reimbursement and is subject to change.

Marketing support services are provided by John Hancock Distributors LLC.

The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.

## Important Notes

### Index Description:

**i68.** The Morningstar Lifetime Moderate 2060 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2060. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

**i84.** The Morningstar Lifetime Moderate Income Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target of moderate income. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

**i87.** The Morningstar Lifetime Moderate 2020 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2020. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

**i88.** The Morningstar Lifetime Moderate 2025 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2025. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

**i89.** The Morningstar Lifetime Moderate 2030 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2030. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

**i90.** The Morningstar Lifetime Moderate 2035 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2035. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

**i91.** The Morningstar Lifetime Moderate 2040 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2040. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

**i92.** The Morningstar Lifetime Moderate 2045 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2045. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

**i93.** The Morningstar Lifetime Moderate 2050 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2050. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

**i94.** The Morningstar Lifetime Moderate 2055 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2055. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

## Principal Risks

**Collective Funds:** The fund is a collective investment fund and is privately offered. Therefore information on this investment is not available in local publications.

**Target Date:** Target-date funds, also known as lifecycle funds, shift their asset allocation to become increasingly conservative as the target retirement year approaches. Still, investment in target-date funds may lose value near, at, or after the target retirement date, and there is no guarantee they will provide adequate income at retirement.