

Northern California Glaziers, Architectural Metal and Glass Workers Pension Trust Fund & Northern California Glaziers Individual Account Retirement Plan

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Important Changes to the Glaziers Individual Account Retirement Plan

As the Trustees of the Glaziers Individual Account Retirement Plan ("the Plan"), with the assistance of its Plan Professionals, we continually look for ways to support and enhance the Plan in your best interest. In addition, we regularly review the administrative expenses for the Plan and how those costs are allocated to you as participants, especially as the Plan continues to grow.

Change in the administrative fees

Plan Expenses

Investment funds available within retirement plans can charge the Plan operating fees, which are reflected in the share or unit value of the investment. The investment funds may in turn pay third parties from the operating fees for providing shareholder services and performing administrative, distribution, and other work on behalf of the fund. The direct payments made from the investment funds for operating expenses have been reduced as previously communicated to you. As a result, the overall expense ratio of the investments and the cost to you as a participant to invest in them were lowered thereby benefiting you.

Since the direct payment of operating expenses by these investment funds have been lowered, administrative expenses payable by you as a participant needs to increase.

Per Participant Fee

Beginning with the first quarter of 2026, the quarterly administrative fee deducted from your account to cover the expenses of the Plan will increase from \$30.25 per quarter to \$59.75 per quarter. In an effort to continue to attain a fair and equitable allocation of Plan expenses, every participant will have the same amount deducted from their account to pay the Plan's administrative services. The new fee of \$59.75 will be reflected on your first quarter 2026 statement.

Fees and expenses are not unique to this Plan. All retirement plans have them, in one form or another. The payment of reasonable expenses allows us to continue to administer the Plan in your best interest. You should pay attention to these fees as they can impact your account balance over time.

If you have questions regarding this notice

- Contact a John Hancock Participant Service Center representative by calling 833-38-UNION (833-388-6466) or contact the Fund Office. Representatives are available from 5:00 A.M. to 7:00 P.M., Pacific time, on New York Stock Exchange business days. All calls to the Participant Service Center are recorded.

GLAZIERS INDIVIDUAL ACCOUNT RETIREMENT PLAN (THE “PLAN”)

DATE: December 2025

PLAN SPONSOR: BOARD OF TRUSTEES, GLAZIERS INDIVIDUAL ACCOUNT RETIREMENT PLAN

This notice concerns the Plan’s Qualified Default Investment Alternative. All participants are required to receive this notice at least annually.

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 a copy of 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 on how you can obtain one.

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

- 24 hours a day via either the internet at www.myplan.johnhancock.com or an automated telephone system at 833.38.UNION (833.388.6466).
- 8AM to 10PM Eastern Time by calling 833.38.UNION or 833.388.6466 to speak with a Participant Service Representative.

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, **Glaziers Core Blend Investment Option**, unless you make an alternative investment election by contacting John Hancock.

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.

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.

GLAZIERS INDIVIDUAL ACCOUNT RETIREMENT PLAN (THE “PLAN”)

About Risk

There are additional risks associated with investing in high yield, small cap, mid cap, and foreign securities. Small and mid-cap stocks are generally less established and may be more volatile and less liquid than stocks of larger companies.

Such funds also invest in bonds, which are subject to interest-rate risk and can lose principal value when interest rates rise. There is no guarantee that the investment objectives will be met.

Please access myplan.johnhancock.com or call 1.833.38.UNION (833.388.6466) for a prospectus, and, if available, a summary prospectus. Investors are asked to consider the investment objectives, risks, and charges and expenses of an investment carefully before investing. The prospectus, and, if available, a summary prospectus contains this and other information about the investment fund. Please read the prospectus, and, if available, a summary prospectus, carefully before investing. Prospectus may only be available in English.

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 view and/or obtain a copy of the SPD by contacting the Fund Office or by visiting www.norcalglazierstrust.org. You can also obtain additional information about the Plan by contacting John Hancock or by contacting the Fund Office.

John Hancock Retirement Plan Services, LLC offers plan administrative services and service programs through which a sponsor or administrator of a plan may invest in various investment options on behalf of plan participants. These investment options have not been individually selected by John Hancock Retirement Plan Services, LLC. John Hancock Trust Company, LLC provides trust and custodial services to such plans.

NOT FDIC INSURED | MAY LOSE VALUE | NOT BANK GUARANTEED | NOT INSURED BY ANY GOVERNMENT AGENCY

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INVESTMENT STRATEGY: Portfolios Asset Allocations are also offered as investment options in the Plan. Each Portfolio seeks to achieve the highest potential rate of return for its objective and level of risk by allocating assets in varying percentages to different asset classes, represented by the portfolio's investment vehicles. The percentage of assets allocated to each asset class will be rebalanced by John Hancock Retirement Plan Services, LLC according to the rebalancing rules provided by the client or financial intermediary. The Portfolios themselves are not mutual funds.

Fund Category:
Balanced/Asset Allocation

PORTFOLIO DETAILS

Inception Date	2012-07-03
Gross Expense Ratio ^{f1} (%)	0.31
Net Expense Ratio ^{f1} (%)	0.31
Fund Total Net Assets (\$M)	174.96

TOP TEN HOLDINGS AS OF 2025-09-30

	% of Assets
NYL Guaranteed Int. Acct.	29.49
John Hancock Bond Fund R6	28.96
L & G S&P 500 CIT Class F	8.46
MFS Value Fund (R6)	6.02
Polen Growth Fund Instl	6.02
NYLI MK High Yield Corp Bnd R6	5.96
Aristotle Intl Eq Coll Trust B	4.95
L & G S&P 400 CIT Class F	4.07
American EUPAC R6	2.08
Baron Small Cap Fund R6	1.97

PRINCIPAL RISKS

Principal Risks include: High-Yield Securities, Portfolio Risk and Unitized Portfolio or Core Fund Risk. See disclosure for details.

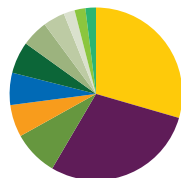
Average Annual Total Returns %

As of 2025-09-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Core Blend Investment Option	6.78	5.88	9.63	5.17	5.68	--
Morningstar Conservative Target ⁷⁹	8.90	5.43	8.21	2.38	3.87	--

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 or call a John Hancock representative at (800) 294-3575.

Portfolio Snapshot^{b2} (%)



29.49	NYL Guaranteed Int. Acct.	4.95	Aristotle Intl Eq Coll Trust B
28.96	John Hancock Bond Fund R6	4.07	L & G S&P 400 CIT Class F
8.46	L & G S&P 500 CIT Class F	2.08	American EUPAC R6
6.02	MFS Value Fund (R6)	2.02	Macquarie Small Cap Value R6
6.02	Polen Growth Fund Instl	1.97	Baron Small Cap Fund R6
5.96	NYLI MK High Yield Corp Bnd R6		

^{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.

Important Notes

Other:

b2. The portfolio composition, industry sectors, top ten holdings, and credit analysis are presented to illustrate examples of securities that the fund has bought and diversity of areas in which the fund may invest and may not be representative of the fund's current or future investments. The top ten holdings do not include money market instruments and/or futures contracts. The figures presented are as of date shown, do not include the fund's entire investment portfolio, and may change at any time.

Index Description:

i79. The Morningstar Conservative Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in a static allocation appropriate for U.S. investors who seek below-average exposure to equity market risk and returns. An investment cannot be made directly into an index.

Principal Risks

High-Yield Securities: Investments in below-investment-grade debt securities and unrated securities of similar credit quality, commonly known as "junk bonds" or "high-yield securities," may be subject to increased interest, credit, and liquidity risks.

Portfolio Risk: This is not a mutual fund, prospectuses are not required, and prices are not available in local publications. The portfolio allocates its investments among multiple asset classes, which can include U.S. and foreign equity and fixed income securities. Foreign investing involves risks not associated with U.S. investments, including currency fluctuations and political and economic changes. These risks are likely to be greater for emerging markets than in developed markets. Portfolios that invest in bonds are subject to interest-rate risk and can lose principal value when interest rates rise. The portfolio may also allocate its investments in growth and value stocks, real estate investment trusts, and corporate and U.S. government bonds. Asset allocation does not ensure a profit or protection against a loss. Please note that asset allocation may not be appropriate for all participants particularly those interested in directing investment options on their own. Consider the investment objectives, risks, charges, and expenses of the fund carefully before investing. An investor should examine the asset allocation of the portfolio to ensure it is consistent with their own risk tolerance.

Unitized Portfolio or Core Fund Risk: The fund allocates its investments among multiple asset classes, which can include U.S. and foreign equity and fixed income securities. Foreign investing involves risks not associated with U.S. investments, including currency fluctuations and political and economic changes. Funds that invest in bonds are subject to interest-rate risk and can lose principal value when interest rates rise. The fund may also allocate its investments in growth and value stocks, real estate investment trusts, and corporate and U.S. government bonds.

Glaziers Individual Account Retirement Plan

October 31, 2025

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 or at 833-388-6466 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. Please enter code "LO5705" 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 or call a John Hancock representative at 833-388-6466.

Variable Rate Investments - Average Annual Total Returns(%)												
INVESTMENT NAME/COMPARATIVE BENCHMARK	TICKER	CURRENT RETURNS AS OF 10/31/2025			STANDARD RETURNS AS OF 09/30/2025						INCEPTION DATE	
		1 MONTH	3 MONTH	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS	SINCE INCEPTION			
Income												
JPMorgan Core Bond Fund (Class R6)	JCBUX	0.64	3.01	7.11	3.26	5.25	0.27	2.25	N/A	02/22/2005		
BENCHMARK: Bloomberg US Aggregate Bond Index ¹¹		0.62	2.94	6.80	2.88	4.93	-0.45	1.84	N/A			
John Hancock Bond Fund (Class R6) ¹	JHBSX	0.59	3.15	7.27	3.45	5.96	0.42	2.75	N/A	08/31/2011		
BENCHMARK: Bloomberg US Aggregate Bond Index ¹¹		0.62	2.94	6.80	2.88	4.93	-0.45	1.84	N/A			
NYLI MacKay High Yield Corporate Bond Fund (Class R6)	MHYSX	0.16	1.63	5.93	5.97	9.67	5.29	5.82	N/A	06/17/2013		
BENCHMARK: ICE BofA US High Yield Index ¹⁴		0.20	2.19	7.27	7.23	10.97	5.53	6.07	N/A			
Asset Allocation												
BlackRock Global Allocation Fund (Class K)	MKLOX	1.36	6.57	17.54	13.62	14.94	7.56	N/A	7.61	06/08/2016		
BENCHMARK: Morningstar Moderate Target Risk Index ²		0.83	5.15	14.63	10.43	14.51	7.61	7.87	7.60			
Target Date												
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.												
American Funds 2010 Target Date Retirement Fund (Class R6)	RFTTX	0.39	3.60	11.36	8.92	11.50	6.53	6.66	N/A	07/13/2009		
BENCHMARK: S&P Target Date Retirement Income Total Return Index ³		0.97	4.28	10.88	7.53	10.50	4.81	5.26	N/A			
American Funds 2020 Target Date Retirement Fund (Class R6)	RRCTX	0.60	4.05	12.56	9.76	12.91	7.22	7.50	N/A	07/13/2009		
BENCHMARK: S&P Target Date Through 2020 Index ²		1.13	5.10	12.79	9.33	13.23	7.20	7.48	N/A			
American Funds 2030 Target Date Retirement Fund (Class R6)	RFETX	1.02	4.77	14.23	11.35	15.56	8.79	9.38	N/A	07/13/2009		
BENCHMARK: S&P Target Date Through 2030 Index ²		1.31	6.09	15.04	11.30	16.10	9.49	9.12	N/A			
American Funds 2040 Target Date Retirement Fund (Class R6)	RFGTX	1.55	6.13	17.85	15.02	20.04	11.59	11.46	N/A	07/27/2009		
BENCHMARK: S&P Target Date Through 2040 Index ²		1.54	7.14	17.51	13.66	19.55	11.91	10.66	N/A			

Variable Rate Investments - Average Annual Total Returns(%)

INVESTMENT NAME/COMPARATIVE BENCHMARK	TICKER	CURRENT RETURNS AS OF 10/31/2025			STANDARD RETURNS AS OF 09/30/2025					INCEPTION DATE
		1 MONTH	3 MONTH	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS	SINCE INCEPTION	
American Funds 2050 Target Date Retirement Fund (Class R6) BENCHMARK: S&P Target Date Through 2050 Index ²	RFITX	1.76	6.66	18.80	15.75	21.03	11.93	11.79	N/A	07/13/2009
American Funds 2060 Target Date Retirement Fund (Class R6) BENCHMARK: S&P Target Date Through 2055+ Index ²	RFUTX	1.95	6.95	19.30	16.01	21.39	11.95	11.77	N/A	03/27/2015
Growth & Income										
John Hancock Disciplined Value Mid Cap Fund (Class R6) ¹ BENCHMARK: Russell Midcap Value Index ¹⁰	JVMRX	-2.12	1.55	9.65	9.86	17.86	15.77	10.93	N/A	09/01/2011
Legal & General S&P 500 Collective Investment Trust Fund (Class F) BENCHMARK: S&P 500 Index ¹⁵		2.34	8.22	17.52	17.60	24.91	16.45	N/A	16.89	05/31/2019
Growth										
Legal & General S&P 400 Collective Investment Trust Fund (Class F) BENCHMARK: S&P MidCap 400 Index ¹⁶		-0.47	3.36	5.24	6.10	15.77	13.56	N/A	11.47	05/31/2019
Legal & General S&P 600 Collective Investment Trust Fund (Class F) BENCHMARK: S&P SmallCap 600 Index ¹⁷		-0.47	3.38	5.27	6.13	15.84	13.61	10.82	11.07	05/31/2019
Lord Abbett Developing Growth Fund (Class R6) BENCHMARK: Russell 2000 Growth Index ⁷	LADVX	4.67	16.48	18.07	13.85	14.48	3.72	11.04	N/A	06/30/2015
Macquarie Small Cap Value Fund (Class R6) BENCHMARK: Russell 2000 Value Index ⁸	DVZRX	-1.09	3.24	3.79	4.57	12.76	14.90	N/A	8.76	05/02/2016
Oakmark Fund (Class Institutional) BENCHMARK: S&P 500 Index ¹⁵	OANMX	-1.75	1.03	7.19	11.38	22.46	19.29	N/A	13.30	11/30/2016
PGIM Jennison Focused Growth Fund (Class R6) BENCHMARK: Russell 1000 Growth Index ⁶	PSGQX	4.07	8.85	20.13	22.02	31.62	11.81	17.11	N/A	05/03/2012
Polen Growth Fund (Institutional Class) BENCHMARK: S&P 500 Index ¹⁵	POLIX	1.96	4.05	7.44	10.30	19.23	7.35	13.37	N/A	09/15/2010
Touchstone Mid Cap Growth Fund (Institutional Class) BENCHMARK: Russell Midcap Growth Index ⁹	TEGIX	1.43	2.77	14.46	21.31	20.50	11.02	13.26	N/A	04/01/2011
International										
American Funds EUPAC Fund (Class R6) BENCHMARK: MSCI EAFE Index ¹²	REGGX	2.88	10.89	27.04	14.79	19.65	7.49	8.28	N/A	05/01/2009
Aristotle International Equity Collective Trust (Class B) BENCHMARK: MSCI EAFE Index ¹²		1.46	3.21	18.23	8.49	18.28	9.85	N/A	7.22	07/03/2017

Variable Rate Investments - Average Annual Total Returns(%)

INVESTMENT NAME/COMPARATIVE BENCHMARK	TICKER	CURRENT RETURNS AS OF 10/31/2025			STANDARD RETURNS AS OF 09/30/2025					
		1 MONTH	3 MONTH	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS	SINCE INCEPTION	INCEPTION DATE
Invesco Developing Markets Fund (Class R6) BENCHMARK: MSCI EAFE Index ¹²	ODVIX	2.25	12.97	25.50	13.29	14.74	2.40	6.41	N/A	12/29/2011
Core Fund		1.18	7.51	26.61	14.99	21.70	11.15	8.17	N/A	
Core Blend Investment Option BENCHMARK: Morningstar Conservative Target Risk Index ⁴		0.49	2.78	7.31	5.88	9.63	5.17	5.68	N/A	07/03/2012
		0.64	3.70	9.60	5.43	8.21	2.38	3.87	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.

¹In addition to fees charged by JHRPS for its services to the plan, affiliates of JHRPS receive investment management and other fees from the John Hancock Funds and other funds advised or sub-advised by JHRPS's affiliates.

²The S&P Target Date Series comprises eleven multi-asset class indices, each corresponding to a particular target retirement date. Each index provides varying levels of exposure to equities and fixed income. Each target date allocation is created and retired according to a pre-determined schedule related to the respective target date. An investment cannot be made directly into an index.

³S&P Target Date Total Return Indices are designed to measure the performance of multi-asset-class portfolios. The indices were designed as benchmarks for the growing category of "target date" funds, which are typically used to plan for retirement or other long-term savings goals. The indices automatically adjust their asset allocations over time to reflect reductions in potential risk as an investor's target date approaches.

⁴The Morningstar Conservative Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in a static allocation appropriate for U.S. investors who seek below-average exposure to equity market risk and returns. An investment cannot be made directly into an index.

⁵The Morningstar Moderate Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in a static allocation appropriate for U.S. investors who seek average exposure to equity market risk and returns. An investment cannot be made directly into an index.

⁶Russell 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.

⁷Russell 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.

⁸Russell 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.

⁹Russell 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.

¹⁰Russell 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 investable US equity market. An investment cannot be made directly into an index.

¹¹Bloomberg 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.

¹²MSCI 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.

¹⁴BofA Merrill Lynch U.S. High Yield Master II Index is an unmanaged index which tracks the performance of below investment grade U.S. dollar-denominated corporate bonds publicly issued in the U.S. domestic market. An investment cannot be made directly into an index.

¹⁵S&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.

¹⁶S&P MidCap 400 Index: The S&P MidCap 400 Index is an unmanaged index that measures the performance of 400 medium-capitalization stocks. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

¹⁷The S&P SmallCap 600 Index is an unmanaged index that tracks the performance of 600 domestic companies traded on the New York Stock Exchange, the American Stock Exchange and NASDAQ. The S&P SmallCap 600 is heavily weighted with the stocks of companies with small market capitalizations. 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.

Returns for 1-month, 3-month and YTD are cumulative total returns. Returns for 1-year, 3-years, 5-years, 10-years and since inception are average annual total returns through the most recent calendar quarter.

The following information focuses on the performance of investment options that have a fixed or stated rate of return. This table shows the annual rate of return of each such option, the term or length of time that you will earn this rate of return, and other information relevant to performance.

Fixed Return Investments			
NAME/TYPE OF OPTION	RETURNS	TERMS	OTHERS
Stable Value	3%	Semi-Annual	Rate credited through 12/31/2025
myplan.johnhancock.com/investment_info			

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
	As a %	Per \$1,000	% # Days Additional Information
Stable Value	0.05%	\$ 0.50	N/A N/A
Income			
JPMorgan Core Bond Fund (Class R6)	0.34%	\$ 3.40	N/A N/A
John Hancock Bond Fund (Class R6)	0.36%	\$ 3.60	N/A N/A
NYLI MacKay High Yield Corporate Bond Fund (Class R6)	0.56%	\$ 5.60	N/A N/A
Asset Allocation			
BlackRock Global Allocation Fund (Class K)	0.80%	\$ 8.00	N/A N/A
Target Date			
American Funds 2010 Target Date Retirement Fund (Class R6)	0.29%	\$ 2.90	N/A N/A
American Funds 2020 Target Date Retirement Fund (Class R6)	0.30%	\$ 3.00	N/A N/A

Fees and Expenses

NAME / TYPE OF OPTION	TOTAL ANNUAL OPERATING EXPENSE		REDEMPTION FEES		Additional Information
	As a %	Per \$1,000	%	# Days	
American Funds 2030 Target Date Retirement Fund (Class R6)	0.33%	\$ 3.30	N/A	N/A	
American Funds 2040 Target Date Retirement Fund (Class R6)	0.36%	\$ 3.60	N/A	N/A	
American Funds 2050 Target Date Retirement Fund (Class R6)	0.37%	\$ 3.70	N/A	N/A	
American Funds 2060 Target Date Retirement Fund (Class R6)	0.39%	\$ 3.90	N/A	N/A	
Growth & Income					
John Hancock Disciplined Value Mid Cap Fund (Class R6)	0.75%	\$ 7.50	N/A	N/A	
Legal & General S&P 500 Collective Investment Trust Fund (Class F)	0.01%	\$ 0.10	N/A	N/A	
Growth					
Legal & General S&P 400 Collective Investment Trust Fund (Class F)	0.02%	\$ 0.20	N/A	N/A	
Legal & General S&P 600 Collective Investment Trust Fund (Class F)	0.02%	\$ 0.20	N/A	N/A	
Lord Abbett Developing Growth Fund (Class R6)	0.59%	\$ 5.90	N/A	N/A	
Macquarie Small Cap Value Fund (Class R6)	0.70%	\$ 7.00	N/A	N/A	
Oakmark Fund (Class Institutional)	0.66%	\$ 6.60	N/A	N/A	
PGIM Jennison Focused Growth Fund (Class R6)	0.70%	\$ 7.00	N/A	N/A	
Polen Growth Fund (Institutional Class)	0.97%	\$ 9.70	N/A	N/A	
Touchstone Mid Cap Growth Fund (Institutional Class)	0.93%	\$ 9.30	N/A	N/A	
International					
American Funds EUPAC Fund (Class R6)	0.47%	\$ 4.70	N/A	N/A	
Aristotle International Equity Collective Trust (Class B)	0.49%	\$ 4.90	N/A	N/A	
Invesco Developing Markets Fund (Class R6)	0.88%	\$ 8.80	N/A	N/A	
Core Fund					
Core Blend Investment Option	0.31%	\$ 3.10	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 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 833-388-6466 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.

Quarterly Administrative Fee

\$59.75 per quarter

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 at any time, or you can call us at 833-388-6466 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.

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 833-388-6466 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.

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