



BAY AREA PAINTERS AND TAPERS PENSION AND ANNUITY TRUST FUNDS

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Important Changes to the Bay Area Painters and Tapers Annuity Plan

As the Trustees of the Bay Area Painters and Tapers Annuity 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 \$20.75 per quarter to \$48.75 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 \$48.75 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.

BAY AREA PAINTERS AND TAPERS ANNUITY PLAN (THE “PLAN”)

DATE: NOVEMBER 2025

PLAN SPONSOR: BOARD OF TRUSTEES, BAY AREA PAINTERS AND TAPERS ANNUITY 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, **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.

BAY AREA PAINTERS AND TAPERS ANNUITY 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.bayareapainterstrust.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.

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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	2011-02-24
Gross Expense Ratio ^{f1} (%)	0.31
Net Expense Ratio ^{f1} (%)	0.31
Fund Total Net Assets (\$M)	510.37

TOP TEN HOLDINGS AS OF 2025-09-30

	% of Assets
NYL Guaranteed Int. Acct.	23.43
John Hancock Bond Fund R6	20.84
L & G S&P 500 CIT Class F	15.75
Aristotle Intl Eq Coll Trust B	8.85
American EUPAC R6	6.21
MFS Value Fund (R6)	5.98
Polen Growth Fund Instl	4.99
NYLI MK High Yield Corp Bnd R6	4.94
L & G S&P 400 CIT Class F	4.05
Macquarie Small Cap Value R6	3.00

PRINCIPAL RISKS

Principal Risks include: Portfolio Risk. See disclosure for details.

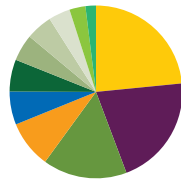
Average Annual Total Returns %

As of 2025-09-30

	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Core Blend Investment Option	8.67	7.48	12.09	7.02	7.46	--
Morningstar Moderate Target Ri ⁸¹	13.68	10.43	14.51	7.61	7.87	--

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} (%)



23.43	NYL Guaranteed Int. Acct.	4.99	Polen Growth Fund Instl
20.84	John Hancock Bond Fund R6	4.94	NYLI MK High Yield Corp Bnd R6
15.75	L & G S&P 500 CIT Class F	4.05	L & G S&P 400 CIT Class F
8.85	Aristotle Intl Eq Coll Trust B	3.00	Macquarie Small Cap Value R6
6.21	American EUPAC R6	1.96	Baron Small Cap Fund R6
5.98	MFS Value Fund (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:

i81. The 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.

Principal 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.

Important Changes to Your Retirement Plan

What's new

As the trustees of the Bay Area Painters and Tapers Annuity Plan ("the Plan"), we continually look for ways to support and enhance the investment options available to you.

Effective **January 26, 2026**, we will be adding and removing investments from the Plan and transferring the investment option as shown in the following table. The investment option to be newly added to the Plan is printed in bold.

These investment option(s) will be liquidated; existing balances and elections for future contributions...		...shall be transferred to these investment option(s)	
Fund Name	Ticker Symbol	Fund Name	Ticker Symbol
Polen Growth Fund (Institutional Class)	POLIX	Vanguard Growth Index Fund (Institutional Shares)	VIGIX

Why this change is happening

This change is the result of our extensive review of the investment options available in the Plan. The review focused on issues such as fund investment styles, fund performance, stability and tenure of fund management teams, and costs.

When this change will take place

The new investment option shown above will be available as of 11 a.m. Eastern Time (ET) on **January 26, 2026**. As of 4 p.m. ET, the current investment option shown above will no longer be available for contributions under the Plan.

Once the new fund becomes available, you may contact John Hancock to transfer existing account balances into the new fund or elect to make future contributions to the new fund.

Note: There may be a brief interruption of less than an hour while the change is implemented during which time you may not be able to access your account in the Plan via the John Hancock website (myplan.johnhancock.com), automated voice response system, and Participant Service Center (1.833.38.UNION).

What actions you should consider

- Now may be a good time to review your investment options to make sure their objectives are meeting your goals. Funds in the Plan may have implemented restrictions such as short-term trading fees and/or trading blackout periods on certain transactions. Please refer to the fund prospectus for more information. When reviewing your investments, carefully consider this information.
- If you have questions, contact a John Hancock Participant Service Center representative by calling 1.833.38.UNION or contact the Fund Office. All calls to the Participant Service Center are recorded.
- If you do not want your future investment elections and/or existing balance to transfer to the investment option as noted above, you can request a transfer before 4 p.m. ET on **January 26, 2026**. You can do so online at myplan.johnhancock.com or by calling 1.833.38.UNION.

What else you should know

Once the transfer is complete, investment profiles, including information regarding expense ratios and redemption fees, can be found via the John Hancock website (myplan.johnhancock.com).

All mutual funds are subject to market risk and will fluctuate in value.

A fund's investment objectives, risks, charges and expenses should be considered carefully before investing. The prospectus contains this and other important information about the fund. To obtain a prospectus, contact John Hancock Retirement Plan Services at 1.833.38.UNION or visit 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. Prospectuses may only be available in English.

The Plan is intended to be a participant-directed plan and to comply with the requirements set forth in Section 404(c) of the Employee Retirement Income Security Act (ERISA) and in the Labor Department regulations governing Section 404(c) plans. If a participant-directed plan complies with Section 404(c), the fiduciaries of the Plan ordinarily are relieved of liability for any losses that are the direct and necessary result of investment instructions given by the participant or beneficiary.

John Hancock Retirement Plan Services LLC and Bay Area Painters and Tapers Annuity Plan are not affiliated, and neither is responsible for the liabilities of the other.

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

The content of this document is for general information only and is believed to be accurate and reliable as of posting date but may be subject to change. John Hancock does not provide investment, tax, or legal advice. Please consult your own independent advisor as to any investment, tax, or legal statements made herein.

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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SUMMARY ANNUAL REPORT
FOR BAY AREA PAINTERS & TAPERS ANNUITY FUND

This is a summary of the annual report Form 5500 Annual Return/Report of Employee Benefit Plan for Bay Area & Tapers Annuity Fund, EIN 94-6276501, Plan No. 002, for period January 1, 2024, through December 31, 2024. The Form 5500 annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA). Your plan is a multiemployer defined contribution plan.

Basic Financial Statement

Benefits under the plan are provided by insurance and a trust fund. Plan expenses were \$59,190,105. These expenses included \$1,990,731 in administrative expenses, and \$57,199,374 in benefits paid to participants and beneficiaries. A total of 12,666 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$542,481,627 as of December 31, 2024, compared to \$503,448,022 as of January 1, 2024. During the plan year the plan experienced an increase in its net assets of \$39,033,605. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$98,223,710, including employer contributions of \$54,125,226, and earnings from investments of \$44,098,484.

The plan has a contract with New York Life Insurance Company. The total premiums paid for the plan year ending December 31, 2024 were \$0.

Minimum Funding Standards

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- An accountant's report;
- Financial information and information on payments to service providers;
- Assets held for investment;
- Insurance information, including sales commissions paid by insurance carriers; and
- Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Bay Area Painters & Tapers Annuity Fund who is Plan Administrator at 4160 Dublin Blvd Suite 100, Dublin, CA 94568-7756, or by telephone at (866) 894-3705. The charge to cover copying costs will be \$6.50 for the full annual report, or \$0.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 4160 Dublin Blvd Suite 100, Dublin, CA 94568-7756 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Bay Area Painters and Tapers Annuity 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.johnancock.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 "LO5305" 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				SINCE INCEPTION	INCEPTION DATE
		1 MONTH	3 MONTH	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS		
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) ²	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 ⁵		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 ⁴		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 ³		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 ³		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 ³		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				SINCE INCEPTION	INCEPTION DATE
		1 MONTH	3 MONTH	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS		
American Funds 2050 Target Date Retirement Fund (Class R6) BENCHMARK: S&P Target Date Through 2050 Index ³	RFITX	1.76 1.64	6.66 7.65	18.80 18.83	15.75 14.87	21.03 21.28	11.93 13.00	11.79 11.34	N/A N/A	07/13/2009
American Funds 2060 Target Date Retirement Fund (Class R6) BENCHMARK: S&P Target Date Through 2055+ Index ³	RFUTX	1.95 1.66	6.95 7.74	19.30 18.88	16.01 14.91	21.39 21.35	11.95 13.09	11.77 11.40	N/A N/A	03/27/2015
Growth & Income										
John Hancock Disciplined Value Mid Cap Fund (Class R6) ² BENCHMARK: Russell Midcap Value Index ¹⁰	JVMRX	-2.12 -1.00	1.55 3.26	9.65 8.40	9.86 7.58	17.86 15.51	15.77 13.66	10.93 9.96	N/A N/A	09/01/2011
Legal & General S&P 500 Collective Investment Trust Fund (Class F) BENCHMARK: S&P 500 Index ¹⁵		2.34 2.34	8.22 8.23	17.52 17.52	17.60 17.60	24.91 24.94	16.45 16.47	N/A 15.30	16.89 16.81	05/31/2019
Growth										
Legal & General S&P 400 Collective Investment Trust Fund (Class F) BENCHMARK: S&P MidCap 400 Index ¹⁶		-0.47 -0.47	3.36 3.38	5.24 5.27	6.10 6.13	15.77 15.84	13.56 13.61	N/A 10.82	11.47 11.07	05/31/2019
Legal & General S&P 600 Collective Investment Trust Fund (Class F) BENCHMARK: S&P SmallCap 600 Index ¹⁷		-0.87 -0.88	7.17 7.17	3.36 3.33	3.65 3.64	12.80 12.82	12.92 12.94	N/A 10.03	9.80 9.23	05/31/2019
Lord Abbett Developing Growth Fund (Class R6) BENCHMARK: Russell 2000 Growth Index ⁷	LADVX	4.67 3.24	16.48 13.88	18.07 15.27	13.85 13.56	14.48 16.68	3.72 8.41	11.04 9.91	N/A N/A	06/30/2015
Macquarie Small Cap Value Fund (Class R6) BENCHMARK: Russell 2000 Value Index ⁸	DVZRX	-1.09 0.25	3.24 10.93	3.79 9.32	4.57 7.88	12.76 13.56	14.90 14.59	N/A 9.23	8.76 9.05	05/02/2016
NYLI Winslow Large Cap Growth Fund (Class R6) BENCHMARK: Russell 1000 Growth Index ⁶	MLRSX	4.85 3.63	6.94 10.36	19.95 21.50	19.98 25.53	31.63 31.61	14.83 17.58	17.24 18.83	N/A N/A	06/17/2013
Oakmark Fund (Class Institutional) BENCHMARK: S&P 500 Index ¹⁵	OANMX	-1.75 2.34	1.03 8.23	7.19 17.52	11.38 17.60	22.46 24.94	19.29 16.47	N/A 15.30	13.30 15.32	11/30/2016
Polen Growth Fund (Institutional Class) BENCHMARK: S&P 500 Index ¹⁵	POLIX	1.96 2.34	4.05 8.23	7.44 17.52	10.30 17.60	19.23 24.94	7.35 16.47	13.37 15.30	N/A N/A	09/15/2010
Touchstone Mid Cap Growth Fund (Institutional Class) BENCHMARK: Russell Midcap Growth Index ⁹	TEGIX	1.43 -0.28	2.77 0.45	14.46 12.52	21.31 22.02	20.50 22.85	11.02 11.26	13.26 13.37	N/A N/A	04/01/2011
International										
American Funds EUPAC Fund (Class R6) BENCHMARK: MSCI EAFE Index ¹²	REGX	2.88 1.18	10.89 7.51	27.04 26.61	14.79 14.99	19.65 21.70	7.49 11.15	8.28 8.17	N/A N/A	05/01/2009
Aristotle International Equity Collective Trust (Class B) BENCHMARK: MSCI EAFE Index ¹²		1.46 1.18	3.21 7.51	18.23 26.61	8.49 14.99	18.28 21.70	9.85 11.15	N/A 8.17	7.22 7.62	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				SINCE INCEPTION	INCEPTION DATE
		1 MONTH	3 MONTH	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS		
Invesco Developing Markets Fund (Class R6)	ODVIX	2.25	12.97	25.50	13.29	14.74	2.40	6.41	N/A	12/29/2011
BENCHMARK: MSCI EAFE Index ¹²		1.18	7.51	26.61	14.99	21.70	11.15	8.17	N/A	
Core Fund										
Core Blend Investment Option ¹		0.74	3.60	9.47	7.48	12.09	7.02	7.46	N/A	02/24/2011
BENCHMARK: Morningstar Moderate Target Risk Index ⁵		0.83	5.15	14.63	10.43	14.51	7.61	7.87	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.

¹This investment option is not a mutual fund.

²In 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.

³The 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.

⁴S&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.

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 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

NYL Guaranteed Interest Account¹
myplan.johnhancock.com/investment_info

3%

Semi-Annual

Rate credited through 12/31/2025

¹This investment option is not a mutual fund.

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	
Stable Value					
NYL Guaranteed Interest Account	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	
NYLI Winslow Large Cap Growth Fund (Class R6)	0.63%	\$ 6.30	N/A	N/A	
Oakmark Fund (Class Institutional)	0.66%	\$ 6.60	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

\$48.75 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.johnancock.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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