Required Disclosure Information
Inotiv, Inc. Retirement Plan

IMPORTANT PLAN AND INVESTMENT-RELATED INFORMATION

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Produced on August 10, 2026.

The Plan Administrator has directed Fidelity Investments® ("Fidelity"), a Plan service provider, to collect, consolidate, and provide you with this Required Disclosure Information, which consists of these separate and distinct regulatory notices as required by federal law because you are/will be eligible to participate or have a balance in the Inotiv, Inc. Retirement Plan (the "Plan") and have the right to direct investments.

- Information about managing your Plan account
- Certain Plan information, including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, which may include historical rates of return, benchmark information, expense ratios, and other fees and restrictions that may be imposed
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Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan. For more information about participating in the Plan, or if you already have an account with Fidelity in the Inotiv, Inc. Retirement Plan and would like to make any changes, please access the NetBenefits® mobile app or log on to **www.netbenefits.com**.

Note: If this is your first time logging on to **www.netbenefits.com**, you will need to register and set up a username and password to access your account. If you already have a username and password for a Fidelity site (including NetBenefits® from a previous employer), you do not need to register again.

Qualified Default Investment Alternative Notice and Annual Automatic Feature(s) Notice

This notice is to inform you that any contributions for which you have the right to provide investment direction, but have not done so, will be invested in the Plan's designated default investment option, unless and until you direct otherwise. Provided below is a description of the Plan's designated default investment option(s), as well as certain applicable fee information. Additional fee information is available within the Participant Fee Disclosure document.

In addition, the following will or has taken place subject to the following provisions.

- If you are newly eligible to participate and do not elect otherwise, you will be automatically enrolled in the Plan, and 6.00% of eligible compensation will be deducted from your pay and invested on a pre-tax basis in the Plan's designated default investment option as described above. If you were previously automatically enrolled in the Plan, you can obtain your current contribution rate information online at https://nb.fidelity.com/public/nb/default/home?option=Deductions or by calling Fidelity® at the toll-free number provided below or logging on to NetBenefits® and selecting "Contributions" and selecting "Contribution Amount". You have the right to change your contribution percentage (i.e., percentage of eligible salary contributed to your retirement account) and investment election, subject to Plan provisions, as well as elect to discontinue contributions to the Plan altogether. We encourage you to review your contribution rate and investment election and update as appropriate.
- Your contributions to the Plan will be automatically increased by 1.00%, based on Plan rules, on or about July 01 each year. Your contribution rate will be capped at 10.00%, unless you elect to continue in the Annual Increase Program after you have reached this cap amount. If you are already participating in the Plan, a different increase rate may apply.

If you are satisfied with your current investment election(s), no action is required on your part. You always retain the right under the Plan to direct the investment of your existing balances, which includes contributions and any earnings on those contributions, and your future contributions to any of the Plan's available investment options. In the event that you have not made an investment election and the Plan Sponsor has not provided direction for a given contribution, it will be invested in the Plan's default investment option as described below. If your contributions are invested in the default investment option, you have the right to transfer out of this option to another investment option available in the Plan.

To obtain information about your Plan, including your contribution percentage, your current investment options and information (including objective, strategy, risk, performance and expense information) on other Plan investment options available to you, please access the NetBenefits® mobile app, log on to NetBenefits® at www.netbenefits.com or call **800-835-5095** to speak to a representative. If you are a rehire, you should contact Fidelity® to confirm if you already have investment direction on file.

Plan's Current Designated Default Investment Option

The Target Date Fund used as the Plan's designated default investment option is based on the assumption that the participant will retire at age 65. Please use the chart below, decided by your Plan Sponsor, to determine in which Target Date Fund your future contributions will be directed, based on your date of birth on the Fidelity recordkeeping system.

Your Birth Date	Fund Name	Gross Expense Ratio
Before 12/31/1952	Vanguard Target Retirement Income Fund	0.080%
1/1/1953 – 12/31/1957	Vanguard Target Retirement 2020 Fund	0.080%
1/1/1958 – 12/31/1962	Vanguard Target Retirement 2025 Fund	0.080%
1/1/1963 – 12/31/1967	Vanguard Target Retirement 2030 Fund	0.080%
1/1/1968 – 12/31/1972	Vanguard Target Retirement 2035 Fund	0.080%
1/1/1973 – 12/31/1977	Vanguard Target Retirement 2040 Fund	0.080%
1/1/1978 – 12/31/1982	Vanguard Target Retirement 2045 Fund	0.080%
1/1/1983 – 12/31/1987	Vanguard Target Retirement 2050 Fund	0.080%
1/1/1988 – 12/31/1992	Vanguard Target Retirement 2055 Fund	0.080%
1/1/1993 – 12/31/1997	Vanguard Target Retirement 2060 Fund	0.080%
1/1/1998 – 12/31/2002	Vanguard Target Retirement 2065 Fund	0.080%
1/1/2003 or after	Vanguard Target Retirement 2070 Fund	0.080%

Reflects data recordkept as of August 10, 2026

Vanguard Target Retirement Income Fund

Objective: The investment seeks to provide current income and some capital appreciation.

Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Its indirect bond holdings are a diversified mix of short-, intermediate-, and long-term U.S. government, U.S. agency, and investment-grade U.S. corporate bonds; inflation-protected public obligations issued by the U.S. Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the U.S. dollar.

Risk: The fund is subject to the volatility of the financial markets, including that of equity and fixed income investments. Fixed income investments carry issuer default and credit risk, inflation risk, and interest rate risk. (As interest rates rise, bond prices usually fall, and vice versa. This effect is usually more pronounced for longer-term securities.) Principal invested is not guaranteed at any time, including at or after retirement. Additional risk information for this product may be found in the prospectus or other product materials, if available.

Short term trading fees: None

Footnotes:
This description is only intended to provide a brief overview of the mutual fund. Read the fund's prospectus for more detailed information about the fund.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risk associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

Vanguard Target Retirement 2020 Fund

Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Strategy: The fund invests in a mix of Vanguard mutual funds according to 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 fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Risk: The target date funds are designed for investors expecting to retire around the year indicated in each fund's name. The funds are managed to gradually become more conservative over time as they approach their target date. The investment risk of each target date fund changes over time as its asset allocation changes. They are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates. Additional risk information for this product may be found in the prospectus or other product materials, if available.

Short term trading fees: None

Footnotes:
Same description as Vanguard Target Retirement Income Fund

Vanguard Target Retirement 2025 Fund

Objective: Same description as Vanguard Target Retirement 2020 Fund

Strategy: The fund invests in a mix of Vanguard mutual funds according to 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 fund's asset allocation will become more

conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Risk: Same description as Vanguard Target Retirement 2020 Fund

Short term trading fees: None

Footnotes:
Same description as Vanguard Target Retirement Income Fund

Vanguard Target Retirement 2030 Fund

Objective: Same description as Vanguard Target Retirement 2020 Fund

Strategy: The fund invests in a mix of Vanguard mutual funds according to 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 fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Risk: Same description as Vanguard Target Retirement 2020 Fund

Short term trading fees: None

Footnotes:
Same description as Vanguard Target Retirement Income Fund

Vanguard Target Retirement 2035 Fund

Objective: Same description as Vanguard Target Retirement 2020 Fund

Strategy: The fund invests in a mix of Vanguard mutual funds according to 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 fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Risk: Same description as Vanguard Target Retirement 2020 Fund

Short term trading fees: None

Footnotes:
Same description as Vanguard Target Retirement Income Fund

Vanguard Target Retirement 2040 Fund

Objective: Same description as Vanguard Target Retirement 2020 Fund

Strategy: The fund invests in a mix of Vanguard mutual funds according to 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 fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Risk: Same description as Vanguard Target Retirement 2020 Fund

Short term trading fees: None

Footnotes:
Same description as Vanguard Target Retirement Income Fund

Vanguard Target Retirement 2045 Fund

Objective: Same description as Vanguard Target Retirement 2020 Fund

Strategy: The fund invests in a mix of Vanguard mutual funds according to 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 fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Risk: Same description as Vanguard Target Retirement 2020 Fund

Short term trading fees: None

Footnotes:
Same description as Vanguard Target Retirement Income Fund

Vanguard Target Retirement 2050 Fund

Objective: Same description as Vanguard Target Retirement 2020 Fund

Strategy: The fund invests in a mix of Vanguard mutual funds according to 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 fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Risk: Same description as Vanguard Target Retirement 2020 Fund

Short term trading fees: None

Footnotes:
Same description as Vanguard Target Retirement Income Fund

Vanguard Target Retirement 2055 Fund

Objective: Same description as Vanguard Target Retirement 2020 Fund

Strategy: The fund invests in a mix of Vanguard mutual funds according to 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 fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Risk: Same description as Vanguard Target Retirement 2020 Fund

Short term trading fees: None

Footnotes:
Same description as Vanguard Target Retirement Income Fund

Vanguard Target Retirement 2060 Fund

Objective: Same description as Vanguard Target Retirement 2020 Fund

Strategy: The fund invests in a mix of Vanguard mutual funds according to 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 fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Risk: Same description as Vanguard Target Retirement 2020 Fund

Short term trading fees: None

Footnotes:
Same description as Vanguard Target Retirement Income Fund

Vanguard Target Retirement 2065 Fund

Objective: Same description as Vanguard Target Retirement 2020 Fund

Strategy: The fund invests in a mix of Vanguard mutual funds according to 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 fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Risk: Same description as Vanguard Target Retirement 2020 Fund

Short term trading fees: None

Footnotes:
Same description as Vanguard Target Retirement Income Fund

Vanguard Target Retirement 2070 Fund

Objective: Same description as Vanguard Target Retirement 2020 Fund

Strategy: The fund invests in a mix of Vanguard mutual funds (underlying funds) according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2070 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Risk: Same description as Vanguard Target Retirement 2020 Fund

Short term trading fees: None

Footnotes:
Same description as Vanguard Target Retirement Income Fund

Before investing in any investment option, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

In the event of a discrepancy between this notice and the terms of the Plan, the Plan document will govern.

A mutual fund expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund and stated as a percent of the fund's total net assets. For other types of investments, the figure in the expense ratio field reflects similar information, but may have been calculated differently than for mutual funds. Mutual fund data comes from the fund's prospectus. For non-mutual fund investment options, the information has been provided by the Plan Sponsor, the investment option's manager or the trustee. When no ratio is shown for these options, it is because none was available. There may be fees and expenses associated with the investment option. Expense information changes periodically. Please consult NetBenefits® for updates.

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Participant Disclosure Notice

SECTION 1:
Helping You Manage Your Plan Account

This Participant Disclosure Notice (the "Notice") includes important Plan and investment-related information. Additional tools and other resources are available through your Plan's Web site. Your workplace savings plan is an important benefit, and you'll want to monitor your account periodically to help keep your savings plan on track.

Accessing Your Plan Account Statement

On the NetBenefits® mobile app or at **www.netbenefits.com** you can access your online Fidelity statement, which is continuously available. You may also obtain a paper version (free of charge) by calling **800-835-5095**.

Please check your account information frequently and promptly review correspondence, account statements, and confirmations as they are made available to you. Contact Fidelity immediately if you see or suspect unauthorized activity, errors, discrepancies, or if you have not received your account statements or account documents or information.

For additional assistance and resources to help you make informed decisions, including more detailed information on the Plan's investment options, access the NetBenefits® mobile app, log on to **www.netbenefits.com** or call **800-835-5095**.

Your Communication Preferences

Prefer Email? If you are receiving this Notice in print and would like to receive it electronically, help us to serve you better by providing Fidelity with your email address. Simply access the NetBenefits® mobile app or visit **www.netbenefits.com** and access the *Profile* link at the top of the page. From there, select the *Personal & Contact Information* tab to provide your email address and the *Preferences* tab to provide consent for Required Disclosures.

Access the NetBenefits® mobile app or visit **https://nb.fidelity.com/public/nb/default/home?option=ngDClnqFundPerformance&client=785686&plan=89407** for information and resources to help you make informed investment decisions, including more detailed information on the Plan's investment options.

SECTION 2:
Certain Plan Information for You to Review

This Participant Disclosure Notice provides certain information about your Plan. Your rights under the Plan are subject to the terms of the Plan. Please refer to your Plan's Summary Plan Description.

Right to Direct Investments

You have the right to direct your account balance and any future contributions among the Plan's investment options, subject to any restrictions. To access your Plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, access the NetBenefits® mobile app or log on to **www.netbenefits.com** or call **800-835-5095**.

Investment Options

The Plan offers a choice of investment options that allow you to create a diversified portfolio to help you meet your individual needs. The Plan's investment options, along with certain information about each of them, are listed in Section 3 of this Notice.

Investment Managers

Strategic Advisers LLC, a registered investment advisor and Fidelity Investments company, has been appointed to provide discretionary management through Fidelity® Personalized Planning & Advice.

Utilizing the investment manager(s) or service(s) identified in this Notice may restrict your ability to direct the investment of all or a portion of your Plan account balance. To enroll, un-enroll, or request additional information, please contact Fidelity at (877) 401-5762.

Restrictions

Any frequent trading restrictions imposed by the Plan and/or by the Plan's investment options are listed in Section 3 of this Notice. Keep in mind that restrictions are subject to change.

Exercising Voting, Tender, and Similar Rights

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account. You will receive information regarding such rights and how to exercise them at the time of a vote, tender, or other event.

- Mutual Funds

Fees and Expenses

If you have an account in the Plan, it may be subject to the following types of fees and expenses:

- Asset-based fees
- Plan administrative fees and expenses
- Individual fees and expenses

Asset-Based Fees

Asset-based fees reflect an investment option's total annual operating expenses and include management and other fees. They are often the largest component of retirement

plan costs and are paid by all shareholders of the investment option. Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an "expense ratio." You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to Section 3 of this Notice for information about the Plan's investment options, including their expense ratios (where applicable).

Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. In some instances, a plan's administrative services may be paid for through offsets and/or payments associated with a plan's investment options.

Plan Administrative Fees and Expenses
Plan administrative fees may include recordkeeping, legal, accounting, trustee, and other administrative fees and expenses associated with maintaining the Plan. Some plans may deduct these fees and expenses from individual accounts in the Plan.

Based on the information and direction Fidelity had on file at the time this Notice was prepared, the following Plan administrative fee(s) may be deducted from Plan accounts. The Plan's administrative services may also be paid for through offsets and/or payments associated with one or more of the Plan's investment options. As you review this information, please keep in mind that fees are subject to change and that certain Plan administrative fees may not be deducted from accounts in some circumstances.

Type of Plan Administrative Fee	Amount
Recordkeeping Fee	$54.00 per year deducted quarterly.

In addition to the Plan Administrative Fee(s) stated above, to the extent the Plan incurs other expenses which are not identifiable at the time of this disclosure for services, including legal expenses, accounting fees, etc., these Plan administrative fees and expenses may be deducted equally from all accounts.

If any Plan administrative fees are deducted directly from your account, they will be reflected on your Plan account statement.

Individual Fees and Expenses
Individual fees and expenses include those associated with a service or transaction you may select, or an investment option you hold in your account. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction.

If you have an account in the Plan, and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this Notice was prepared. As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

Type of Individual Fee	Amount
Loan Setup Fee	$75.00 per loan initiated on or after 11/01/2023
Personalized Planning & Advice	If you utilize this service, the advisory fee is estimated not to exceed 0.55% per year of your average daily managed account balance and is deducted quarterly. Please refer to your plan's Pricing Supplement available on NetBenefits.com or contact a Fidelity representative for additional information.
In-Service Withdrawal Fee	$25.00 per transaction
Required Minimum Distribution Fee	$25.00 per distribution year
Full Distribution	$25.00 per full distribution
Loan Maintenance Fee	$25.00 per year per loan initiated on or after 11/01/2023, deducted quarterly
Overnight Mailing Fee	$25.00 per transaction
Qualified Domestic Relations Order (QDRO) Fee	$300.00 per standard Fidelity web-generated order, $1,200.00 per modified Fidelity web-generated or custom order or $1,800.00 per order covering more than one plan

Also, please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plan's investment options. Please see Section 3 for details regarding the specific fees that may apply to the investment options available under the Plan.

If any individual fees are deducted directly from your account, they will be reflected on your Plan account statement.

SECTION 3:

Evaluating the Plan's Investment Options

This section provides information about the investment options in the Plan and reflects data recordkept as of August 10, 2026, except for performance data, which is as of December 31 of the prior year. To help you better understand the Plan's investment options, information is available at **https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=785686&plan=89407**, including a glossary of investment terms available online at **https://netbenefits.fidelity.com/NBLogin/?option=dcPlandetails**. To request additional investment-related information or a paper copy of certain information available online, free of charge, contact a Fidelity representative at Fidelity Investments, P.O. Box 770003, Cincinnati, OH 45277-0065 or call 800-835-5095.

As you review this information, you may want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. Keep in mind that the cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings, but is only one of many factors to consider when you decide to invest in an option. Visit the Department of Labor's Web site at **https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees** for an example of the long-term effect of fees and expenses.

Variable Return Investments

The chart below lists the Plan's investment options that do not have a fixed or stated rate of return, and underneath each investment option is an applicable benchmark(s) for that option. A benchmark is a standard against which the performance of a security, mutual fund, or investment manager can be measured. This Notice requires that a broad-based market index be listed on the chart for each investment option. Additional benchmarks for an investment option may be available online at **https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=785686&plan=89407** along with benchmark index definitions. Please note that the benchmark to measure and monitor performance may be different from the benchmark displayed in the chart. Keep in mind that you cannot invest in a benchmark index.

Understanding investment performance: As you review the following information, please remember that the performance data stated represents past performance, which does not guarantee future results. Investment return and principal value of an investment will fluctuate; therefore, you may have a gain or loss when you sell your shares. Current performance may be higher or lower than the performance stated. To learn more or to obtain the most recent month-end performance, go to https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=785686&plan=89407

Investment Name *Benchmark(s)*	Average Annual Total Return as of 12/31/2025				Fees and Expenses			Excessive Trading Restrictions	Other Restrictions
					Annual Gross Expense Ratio		Shareholder Fees^		
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date	As a %	Per $1,000			
Asset Class: Stocks									
AB US Small Cap Growth CIT (W Series) Fee Class S	5.29%	0.00%	4.60%*	08/03/2020	0.583%	$5.83	N/A	N/A	N/A
Russell 2000 Growth	*13.01%*	*3.18%*	*8.22%**						
Allspring Special Mid Cap Value CIT E2	6.18%	9.95%	9.49%*	09/23/2019	0.530%	$5.30	N/A	N/A	N/A
Russell Midcap Value	*11.05%*	*9.83%*	*9.61%**						
American Funds EUPAC Fund Class R-6	29.18%	4.59%	8.46%	04/16/1984	0.470%	$4.70	N/A	Yes§	N/A
MSCI AC Wld ex US (N)	*32.39%*	*7.91%*	*8.41%*						

Investment Name *Benchmark(s)*	Average Annual Total Return as of 12/31/2025				Fees and Expenses			Excessive Trading Restrictions	Other Restrictions
					Annual Gross Expense Ratio		Shareholder Fees^		
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date	As a %	Per $1,000			
Asset Class: Stocks (cont'd)									
Cohen & Steers U.S. Realty Fund Class S	3.01%	5.98%	6.62%	08/22/2014	0.650%	$6.50	N/A	N/A	N/A
FTSE NAREIT All Eq REITS	*2.27%*	*4.85%*	*5.77%*						
Dodge & Cox Stock Fund Class X	13.76%	13.40%	12.83%	01/04/1965	0.460%	$4.60	N/A	Yes§	N/A
S&P 500	*17.88%*	*14.42%*	*14.82%*						
Eagle Mid Cap Growth CIT Founders Class	5.10%	3.51%	8.79%*	08/28/2018	0.490%	$4.90	N/A	N/A	N/A
Russell Midcap Growth	*8.66%*	*6.65%*	*10.81%**						
Fidelity® 500 Index Fund	17.86%	14.41%	14.81%	02/17/1988	0.015%	$0.15	N/A	Yes§	N/A
S&P 500	*17.88%*	*14.42%*	*14.82%*						
Fidelity® Extended Market Index Fund	11.40%	6.20%	11.02%	11/05/1997	0.035%	$0.35	N/A	Yes§	N/A
DJ US Completion TSM	*11.32%*	*6.06%*	*10.87%*						
Fidelity® Total International Index Fund	32.62%	7.87%	8.40%*	06/07/2016	0.060%	$0.60	N/A	Yes§	N/A
MSCI ACWIxUS IMI (Net MA)	*32.21%*	*7.95%*	*8.59%**						
JPMorgan U.S. Equity Fund Class R6	14.74%	13.69%	15.00%	09/17/1993	0.460%	$4.60	N/A	Yes§	N/A
S&P 500	*17.88%*	*14.42%*	*14.82%*						
PIMCO RAE US Small CIT Class S	6.29%	N/A	18.65%*	06/06/2023	0.420%	$4.20	N/A	N/A	N/A
Russell 2000 Value	*12.59%*	*N/A*	*13.28%**						
Winslow Large Cap Growth Fund Class S	14.61%	13.10%	16.49%	12/09/2010	0.350%	$3.50	N/A	N/A	N/A
Russell 1000 Growth	*18.56%*	*15.32%*	*18.13%*						
Asset Class: Blended Funds									
American Funds American Balanced Fund® Class R-6	18.85%	9.92%	10.14%	07/25/1975	0.250%	$2.50	N/A	Yes§	N/A
S&P 500	*17.88%*	*14.42%*	*14.82%*						

Investment Name *Benchmark(s)*	Average Annual Total Return as of 12/31/2025				Fees and Expenses			Excessive Trading Restrictions	Other Restrictions
					Annual Gross Expense Ratio		Shareholder Fees^		
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date	As a %	Per $1,000			
Asset Class: Blended Funds (cont'd)									
Vanguard Target Retirement 2020 Fund	12.15%	4.77%	6.87%	06/07/2006	0.080%	$0.80	N/A	Yes§	N/A
MSCI US Broad Mkt (G)	*17.21%*	*13.28%*	*14.37%*						
Vanguard Retirement 2020 Composite Index	*12.23%*	*4.99%*	*7.13%*						
Vanguard Target Retirement 2025 Fund	14.60%	5.90%	7.87%	10/27/2003	0.080%	$0.80	N/A	Yes§	N/A
MSCI US Broad Mkt (G)	*17.21%*	*13.28%*	*14.37%*						
Vanguard Retirement 2025 Composite Index	*14.65%*	*6.17%*	*8.17%*						
Vanguard Target Retirement 2030 Fund	16.24%	6.83%	8.66%	06/07/2006	0.080%	$0.80	N/A	Yes§	N/A
MSCI US Broad Mkt (G)	*17.21%*	*13.28%*	*14.37%*						
Vanguard Retirement 2030 Composite Index	*16.28%*	*7.11%*	*8.96%*						
Vanguard Target Retirement 2035 Fund	17.54%	7.71%	9.40%	10/27/2003	0.080%	$0.80	N/A	Yes§	N/A
MSCI US Broad Mkt (G)	*17.21%*	*13.28%*	*14.37%*						
Vanguard Retirement 2035 Composite Index	*17.55%*	*7.97%*	*9.70%*						
Vanguard Target Retirement 2040 Fund	18.76%	8.57%	10.13%	06/07/2006	0.080%	$0.80	N/A	Yes§	N/A
MSCI US Broad Mkt (G)	*17.21%*	*13.28%*	*14.37%*						
Vanguard Retirement 2040 Composite Index	*18.77%*	*8.82%*	*10.42%*						
Vanguard Target Retirement 2045 Fund	19.99%	9.41%	10.74%	10/27/2003	0.080%	$0.80	N/A	Yes§	N/A
MSCI US Broad Mkt (G)	*17.21%*	*13.28%*	*14.37%*						
Vanguard Retirement 2045 Composite Index	*20.01%*	*9.69%*	*11.04%*						

Investment Name *Benchmark(s)*	Average Annual Total Return as of 12/31/2025				Fees and Expenses			Excessive Trading Restrictions	Other Restrictions
					Annual Gross Expense Ratio		Shareholder Fees^		
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date	As a %	Per $1,000			
Asset Class: Blended Funds (cont'd)									
Vanguard Target Retirement 2050 Fund	21.41%	9.95%	11.02%	06/07/2006	0.080%	$0.80	N/A	Yes§	N/A
MSCI US Broad Mkt (G)	*17.21%*	*13.28%*	*14.37%*						
Vanguard Retirement 2050 Composite Index	*21.47%*	*10.24%*	*11.33%*						
Vanguard Target Retirement 2055 Fund	21.43%	9.96%	11.02%	08/18/2010	0.080%	$0.80	N/A	Yes§	N/A
MSCI US Broad Mkt (G)	*17.21%*	*13.28%*	*14.37%*						
Vanguard Retirement 2055 Composite Index	*21.49%*	*10.25%*	*11.34%*						
Vanguard Target Retirement 2060 Fund	21.42%	9.96%	11.02%	01/19/2012	0.080%	$0.80	N/A	Yes§	N/A
MSCI US Broad Mkt (G)	*17.21%*	*13.28%*	*14.37%*						
Vanguard Retirement 2060 Composite Index	*21.49%*	*10.25%*	*11.34%*						
Vanguard Target Retirement 2065 Fund	21.43%	9.98%	10.62%*	07/12/2017	0.080%	$0.80	N/A	Yes§	N/A
MSCI US Broad Mkt (G)	*17.21%*	*13.28%*	*14.23%**						
Vanguard Retirement 2065 Composite Index	*21.49%*	*10.25%*	--						
Vanguard Target Retirement 2070 Fund	21.42%	N/A	16.13%*	06/28/2022	0.080%	$0.80	N/A	Yes§	N/A
MSCI US Broad Mkt (G)	*17.21%*	*N/A*	*19.24%**						
Vanguard Retirement 2070 Composite Index	*21.49%*	*N/A*	--						
Vanguard Target Retirement Income Fund	11.31%	3.82%	5.33%	10/27/2003	0.080%	$0.80	N/A	Yes§	N/A
BBg US Agg Bond	*7.30%*	*-0.36%*	*2.01%*						
Vanguard Retirement Income Composite Index	*11.38%*	*3.99%*	*5.53%*						

Investment Name *Benchmark(s)*	Average Annual Total Return as of 12/31/2025				Fees and Expenses			Excessive Trading Restrictions	Other Restrictions
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date	Annual Gross Expense Ratio		Shareholder Fees^		
					As a %	Per $1,000			
Asset Class: Bonds									
Fidelity® Total Bond K6 Fund	7.51%	0.58%	2.61%*	05/25/2017	0.300%	$3.00	N/A	Yes§	N/A
BBg US Agg Bond	*7.30%*	*-0.36%*	*1.78%**						
Fidelity® U.S. Bond Index Fund	7.13%	-0.43%	1.96%	03/08/1990	0.025%	$0.25	N/A	Yes§	N/A
BBg US Agg Bond	*7.30%*	*-0.36%*	*2.01%*						
PIMCO Income Fund Institutional Class	11.04%	3.89%	5.09%	03/30/2007	0.510%	$5.10	N/A	Yes§	N/A
BBg US Agg Bond	*7.30%*	*-0.36%*	*2.01%*						

N/A = Not Applicable/None *-- = Not Available*

^ Some outside investment and vendor information may not be available to Fidelity. When "N/A" does not appear and no shareholder fee is shown, it is due to the fact that our recordkeeping system does not have a shareholder fee(s) on file. Nevertheless, there may be shareholder fees associated with the investment option. If a shareholder fee is shown, please keep in mind there may be other fees associated with the investment that our recordkeeping system does not have on file. More information may be found in the prospectus and/or other investment-related information, as well as by contacting the outside investment manager or vendor directly.

Investment Restrictions

§ Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.

Additional Investment Information

** Performance provided is Life of Fund, which is since the inception date noted, when the investment option has been in existence for less than 10 years. Life of fund figures are from the inception date to the period shown. For unitized funds, the inception date shown may be that of the fund's underlying investment option. For non-mutual fund pools and trusts whose strategies may be offered to multiple clients and whose returns may be based on a composite, the inception date shown may be the beginning date of the composite's returns.*

Total returns are historical and include change in share price and reinvestment of dividends and capital gains, if any. These figures do not include the effect of sales charges, if any, as these fees are waived for contributions made through your retirement plan. If sales charges were included, returns would have been lower.

Please see the Additional Disclosure Information section at the back of this Notice for additional information, including performance and index disclosures.

Expense Ratio

Expense ratio is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount, or in basis points. These are costs the investor pays through a reduction in the investment's rate of return, and are required to be disclosed on the chart as a gross amount. For a mutual fund, the gross expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund. Where the investment option is not a mutual fund, the figure displayed in the expense ratio field is intended to reflect similar information, but may have been calculated using methodologies that differ from those used for mutual funds. Mutual fund data has been drawn from the most recent prospectus and has been provided by FMR LLC for Fidelity mutual funds and Morningstar, LLC for non-Fidelity mutual funds. For non-mutual fund investment options, the information has been provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor or other third party.

In certain instances, there may be fee waivers and/or expense reimbursements, which could result in a temporary reduction to the gross expense ratios listed in the chart. More information is available online at

https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=785686&plan=89407.

Additional Disclosure Information

Generally, data on Fidelity mutual funds is provided by FMR LLC, data on non-Fidelity mutual funds is provided by Morningstar, LLC, and data on non-mutual fund products is provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor whose plan is offering the product to participants, or other third party. Although Fidelity believes data gathered from these third-party sources is reliable, it does not review such information and cannot warrant it to be accurate, complete, or timely. Fidelity is not responsible for any damages or losses arising from any use of this third-party information.

AB US Small Cap Growth CIT (W Series) Fee Class S : This investment option is not a mutual fund.

AB US Small Cap Growth CIT (W Series) Fee Class S : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 12/01/2020. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 08/03/2020, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Allspring Special Mid Cap Value CIT E2 : This investment option is not a mutual fund.

American Funds EUPAC Fund Class R-6 : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/01/2009. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 04/16/1984, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Cohen & Steers U.S. Realty Fund Class S : This investment option is not a mutual fund.

Cohen & Steers U.S. Realty Fund Class S : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 06/28/2023. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 08/22/2014, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Dodge & Cox Stock Fund Class X : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/02/2022. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 01/04/1965, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Eagle Mid Cap Growth CIT Founders Class : This investment option is not a mutual fund.

Fidelity® 500 Index Fund : Returns prior to May 4, 2011 are those of the Premium Class and reflect the Premium Class' expense ratio. Had the Institutional Premium Class' expense ratio been reflected, total returns would have been higher.

Fidelity® Extended Market Index Fund : Returns prior to September 8, 2011 are those of the Premium Class and reflect the Premium Class' expense ratio. Had the Institutional Premium Class' expense ratio been reflected, total returns would have been higher.

JPMorgan U.S. Equity Fund Class R6 : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/30/2010. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 09/17/1993, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

PIMCO RAE US Small CIT Class S : This investment option is not a mutual fund.

PIMCO RAE US Small CIT Class S : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 06/06/2023. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 01/03/2023, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

Winslow Large Cap Growth Fund Class S : This investment option is not a mutual fund.

Winslow Large Cap Growth Fund Class S : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/22/2021. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 12/09/2010, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

American Funds American Balanced Fund® Class R-6 : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/01/2009. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 07/25/1975, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Fidelity® U.S. Bond Index Fund : Returns prior to May 4, 2011 are those of the Premium Class and reflect the Premium Class' expense ratio. Had the Institutional Premium Class' expense ratio been reflected, total returns would have been higher.

Benchmarks

Benchmark indices are unmanaged, and you cannot invest directly in an index. More information on benchmarks for the investment options through Fidelity is available online at ***https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=785686&plan=89407.***

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