

Defined Contribution Savings Plans Investments (Continued)

Defined Contribution Plans Comparative Annualized Rates of Return

Year Ended December 31, 2023

| Investment Option / Comparative Index | Annualized | | | |
|--|--------------|---------------|--------------|--------------|
| | 1-Year | 3-Year | 5-Year | 10-Year |
| Income Fund | 2.85% | 2.10% | 2.21% | 1.97% |
| 90-day Treasury Bills Index | 5.01 | 2.15 | 1.88 | 1.25 |
| Bond Fund | 7.73 | (1.65) | 2.87 | 3.02 |
| *Bloomberg US Aggregate Index | 5.53 | (3.31) | 1.10 | 1.81 |
| Balanced Fund | 23.42 | 4.70 | 11.13 | 8.94 |
| Balanced index ⁽¹⁾ | 17.81 | 4.12 | 9.90 | 8.00 |
| Large Cap Stock Value Fund | 17.46 | 12.76 | 13.88 | 10.38 |
| *Russell 1000 Value Index | 11.46 | 8.86 | 10.91 | 8.40 |
| Large Cap Stock Index Fund | 26.38 | 8.83 | 15.36 | 11.61 |
| Large Cap Stock Blended Index ⁽²⁾ | 26.53 | 8.97 | 15.52 | 11.80 |
| Large Cap Stock Growth Fund | 52.19 | 3.48 | 17.34 | 13.72 |
| *Russell 1000 Growth Index | 42.68 | 8.86 | 19.50 | 14.86 |
| International Fund | 15.35 | 1.53 | 7.21 | 3.99 |
| International Blended Index ⁽³⁾ | 15.62 | 1.53 | 7.19 | 3.97 |
| Small Cap Stock Fund | 17.51 | 9.78 | 12.28 | 7.91 |
| *Russell 2000 Index | 16.93 | 2.22 | 9.97 | 7.16 |
| Target Retired Fund | 10.64 | 2.37 | 5.12 | N/A |
| Target Date Retirement Index ⁽⁴⁾ | 10.08 | 1.52 | 4.25 | — |
| Target Date 2015 Fund | 11.28 | 2.88 | 5.82 | N/A |
| Target Date 2015 Index ⁽⁵⁾ | 10.59 | 2.02 | 5.07 | — |
| Target Date 2020 Fund | 11.65 | 3.13 | 6.59 | N/A |
| Target Date 2020 Index ⁽⁶⁾ | 10.99 | 2.46 | 5.94 | — |
| Target Date 2025 Fund | 12.37 | 3.94 | 7.68 | N/A |
| Target Date 2025 Index ⁽⁷⁾ | 11.64 | 3.12 | 7.06 | — |
| Target Date 2030 Fund | 13.99 | 4.45 | 9.13 | N/A |
| Target Date 2030 Index ⁽⁸⁾ | 13.16 | 3.48 | 8.05 | — |
| Target Date 2035 Fund | 15.21 | 4.77 | 9.64 | N/A |
| Target Date 2035 Index ⁽⁹⁾ | 14.36 | 3.85 | 8.92 | — |
| Target Date 2040 Fund | 16.49 | 5.21 | 10.64 | N/A |
| Target Date 2040 Index ⁽¹⁰⁾ | 16.02 | 4.29 | 9.64 | — |
| Target Date 2045 Fund | 17.76 | 5.59 | 11.10 | N/A |
| Target Date 2045 Index ⁽¹¹⁾ | 17.56 | 4.74 | 10.14 | — |
| Target Date 2050 Fund | 18.45 | 5.84 | 11.26 | N/A |
| Target Date 2050 Index ⁽¹²⁾ | 18.11 | 4.90 | 10.24 | — |
| Target Date 2055 Fund | 18.45 | 5.84 | 11.26 | N/A |
| Target Date 2055 Index ⁽¹³⁾ | 18.11 | 4.90 | 10.24 | — |
| Target Date 2060 Fund | 18.45 | 5.84 | 11.26 | N/A |
| Target Date 2060 Index ⁽¹⁴⁾ | 18.11 | 4.90 | 10.24 | — |
| Target Date 2065 Fund | 18.45 | 5.84 | N/A | N/A |
| Target Date 2065 Index ⁽¹⁵⁾ | 18.11 | 4.90 | — | — |
| Tier 2 Nonvested Fund | 14.70 | 4.42 | 8.78 | 6.21 |
| Tier 2 Nonvested Index ⁽¹⁶⁾ | 13.93 | 3.63 | 7.75 | 5.73 |

Past performance does not guarantee future results.

Continued on page 190.

Defined Contribution Savings Plans Investments *(Continued)*

Defined Contribution Plans Comparative Annualized Rates of Return *(Concluded)*

Year Ended December 31, 2023

All fund returns are reported net of investment and administrative fees. All returns for periods greater than one year are annualized. Investment return calculations were prepared using a time-weighted return. Comparative indexes below reflect current asset allocation targets.

- (1) **Balanced Index:** 60% S&P 500, 40% Bloomberg US Aggregate Bond Index through 12/31/2014, 60% Russell 1000*, 40% Bloomberg US Aggregate Bond thereafter
- (2) **Large Cap Stock Blended Index:** S&P 500 through 6/30/2011, Russell 1000 Index* thereafter
- (3) **International Blended Index:** MSCI EAFE through 3/31/2011, MSCI ACWI ex US IMI thereafter
- (4) **Target Date Retired Index:** 11% 90 Day T-Bills, 31% Bloomberg US Aggregate Bond Index, 20% Russell 1000 Index*, 6% MSCI ACWI ex. US IMI, 1% Russell 2000 Index*, 16% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 11% Bloomberg Global Inflation-Linked Bond Index 1-10 Year (USD Hedged), 4% NFI-ODCE (Value Weighted)
- (5) **Target Date 2015 Index:** 11% 90 Day T-Bills, 30% Bloomberg US Aggregate Bond Index, 22% Russell 1000 Index*, 6% MSCI ACWI ex. US IMI, 1% Russell 2000 Index*, 15% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 11% Bloomberg Global Inflation-Linked Bond Index 1-10 Year (USD Hedged), 4% NFI-ODCE (Value Weighted)
- (6) **Target Date 2020 Index:** 10% 90 Day T-Bills, 27% Bloomberg US Aggregate Bond Index, 25% Russell 1000 Index*, 8% MSCI ACWI ex. US IMI, 2% Russell 2000 Index*, 13% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 9% Bloomberg Global Inflation-Linked Bond Index 1-10 Year (USD Hedged), 6% NFI-ODCE (Value Weighted)
- (7) **Target Date 2025 Index:** 8% 90 Day T-Bills, 22% Bloomberg US Aggregate Bond Index, 27% Russell 1000 Index*, 12% MSCI ACWI ex. US IMI, 3% Russell 2000 Index*, 12% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 7% Bloomberg Global Inflation-Linked Bond Index 1-10 Year (USD Hedged), 9% NFI-ODCE (Value Weighted)
- (8) **Target Date 2030 Index:** 3% 90 Day T-Bills, 18% Bloomberg US Aggregate Bond Index, 32% Russell 100 Index*, 17% MSCI ACWI ex. US IMI, 5% Russell 2000 Index*, 11% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 5% Bloomberg Global Inflation-Linked Bond Index 1-10 Year (USD Hedged), 10% NFI-ODCE (Value Weighted)
- (9) **Target Date 2035 Index:** 15% Bloomberg US Aggregate Bond Index, 34% Russell 1000 Index*, 24% MSCI ACWI ex. US IMI, 6% Russell 2000 Index, 10% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 1% Bloomberg Global Inflation-Linked Bond Index 1-10 Year (USD Hedged), 10% NFI-ODCE (Value Weighted)
- (10) **Target Date 2040 Index:** 10% Bloomberg US Aggregate Bond Index, 36% Russell 1000 Index*, 30% MSCI ACWI ex. US IMI, 9% Russell 2000 Index*, 6% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 9% NFI-ODCE (Value Weighted)
- (11) **Target Date 2045 Index:** 6% Bloomberg US Aggregate Bond Index, 40% Russell 1000 Index*, 33% MSCI ACWI ex. US IMI, 10% Russell 2000 Index*, 4% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 7% NFI-ODCE (Value Weighted)
- (12) **Target Date 2050 Index:** 4% Bloomberg US Aggregate Bond Index, 42% Russell 1000 Index*, 35% MSCI ACWI ex. US IMI, 11% Russell 2000 Index*, 2% Bloomberg Global Aggregate ex. US Bond Index (hedged), 6% NFI-ODCE (Value Weighted)
- (13) **Target Date 2055 Index:** 4% Bloomberg US Aggregate Bond Index, 42% Russell 1000 Index*, 35% MSCI ACWI ex. US IMI, 11% Russell 2000 Index*, 2% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 6% NFI-ODCE (Value Weighted)
- (14) **Target Date 2060 Index:** 4% Bloomberg US Aggregate Bond Index, 42% Russell 1000 Index*, 35% MSCI ACWI ex. US IMI, 11% Russell 2000 Index*, 2% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 6% NFI-ODCE (Value Weighted)
- (15) **Target Date 2065 Index:** 4% Bloomberg US Aggregate Bond Index, 42% Russell 1000 Index*, 35% MSCI ACWI ex. US IMI, 11% Russell 2000 Index*, 2% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 6% NFI-ODCE (Value Weighted)
- (16) **Tier 2 Nonvested Index:** 17% Bloomberg US Aggregate Bond Index, 34% Russell 1000 Index*, 21% MSCI ACWI ex. US IMI, 6% Russell 2000 Index*, 10% Bloomberg Global Aggregate ex. US Bond Index (Hedged), 2% Bloomberg Global Inflation-Linked Bond Index 1-10 Year (USD Hedged), 10% NFI-ODCE (Value Weighted)

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