



IMPORTANT INFORMATION REGARDING
Sheet Metal Workers' Local No. 80 Annuity Fund Annuity Fund

John Hancock
P.O. Box 940
Norwood, MA 02062

IMPORTANT INFORMATION REGARDING
Sheet Metal Workers' Local No. 80 Annuity Fund
Annuity Fund

329351 0021-0063-0004463

John Sample
1 First Avenue
Peabody MA 123456



To: John Sample
From: Plan Administrator of Sheet Metal Workers' Local No. 80 Annuity Fund Annuity Fund (the "Plan")
Plan Sponsor: The Board of Trustees of the Sheet Metal Workers' Local No. 80 Annuity Fund (the "Company")
Date: April 15, 2022

This is an annual notice which only applies to the 2022 Plan Year.

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

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

- 24 hours a day via either the internet at myplan.johnhancock.com or an automated telephone system at 833.388.6466, or if the Plan is sponsored by a union, at 833.38.UNION.
- 8AM to 10PM Eastern Time by calling 833.388.6466, or if the Plan is sponsored by a union, at 833.38.UNION 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, Moderate Portfolio 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, including fees and expenses as well as procedures for changing investment elections are available by contacting John Hancock.

About Risk

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

There are additional risks associated with investing in bonds, 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. Investors

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should understand that the potential return may not be as high as that of a fund composed only of stocks and that share price may be volatile during short-term periods.

The enclosed Fund Fact Sheet for the Plan's QDIA contains a complete description of the fund's investment objectives, specific risk and return characteristics, and fees and expenses. You should also review the other available investment options within the Plan. Information concerning the other investment options can be obtained by contacting John Hancock via the internet at myplan.johnhancock.com or via phone at 800.294.3575, or if the Plan is sponsored by a union, at 833.38.UNION. Consider the investment objectives, risks, charges, and expenses of the fund carefully before investing. Investors should examine these characteristics to ensure it is consistent with their own risk tolerance.

FOR ADDITIONAL INFORMATION

You should consult the Plan document and SPD for a complete explanation of the Plan's features and information regarding your rights under the Plan, including but not limited to, a description of withdrawal provisions, the type and amount of pay that may be deferred, and whether Company contributions under the Plan (if any) may be made on your behalf and if so any vesting provisions that may apply. You may also view and/or obtain a copy of the SPD by contacting John Hancock. You can also obtain additional information about the Plan by contacting John Hancock or the Plan Sponsor. This Notice is not intended to, nor should you construe it as, modifying any aspect of the current Plan document or SPD.

A fund's investment objectives, risks, charges and expenses should be considered carefully before investing. For any investment fund (including a Default Fund) that has a fund prospectus, the prospectus contains this and other important information about the fund. To obtain a prospectus, contact John Hancock Retirement Plan Services LLC at 833.388.6466, or if the Plan is sponsored by a union, at 833.38.UNION or visit our website at myplan.johnhancock.com. Please read the prospectus carefully before investing or sending money; the fund's prospectus provides information regarding details for the applicable fee waivers. Prospectus may only be available in English.

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

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Moderate Portfolio

AS OF 2021-12-31

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 | 2021-06-01 |
| Gross Expense Ratio ^{f1} (%) | 0.70 |
| Net Expense Ratio ^{f1} (%) | 0.70 |

PRINCIPAL RISKS

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

Average Annual Total Returns %

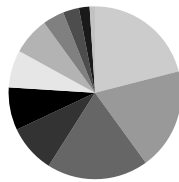
As of 2021-12-31

| | YTD | 1 Year | 3 Year | 5 Year | 10 Year | Since Inception |
|--|-------|--------|--------|--------|---------|-----------------|
| Moderate Portfolio | -- | -- | -- | -- | -- | -- |
| Morningstar Moderate Target Ri ^{b1} | 10.19 | 10.19 | 13.95 | 10.07 | 8.75 | -- |

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.

The inception date displayed is the inception date for the overall strategy. Performance data shown is a weighted average calculation of the underlying investment options, assuming the longest common track record.

Portfolio Snapshot^{b2} (%)



| | | | |
|-------|--------------------------|------|------------------------------|
| 21.00 | Focused Intl Growth Fund | 7.00 | Century Emerging Market Fund |
| 19.00 | Core Plus Bond Fund | 4.00 | Premier Small Cap Fund |
| 19.00 | Pioneer Bond Fund | 3.00 | Blue Chip Growth Fund |
| 9.00 | Stable Value Fund | 2.00 | Mid Cap Value Fund |
| 8.00 | S&P 500 Index Fund | 1.00 | Enterprise Fund |
| 7.00 | MFS Value Fund | | |

^{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.



Risks and Disclosures

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 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.



Sheet Metal Workers' Local No. 80 Annuity Fund Annuity Fund

February 28, 2022

Disclosure Document

This document includes important information to help you carefully compare the investment options available under your retirement plan. For participant directed individual account plans, it is being distributed and contains retirement plan fee information to comply with federal regulation. If you want additional information about your investment options, you can go to the specific web address shown in the tables below or you can contact John Hancock Retirement Plan Services, LLC ("John Hancock") at myplan.johnhancock.com or at 833-388-6466 from 08:00 a.m. to 10:00 p.m. Eastern time 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 "TH7602" 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 02/28/2022 | | | STANDARD RETURNS AS OF 12/31/2021 | | | | | INCEPTION DATE |
| | | 1 MONTH | 3 MONTH | YTD | 1 YEAR | 3 YEARS | 5 YEARS | 10 YEARS | SINCE INCEPTION | |
| Stable Value | | | | | | | | | | |
| John Hancock Stable Value Fund (Class R6) ^{1,a,b,c,d,e,f,g,h,i,j,k,l} | | 0.13 | 0.44 | 0.29 | 1.96 | 2.16 | 2.06 | 2.04 | N/A | 05/08/2006 |
| BENCHMARK: FTSE Treasury Bill 3 Month Index ¹⁴ | | 0.01 | 0.02 | 0.01 | 0.05 | 0.96 | 1.11 | 0.60 | N/A | |
| Money Market | | | | | | | | | | |
| An investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the Fund seeks to preserve the value of your investment at \$1.00 per share, it is possible to lose money by investing in the Fund. | | | | | | | | | | |
| JPMorgan U.S. Government Money Market Fund (Class Capital) | OGVXX | 0.00 | 0.01 | 0.00 | 0.03 | 0.82 | 0.99 | 0.53 | N/A | 06/14/1993 |
| BENCHMARK: FTSE Treasury Bill 3 Month Index ¹⁴ | | 0.01 | 0.02 | 0.01 | 0.05 | 0.96 | 1.11 | 0.60 | N/A | |
| Income | | | | | | | | | | |
| Pioneer Bond Fund (Class Y) | PICYX | -1.54 | -3.37 | -3.23 | 0.73 | 6.21 | 4.47 | 4.25 | N/A | 09/20/2001 |
| BENCHMARK: Bloomberg Barclays US Aggregate Bond Index ¹² | | -1.12 | -3.49 | -3.25 | -1.54 | 4.79 | 3.57 | 2.90 | N/A | |
| Western Asset Core Plus Bond Fund (Class A) | WAPAX | -2.69 | -5.05 | -5.30 | -2.27 | 6.02 | 4.50 | N/A | 3.97 | 04/30/2012 |
| BENCHMARK: Bloomberg Barclays US Aggregate Bond Index ¹² | | -1.12 | -3.49 | -3.25 | -1.54 | 4.79 | 3.57 | 2.90 | 2.86 | |
| Growth & Income | | | | | | | | | | |
| American Century Mid Cap Value Fund (Class R6) | AMDVX | 0.28 | 7.08 | 0.06 | 23.56 | 17.67 | 9.76 | N/A | 11.15 | 07/26/2013 |
| BENCHMARK: Russell Midcap Value Index ¹¹ | | -0.47 | 1.27 | -4.72 | 28.34 | 19.62 | 11.22 | 13.44 | 11.12 | |
| iShares S&P 500 Index Fund (Class K) | WFSPX | -3.00 | -3.89 | -8.02 | 28.65 | 26.04 | 18.45 | 16.49 | N/A | 07/30/1993 |
| BENCHMARK: S&P 500 Index ¹⁵ | | -2.99 | -3.89 | -8.01 | 28.71 | 26.07 | 18.47 | 16.55 | N/A | |
| Growth | | | | | | | | | | |
| JPMorgan U.S. Research Enhanced Equity Fund (Class R6) | JDEUX | -2.87 | -3.23 | -7.46 | 30.63 | 27.56 | 18.99 | 16.68 | N/A | 03/24/2003 |
| BENCHMARK: S&P 500 Index ¹⁵ | | -2.99 | -3.89 | -8.01 | 28.71 | 26.07 | 18.47 | 16.55 | N/A | |
| Janus Henderson Enterprise Fund (Class T) | JAENX | -0.79 | -2.33 | -7.27 | 17.22 | 23.90 | 18.92 | 16.81 | N/A | 09/01/1992 |
| BENCHMARK: Russell Midcap Growth Index ¹⁰ | | -1.21 | -13.66 | -13.96 | 12.73 | 27.46 | 19.83 | 16.63 | N/A | |

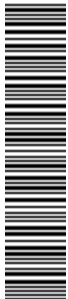


| Variable Rate Investments-Average Annual Total Returns (%) | | | | | | | | | | |
|---|--------|-------------------------------------|------------|--------|--------------------------------------|------------|------------|-------------|--------------------|-------------------|
| INVESTMENT NAME/COMPARATIVE BENCHMARK | TICKER | CURRENT RETURNS AS OF 02/28/2022 | | | STANDARD RETURNS AS OF 12/31/2021 | | | | | INCEPTION DATE |
| | | 1 MONTH | 3 MONTH | YTD | 1 YEAR | 3 YEARS | 5 YEARS | 10 YEARS | SINCE INCEPTION | |
| MFS Value Fund (Class R3) | MEIHX | -2.79 | -0.54 | -6.10 | 25.08 | 18.93 | 12.18 | 13.29 | N/A | 04/01/2005 |
| BENCHMARK: Russell 1000 Value Index ⁹ | | -1.16 | 2.63 | -3.46 | 25.16 | 17.64 | 11.16 | 12.97 | N/A | |
| MassMutual Small Cap Opportunities Fund (Service Class) | MSVYX | 2.39 | -1.97 | -5.78 | 22.21 | 22.78 | 13.53 | 14.63 | N/A | 11/01/2004 |
| BENCHMARK: Russell 2000 Index ¹³ | | 1.07 | -6.62 | -8.66 | 14.82 | 20.02 | 12.02 | 13.23 | N/A | |
| T. Rowe Price Blue Chip Growth Fund | TRBCX | -4.73 | -15.09 | -14.99 | 17.70 | 27.26 | 23.48 | 19.43 | N/A | 06/30/1993 |
| BENCHMARK: S&P 500 Index ¹⁵ | | -2.99 | -3.89 | -8.01 | 28.71 | 26.07 | 18.47 | 16.55 | N/A | |
| International | | | | | | | | | | |
| American Century Emerging Markets Fund (Class R6) | AEDMX | -6.63 | -8.70 | -9.92 | -5.69 | 13.14 | 11.44 | N/A | 7.19 | 07/26/2013 |
| BENCHMARK: MSCI Emerging Markets Free Index ⁸ | | -3.06 | -3.39 | -4.93 | -4.59 | 8.45 | 7.40 | 3.00 | 2.97 | |
| WCM Focused International Growth Fund (Institutional Class) | WCMIX | -6.02 | -14.50 | -17.67 | 17.02 | 28.08 | 20.65 | 14.03 | N/A | 05/31/2011 |
| BENCHMARK: MSCI World Index ⁷ | | -2.65 | -3.99 | -7.85 | 20.14 | 19.71 | 13.04 | 10.58 | N/A | |
| Portfolios | | | | | | | | | | |
| Aggressive Portfolio | | -3.73 | -7.34 | -10.23 | N/A | N/A | N/A | N/A | N/A | 06/01/2021 |
| BENCHMARK: Morningstar Aggressive Target Risk Index ⁶ | | -1.65 | -2.25 | -6.41 | 17.30 | 18.71 | 13.38 | 11.93 | N/A | |
| Conservative Portfolio | | -2.14 | -4.22 | -5.08 | N/A | N/A | N/A | N/A | N/A | 06/01/2021 |
| BENCHMARK: Morningstar Conservative Target Risk Index ² | | -1.30 | -2.93 | -3.80 | 2.26 | 7.67 | 5.70 | 4.57 | N/A | |
| Moderate Aggressive Portfolio | | -3.41 | -6.73 | -9.11 | N/A | N/A | N/A | N/A | N/A | 06/01/2021 |
| BENCHMARK: Morningstar Moderately Aggr Target Risk Index ⁵ | | -1.61 | -2.46 | -5.95 | 14.04 | 16.75 | 12.03 | 10.60 | N/A | |
| Moderate Conservative Port. | | -2.57 | -5.05 | -6.41 | N/A | N/A | N/A | N/A | N/A | 06/01/2021 |
| BENCHMARK: Morningstar Moderately Cons Target Risk Index ³ | | -1.46 | -2.85 | -4.61 | 6.36 | 11.10 | 8.11 | 6.85 | N/A | |
| Moderate Portfolio | | -3.00 | -5.98 | -7.82 | N/A | N/A | N/A | N/A | N/A | 06/01/2021 |
| BENCHMARK: Morningstar Moderate Target Risk Index ⁴ | | -1.53 | -2.59 | -5.25 | 10.19 | 13.95 | 10.07 | 8.75 | 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.

^a A Separate Account or a portfolio related to other benefit responsive contracts may invest in asset backed securities. Asset-backed securities include interests in pools of residential or commercial mortgages, debt securities, commercial or consumer loans, or other receivables. Often, the issuer of asset-backed securities is a special purpose entity and the investor's recourse is limited to the assets comprising the pool. The value of such securities depends on many factors, including, but not limited to, changes in interest rates, the structure of the pool and the priority of the securities within that structure, the credit quality of the underlying assets, the skill of the pool's servicer, the market's perception of the pool's servicer, and credit enhancement features (if any).

^b The fund invests a portion of its assets (including cash and cash equivalents) in a separate account of John Hancock Life & Health Insurance Company (JHLH). The fund's right to receive payments for the benefit of, and its ability to distribute payments to, plan participants depends on the timely liquidation of separate account assets. While an insolvency of JHLH should not diminish the assets of the Separate Account, it could delay the timing of payments to plan participants. Because the fund invests in the separate account, the value of the fund and its ability to honor withdrawal requests from plan participants depends, in part, on the performance of JHLH.



- ^c The trustee of a stable value fund and/or the manager or sponsor of the underlying investments of a stable value fund typically endeavor to maintain one or more Stabilizing Agreements (also known as a Wrap Agreement) with Stability Provider(s) (also known as Wrap Providers) in an attempt to maintain the book value of the fund or the underlying investments. The obligations of each Stability Provider are general, unsecured obligations of such Stability Provider. Default by a Stability Provider could result in participant withdrawals from the fund at less than book value. The fund expects that the use of Stabilizing Agreements will (when combined with any benefit responsive contracts and short-term investments held as underlying investments), under most circumstances, permit the fund to pay all withdrawals from the fund at book value. However, the default of a Stability Provider and an inability to obtain a replacement Stabilizing Agreement could render the fund unable to pay withdrawals at book value. Thus, the ability of a stable value fund to pay withdrawals at book value depends on the ability of the Stability Provider(s) to make payments under the Stabilizing Agreements.
- ^d Transfers from the Stable Value Fund to a competing fund are subject to a standard 90-day equity wash provision. Competing funds include other stable value investments, money markets and most fixed income funds with a duration of 3 years or less.
- ^e An investor purchasing a fixed income security (including a GIC or other benefit responsive contract) faces the risk that the value of that fixed income security may decline because the credit-worthiness of the issuer, guarantor or other counterparty may deteriorate, or such party may fail to make timely payments of interest or principal to the investor. Timely payment under unsecured fixed income securities (including GICs and other benefit responsive contracts) is dependent entirely upon the performance of the issuer, guarantor or counterparty.
- ^f The issuer of a security may repay principal more slowly than expected because of rising interest rates. In this event, short- and medium duration securities are effectively converted into longer-duration securities, increasing their sensitivity to interest-rate changes and causing their prices to decline.
- ^g Many fixed income investments face the risk that the securities will decline in value because of changes in interest rates. Generally, fixed income investments will decrease in value when interest rates rise (and increase in value when interest rates fall).
- ^h Investments in investment-grade securities that are not rated in the highest rating categories may lack the capacity to pay principal and interest compared with higher rated securities and may be subject to increased credit risk.
- ⁱ Actively managed investments are subject to the risk that the investment managers' usage of investment techniques and risk analysis to make investment decisions fails to perform as expected, which may cause the relevant portfolio to lose money or underperform investments with similar objectives and strategies or the market in general.
- ^j Although individual securities or individual funds may outperform the market, the entire market may decline as a result of rising interest rates, regulatory developments or deteriorating economic conditions. A market decline could adversely affect the market value of existing fixed income investments of a portfolio (including a Separate Account), as well as the yield available on investments of new cash flows.
- ^k Securities with longer maturities or durations typically have higher yields but may be subject to increased interest-rate risk and price volatility compared with securities with shorter maturities, which have lower yields but greater price stability.
- ^l As interest rates decline, the issuers of certain fixed income securities, including asset-backed securities, may prepay principal earlier than scheduled, forcing the applicable portfolio manager to reinvest in potentially lower yielding securities. Increased rates of prepayments will generally result in a loss of interest income if the portfolio manager is required to reinvest at a lower interest rate.
- ¹ In 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.
- ² The Morningstar Conservative Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in a static allocation appropriate for U.S. investors who seek below-average exposure to equity market risk and returns. An investment cannot be made directly into an index.
- ³ The Morningstar Moderately Conservative Index represents a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in a static allocation appropriate for U.S. investors who seek a slightly below-average exposure to equity market risk and returns. An investment cannot be made directly into an index.
- ⁴ 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.
- ⁵ The Morningstar Moderately Aggressive 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 a slightly above-average exposure to equity market risk and returns. An investment cannot be made directly into an index.
- ⁶ The Morningstar Aggressive 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 above-average exposure to equity market risk and returns. An investment cannot be made directly into an index.
- ⁷ MSCI World Index is an unmanaged index of more than 1,500 stocks in 23 countries that represents approximately 85% of the total market capitalization in those countries. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.
- ⁸ MSCI Emerging Markets Free Index is an unmanaged index of a sample of companies representative of the market structure of 26 Emerging Markets countries. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.
- ⁹ Russell 1000 Value Index: The Russell 1000 Value Index is an unmanaged index that measures the performance of those Russell 1000 companies with lower price-to-book ratios and lower forecasted growth values. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.



¹⁰ Russell Midcap Growth Index: The Russell Midcap Growth Index is an unmanaged index that measures the performance of those Russell Midcap companies with higher price-to-book ratios and higher forecasted growth values. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

¹¹ Russell Midcap Value Index: A market-weighted total return index that measures the performance of companies within the Russell Midcap Index having lower price-to-book ratios and lower forecasted growth values. The Russell Midcap Index includes firms 201 through 1000, based on market capitalization, from the Russell 3000 Index. The Russell 3000 Index represents 98% of the investable US equity market. An investment cannot be made directly into an index.

¹² Bloomberg Barclays 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.

¹³ Russell 2000 Index: The Russell 2000 Index is an unmanaged index that measures the performance of the 2,000 smallest companies in the Russell 3000 Index, which includes the 3,000 largest U.S. companies based on total market capitalization. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

¹⁴ FTSE Treasury Bill 3 Month Index is an unmanaged, market capitalization weighted, index of 3-month Treasury bills. An investment cannot be made directly into an index.

¹⁵ S&P 500 Index is an unmanaged index and is widely regarded as the standard for measuring large-cap U.S. stock market performance. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

An investment cannot be made directly into an index.

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

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.

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 | | | | | |
| John Hancock Stable Value Fund (Class R6) | 0.42% | \$ 4.20 | N/A | N/A | |
| Money Market | | | | | |
| JPMorgan U.S. Government Money Market Fund (Class Capital) | 0.19% | \$ 1.90 | N/A | N/A | |
| Income | | | | | |
| Pioneer Bond Fund (Class Y) | 0.45% | \$ 4.50 | N/A | N/A | |
| Western Asset Core Plus Bond Fund (Class A) | 0.83% | \$ 8.30 | N/A | N/A | |
| Growth & Income | | | | | |
| American Century Mid Cap Value Fund (Class R6) | 0.63% | \$ 6.30 | N/A | N/A | |
| iShares S&P 500 Index Fund (Class K) | 0.03% | \$ 0.30 | N/A | N/A | |
| Growth | | | | | |
| JPMorgan U.S. Research Enhanced Equity Fund (Class R6) | 0.33% | \$ 3.30 | 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 | |
| Janus Henderson Enterprise Fund (Class T) | 0.91% | \$ 9.10 | N/A | N/A | |
| MFS Value Fund (Class R3) | 0.80% | \$ 8.00 | N/A | N/A | |
| MassMutual Small Cap Opportunities Fund (Service Class) | 0.85% | \$ 8.50 | N/A | N/A | |
| T. Rowe Price Blue Chip Growth Fund | 0.68% | \$ 6.80 | N/A | N/A | |
| International | | | | | |
| American Century Emerging Markets Fund (Class R6) | 0.91% | \$ 9.10 | N/A | N/A | |
| WCM Focused International Growth Fund (Institutional Class) | 1.05% | \$ 10.50 | N/A | N/A | |
| Portfolios | | | | | |
| Aggressive Portfolio | 0.75% | \$ 7.50 | N/A | N/A | |
| Conservative Portfolio | 0.63% | \$ 6.30 | N/A | N/A | |
| Moderate Aggressive Portfolio | 0.72% | \$ 7.20 | N/A | N/A | |
| Moderate Conservative Port. | 0.66% | \$ 6.60 | N/A | N/A | |
| Moderate Portfolio | 0.70% | \$ 7.00 | 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.

PARTICIPANT EXPENSES

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

Loan Fees

\$ 75.00



| | |
|------------------------------|----------|
| Monthly Loan Maintenance Fee | \$ 4.00 |
| Distribution Fee | \$ 50.00 |
| Periodic Payment Fee | \$ 2.00 |
| Hardship Fee | \$ 75.00 |
| Insufficient Funds Fee | \$ 25.00 |

ABILITY TO DIRECT INVESTMENTS

You have the right to transfer into or out of any investment option in your plan at any time, provided such transfer is permitted by the investment offeror. Investment options in your plan may have implemented restrictions such as redemption fees or short-term trading prohibitions. If redemption fees apply to any of the options in this plan, those fees and the holding period required to avoid the fees will be listed in the Fees and Expenses section above. Mutual funds are not appropriate for frequent trading and most mutual funds monitor and restrict such activity. If you conduct transactions in a particular fund too often or attempt to exchange among related funds soon after purchasing, the mutual fund may restrict or deny future purchases. The plan's named fiduciary, or its delegate, exercises voting, tender and any similar rights associated with the plan's designated investment alternatives unless the plan offers an employer stock investment alternative. In the case of employer stock, voting rights are generally exercised based upon participant instruction. Please review the funds' prospectuses for more information. To change any of your investments, you can go to myplan.johnhancock.com 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.

RESTRICTED INVESTMENTS

The following funds have restrictions as described below:

1) JPMorgan U.S. Government Money Market Fund (Class Capital): This investment may have restrictions regarding contributions and liquidations.

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. Please review the funds' prospectuses for more information.

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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Visit myplan.johnhancock.com or download John Hancock's retirement app and choose "Register now" to set up your online profile. Remember to include your personal email address and mobile phone number for an added level of security.

Registering your account allows you to:

- Help keep your account secure
- Quickly view, download, and print documents such as statements and tax forms
- Receive notices when important documents are available
- Get timely confirmation of account transactions
- Confirm account transactions
- Reset your password quickly and easily
- Stay up to date on plan-related messages

Registering your account helps give you an easy, safe, and secure way to access your information. It also allows us to act quickly to protect your retirement savings if you don't recognize transactions or updates, so don't miss this opportunity to stay connected.

Already registered? Update your delivery settings!

If you've already registered your account, be sure you're making the most of your online access. Update your delivery settings to receive important notifications, confirmations, and plan documents electronically. Simply log in to your account and select "My profile."

Get online account access at **myplan.johnhancock.com**, or by downloading John Hancock's retirement app.



iOS



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Manténgase *conectado*, manténgase seguro

Su plan de jubilación le ayuda a prepararse para su futuro financiero. Manténgase conectado e informado para lograr el éxito financiero.

Registre su cuenta en línea hoy mismo

¡Si aún no lo ha hecho, registre su cuenta!

Visite myplan.johnhancock.com o descargue la aplicación de jubilación de John Hancock y elija "Registrarse ahora" para configurar su perfil en línea. Recuerde incluir su dirección de correo electrónico personal y número de celular para un mayor nivel de seguridad.

Registrar su cuenta le permite:

- Ayudar a mantener su cuenta segura;
- Ver, descargar e imprimir rápidamente documentos como estados de cuenta y formularios fiscales;
- Recibir notificaciones cuando hay documentos importantes disponibles;
- Obtener confirmaciones oportunas de las transacciones de la cuenta;
- Confirmar transacciones de su cuenta;
- Restablecer su contraseña de forma rápida y fácil;
- Mantenerse al día sobre los mensajes relacionados con el plan.

Registrar su cuenta le ayuda a tener un acceso fácil, seguro y protegido a su información. También nos permite actuar rápidamente para proteger sus ahorros de jubilación en caso de que note transacciones o actualizaciones que no reconozca, así que no pierda esta oportunidad de mantenerse conectado.

¿Ya está registrado? ¡Actualice su configuración de entrega!

Si ya registró su cuenta, asegúrese de aprovechar al máximo su acceso en línea. Actualice su configuración de entrega para recibir electrónicamente notificaciones, confirmaciones y documentos de planificación importantes. Solo inicie su sesión en su cuenta y seleccione "Mi perfil".

Obtenga acceso a la cuenta en línea en **myplan.johnhancock.com** o mediante la aplicación de jubilación de John Hancock.



iOS



Androide

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