

Investment Alternative Options (Direction, Disclosure, and Acknowledgement)



Effective Date: August 12, 2025

Owner/Employer Name (Entity): WakeMed

Account Name (Account): WakeMed Cash Balance Pension Plan

File Number(s): 8364

The Entity directs the investment of certain contribution types as follows and hereby consents to the fees associated with the selection of such investment alternative(s) that are paid to Principal Bank® or Principal Trust Company® (Principal® Custody Solutions^l). You should consider whether the rate level/share classes is the most appropriate for this Plan.

The information provided on this form is as of the current date. Revenue that Principal® Custody Solutions may receive might vary if subsequent fund fees or rate changes occur. Please review the Definitions and Disclosure Statement provided in your document package for a more complete explanation of the revenue that Principal® Custody Solutions may be entitled to receive.

Name of Investment Alternative (Fund) and Share Class	CUSIP	Revenue from Fund Asset-Based Fees (basis points)	Allocation of Asset-Based Fees (basis points)
DODGE & COX GLOBAL STOCK FUND#1049	256206202	0.00	0.00
PIMCO MODERATE DURATION-INST #120	693390593	0.00	0.00
PIMCO TOTAL RET FD-INST #35	693390700	0.00	0.00

Allocation of Asset Based Fees

Principal shall allocate to the Account revenue sharing amounts (e.g., sub-transfer agency fees and shareholder servicing fees) received pursuant to a 12b-1 plan or otherwise from mutual funds and collective funds for the provision of administrative services to the Account and the funds as reflected above. For existing Accounts transitioning to a revenue share allocating arrangement, this process shall begin with those fees which are accrued after the effective date hereof.

The Entity directs Principal® Custody Solutions to allocate Revenue Sharing received by Principal® Custody Solutions to the Account as soon as reasonably practicable after receipt. The Entity acknowledges that Principal® Custody Solutions is not a fiduciary with respect to the selection of the investment options for the Account and that the Entity has independently selected the funds included as investment options for Account assets. In addition, Principal® Custody Solutions shall have no discretionary authority or investment management responsibility with respect to the assets that are allocated to the Account.

Except as otherwise noted herein, the Entity shall provide written direction to Principal® Custody Solutions for payment of Account expenses, reimbursement of Account expenses paid by the Entity, and/or allocation to Account of Revenue Sharing, in compliance with applicable laws.

To the extent practicable, Principal® Custody Solutions will advise the Entity reasonably in advance of any material change in the revenue sharing amounts provided by any investment used by the Account.

The parties agree that fees may be reviewed from time to time, and if at any time, demographic, investment fund or other changes under the Account result in fees significantly higher or lower than contemplated hereunder, the parties shall cooperate in good faith to establish a revised fee structure or services provided commensurate with then prevailing circumstances. Principal® Custody Solutions may amend or revise the terms of this IAO (including the provisions for Revenue Sharing) in its discretion with advance notice to the Entity. Principal® Custody Solutions shall discontinue payments to the Account immediately if such deposits become prohibited due to a change in applicable law.

Investment and Insurance products are:

- Not Insured by the FDIC or Any Federal Government Agency
- Not a Deposit or Other Obligation of, or Guaranteed by, Principal Bank or Any Bank Affiliate
- Subject to Investment Risks, Including Possible Loss of the Principal Amount Invested

¹Custody and trust solutions are provided by Principal Bank, Member FDIC, and/or Principal Trust Company. These services are provided under the trade name Principal[®] Custody Solutions. Principal Trust Company is a trade name of Delaware Charter Guarantee & Trust Company. Principal Bank and Principal Trust Company are members of the Principal Financial Group[®], Des Moines, Iowa 50392.

Definitions

“Revenue from Fund Asset-Based Fees” are fees paid to Principal Bank® or Principal Trust Company® (collectively, “Principal® Custody Solutions”) by the institution providing the investment option (“Fund Company”) for Investment Alternative Options (“Investment Alternatives”) listed on the most current Investment Alternative Options Direction, Disclosure, and Acknowledgement (“IAO”). The revenue being disclosed represents only those fees received by Principal Custody Solutions from the Fund Company for certain shareholder services performed by Principal Custody Solutions either directly or through a supplier. Changes to such fees will be disclosed on the Plan's account statements and periodically updated fee disclosure documents. Any such fees are part of the Investment Alternative's expense ratio and do not result in an increased payment by the Plan. Ongoing Revenue from Fund Asset-Based Fees are stated as annual rates and are calculated by the Fund Company's manager pursuant to its established practice and procedure. Certain Investment Alternatives may also pay one-time Revenue from Fund Asset-Based Fees to Principal Custody Solutions which are calculated based on the value of funds invested by an individual who was not previously an investor in the Investment Alternative and are calculated in accordance with the Fund Company's procedures. Revenue from Fund Asset-Based Fees may be paid by the Fund Company from one or more sources and under one or more programs (including, but not limited to, sub-transfer agency fees, 12b-1 fees, shareholder and administrative services fees, and distribution related fees) provided for in the prospectuses or other governing documents of the Investment Alternative.

“Allocation of Asset-Based Fees”

Principal Custody Solutions may hire external third parties whose responsibilities may include collecting Revenue from Fund Asset Based Fees on its behalf. As disclosed in the IAO, Principal Custody Solutions may either retain these fees as revenue or may allocate these fees to the affected accounts. However, when Principal Custody Solutions uses an external third party to collect these fees, Principal Custody Solutions covers the cost of the third party's services through a portion of the fees so collected, and the amount allocated to affected accounts will be net of the amount payable to the external third party.

General Disclosures

Investments such as mutual funds or common, collective or group trust funds (i) are not endorsed or guaranteed by Principal Custody Solutions or any affiliates thereof; (ii) are not deposits or other obligations of Principal Custody Solutions or any affiliates thereof; (iii) are not insured by the FDIC, the Federal Reserve Board or any other government agency; and (iv) involve investment risks, including possible loss of principal.

Neither Principal Custody Solutions nor any affiliates thereof can assure that the investment objectives of any Investment Alternative will be achieved. Past performance is no guarantee of future results. Investment return and principal value may fluctuate so that upon redemption, an investment in an Investment Alternative may be worth more or less than its original cost.

As a result of different and varied transaction rounding policies employed by providers of Investment Alternatives, there may be minor valuation differences in Principal Custody Solutions' records and the records of an Investment Alternative provider for transactions between and among various Investment Alternatives.

Where Principal Custody Solutions receives Revenue from Fund Asset-Based Fees, the dollar amount of the compensation is calculated under the Fund Company's procedures for such payments, which procedures may vary from provider to provider. As a result, certain minor differentials may exist between the fees payable by the Investment Alternatives and the fees otherwise payable by the Plan. Principal Custody Solutions reserves the right to disposition any differentials.

In accordance with agreements with Fund Companies, Principal Custody Solutions receives next day settlement privileges with respect to purchases and redemptions of shares. Notwithstanding the foregoing, a Fund Company may delay settlement of any trade in accordance with the terms of the prospectus or other governing documents, and any such delay would delay Principal Custody Solutions' ability to affect trades involving a Non-Proprietary Investment Option (as defined in the Non-Proprietary Investment Options section of this Statement).

Principal Custody Solutions and any affiliates thereof do not exercise investment discretion or render investment advice to the Employer unless a written agreement is in place to provide discretionary investment management with a separate fee arrangement and disclosures.

For the fees and expenses charged by mutual funds or common, collective or group trust funds, exchange-traded funds (ETFs), and other electronically traded Investment Alternatives, please review the prospectus or investment fund agreement for that investment and appropriate share class/rate level. For information regarding fees applicable to any investments included in the Plan other than those listed in the IAO or fees from other sources, please see the Plan agreements. Certain mutual funds may impose redemption fees or other trading restrictions on shares of the funds that are transferred or exchanged out of the funds before the applicable minimum holding period. Please read each fund's prospectus for more information about the fund and any applicable redemption fees. In addition, certain common, collective or group trust funds may impose withdrawal restrictions with respect to plan sponsor or plan fiduciary initiated transactions involving the fund which Principal Custody Solutions is obligated to honor. Please read each Investment Alternative's governing documents for more information about the investment and any applicable withdrawal restrictions.

From time to time, Principal Custody Solutions may receive Revenue from Fund Asset-Based Fees from a Fund Company that may be an affiliate of Principal Custody Solutions as compensation or reimbursement for the solicitation and distribution of money market mutual funds.

Principal Funds ("Proprietary Mutual Funds")

The compensation the affiliates of Principal Custody Solutions receive is based on the Investment Alternatives the Employer has chosen. Affiliates of Principal Custody Solutions receive compensation from the products and Investment Alternatives they manufacture, including Proprietary Mutual Funds.

The Proprietary Mutual Funds can pay fees for various services provided to the Proprietary Mutual Fund, including fees payable to Principal Custody Solutions or any of its affiliates for investment advisory services, which are set forth in the prospectuses for such Investment Alternatives. Proprietary Mutual Fund fees and expenses are stated in the *Annual Funds Operating Expenses* sections of the Summary Prospectus and in the *Management Agreement* section of the Statement of Additional Information. However, Principal Custody Solutions will receive no fees for investment management, investment advisory or similar services rendered to the Plan with respect to such assets invested in such Proprietary Mutual Funds, except as permitted by applicable law. The entity providing investment advisory services may voluntarily waive its fee and/or reimburse the Proprietary Mutual Fund for certain of its expenses in order to reduce expense ratios, which may affect the amount shared with or credited to Principal Custody Solutions or its affiliates thereof. The Proprietary Mutual Funds incur transaction costs and expenses in their operations and in trading securities and include these costs into the expense ratios of the Proprietary Mutual Funds. To the extent that Principal Custody Solutions assists with any activities contemplated by these transaction costs and expenses, including securities transactions effected through a registered broker/dealer affiliate, the Proprietary Mutual Funds may pay Principal Custody Solutions for these activities.

The Employer understands that in order to invest in a Proprietary Mutual Fund: (a) it cannot directly or indirectly control and it cannot directly or indirectly be controlled by Principal Custody Solutions or an affiliate thereof; (b) it cannot be an officer, director, partner, or employee (or relative thereof) of Principal Custody Solutions or an affiliate thereof; and (c) it cannot directly or indirectly receive any compensation or other consideration for a personal account in connection with the investment of such assets in any Proprietary Mutual Fund.

The Employer acknowledges that it has received a copy of the current prospectus for each of the Proprietary Mutual Funds which contains a disclosure of all services provided by an affiliate of Principal Custody Solutions to the Proprietary Mutual Funds and of all applicable fees paid to Principal Custody Solutions or affiliates thereof as compensation for providing such services to the Proprietary Mutual Funds. The Employer received a copy of the current fee schedule applicable to the Plan. A current prospectus for any Principal Funds Distributor, Inc. funds is available at <https://www.principalam.com> or by calling Principal Funds Investor Services at 1-800-222-5852.

Principal Global Investors Trust Company Collective Investment Trusts ("PGITC CITs")

The compensation Principal Custody Solutions and affiliates thereof receive is based on the Investment Alternatives the Employer has chosen. Principal Custody Solutions and affiliates thereof receive compensation from the products and Investment Alternatives they manufacture, including PGITC CITs. Participation in the PGITC CITs will at all times be subject to the provisions of the Declaration of Trust (as amended from time to time, the "Declaration of Trust"). The Declaration of Trust is hereby incorporated and made a part of the governing plan documents as if fully set forth therein. The combining of money and other assets of the Plan with money and other assets of other qualified plans in a PGITC CIT is specifically authorized. In the event of any inconsistency between these plan documents and the Declaration of Trust with respect to the Plan's investment in the PGITC CIT, the Declaration of Trust shall control. The Employer, for itself or on behalf of its authorized fiduciary, acknowledges receipt of a copy of the Declaration of Trust governing the applicable PGITC CIT.

The assets of the Plan shall be invested in the PGITC CITs which are collective investment funds and group trust funds under Rev. Rul. 81-100, as amended, and consist exclusively of assets of exempt pension and profit sharing plans and

other eligible trusts as outlined by the Declaration of Trust. Investing plan sponsors agree to furnish such other information or assurances as Principal Custody Solutions may request in order to determine the Plan's eligibility to participate in the PGITC CITs and will notify Principal Custody Solutions immediately in the event the Plan no longer meets the conditions for eligibility or is for any other reason disqualified from continuing to participate in the Investment Alternative.

As set forth in the PGITC CITs governing documents, certain expenses are charged directly against the assets of the PGITC CIT and are included into the expense ratios of the PGITC CITs. To the extent that Principal Custody Solutions or an affiliate thereof or an external third party assists with any activities that generate these expenses, the PGITC CITs may pay Principal Custody Solutions, its affiliates or such external third parties for these activities. These expenses can include costs for fund accounting services and may also include additional costs for other fund administrative services, including distribution and shareholder services and fund audits.

Principal Stable Value Fund (the "Stable Value Fund")

Qualified plan participant withdrawals are allowed at any time without penalty, regardless of their frequency or amount. To meet these obligations, the fund adviser manages the Stable Value Fund to provide adequate liquidity. Additionally, all investment contracts guarantee book value payments for qualified participant withdrawals. The Stable Value Fund also requires participants to invest in a "non-competing fund" for a minimum of ninety (90) days before transferring to a "competing" fund option. Competing Investment Alternatives: (i) a cash account or money market fund, (ii) a fixed-income fund, the assets of which have a target duration of less than two (2) years, (iii) a guaranteed rate of return, and (iv) the principal amount of which is guaranteed to plan participants. While these requirements (often referred to as an "equity wash") may seem restrictive, the Stable Value Investment Contract issuers typically require such provisions as a condition to providing book value for benefit-responsive transactions.

Plan sponsor directed withdrawals from the Stable Value Fund requires a 12-month (one year) advance written notice of the intent to withdraw assets from the Stable Value Fund. PGITC may choose to disburse withdrawals in less than the required one-year period if it determines that such a disbursement is not detrimental to the best interest of the Stable Value Fund as a whole.

Principal LifeTime Hybrid CITs

If the Employer has selected a series of Principal LifeTime Hybrid CITs, the Investment Alternative may invest in various types of investments, including but not limited to, mutual funds, collective investment trusts, and pooled separate accounts. Whether as an Investment Alternative in the Plan or as a default fund, the Employer acknowledges that additional target date funds may be added to the series from time to time in the future. The Employer authorizes and directs Principal Custody Solutions to make such additional target date funds in its selected series available as part of its selected fund array or as the default Investment Alternatives for participants with birthdates falling into the date intervals subsequent to the most recent date intervals indicated on the IAO (or additional subsequent date intervals if additional target date funds have already been designated as default funds pursuant to this paragraph). In addition, if a Principal LifeTime Hybrid CIT that would otherwise apply as the default investment for a participant's account has already been combined with another Principal LifeTime Hybrid CIT, the Employer directs Principal Custody Solutions to use the replacement Principal LifeTime Hybrid CIT as the default Investment Alternative for such participants.

Non-Proprietary Investment Options

Trustees of certain Collective Investment Funds as well as the principal distributors of certain mutual funds or common, collective or group trust funds, exchange-traded funds (ETFs), and other electronically traded Investment Alternatives unaffiliated with Principal Custody Solutions or any affiliates thereof ("Non-Proprietary Investment Options") have made certain of their funds available to the Employer as Investment Alternatives under the Plan. These Non-Proprietary Investment Options incur transaction costs and expenses in their operations and in trading securities and include these costs into the expense ratios of their respective Non-Proprietary Investment Options. To the extent that Principal Custody Solutions assists with any activities contemplated by these transaction costs and expenses, the Non-Proprietary Investment Options may pay Principal Custody Solutions for these activities. Collective trust funds trusted by SEI Trust Company that carry the Principal name are nonetheless non-proprietary investments.

Float

When providing services, Principal Custody Solutions may earn additional compensation for the services it provides in the form of short-term interest ("float") on certain funds held in connection with the Plan. The funds that may generate float include amounts (i) awaiting investment and (ii) to cover checks issued and electronic funds transfers initiated for participant distributions and other plan payments. Principal Custody Solutions holds these funds in omnibus deposit accounts ("Custodial Accounts") maintained at one or more custodial banks with like funds from other plans for which Principal Custody Solutions provides similar services. The length of time funds are held in the Custodial Accounts varies by transaction type.

Funds awaiting investment or held for other purposes are typically held in the Custodial Accounts for one business day. The funds may be held for longer periods of time if Principal Custody Solutions does not have proper directions from a person or entity authorized to provide such directions. Funds to cover checks, electronic funds transfers and wire transfers are transferred into Custodial Accounts on the day the check is issued or the electronic funds transfer or the wire transfer is initiated. The amount of time funds are held to cover checks depends on when the check is cashed, which is beyond the control of Principal Custody Solutions. Funds distributed via electronic fund transfers generally remain in a custodial account for one or two business days. Funds distributed by wire transfer are generally sent on the same day they are deposited into the Custodial Accounts.

Amounts held in the Custodial Accounts earn interest or fee credits, at an annual interest rate that is less than the federal funds rate, subject to market conditions, which the custodial banks pay or credit to Principal Custody Solutions. The current range of the rate of interest or fee credits that Principal Custody Solutions is earning can be accessed at any time at <https://custodysolutions.principal.com/portal/documents> (credentials required) or obtained from the Relationship Manager. This range may change from time to time to reflect changes in the external interest rate environment. Any interest or fee credits earned on amounts held in the Custodial Accounts will not be allocated among plans for which Principal Custody Solutions provides services. It is the plan fiduciary's responsibility to determine whether the compensation paid to Principal Custody Solutions is reasonable.

Credit for Timely Payment of Withholding Taxes

As paying agent for the Plan, Principal Custody Solutions may be required to withhold income tax from distribution payments and submit them to the appropriate taxing authority. Currently, the Missouri Department of Revenue provides a credit for the timely payment of its income tax withholding. This credit comes in the form of a deduction from the amount that is to be remitted and will be retained by Principal Custody Solutions as compensation to be calculated, as follows:

- 2% on an accumulative total withholding remittance of 0 to \$5,000;
- 1% on an accumulative total withholding remittance of \$5,001 to \$10,000; and
- 0.5% on an accumulative total withholding remittance in excess of \$10,000.

Requesting a Refund of Over-Withheld Income Taxes

As paying agent for the Plan, Principal Custody Solutions withholds taxes from benefit payments and submits them to the appropriate taxing authority. For federal, state, or local withholding tax deposits made, Principal Custody Solutions reports these amounts to the appropriate taxing authorities using the prescribed withholding tax return.

If an administrative error on the withholding tax return or an adjustment to a payee's payment history (e.g., Principal Custody Solutions is notified of payee's death after benefit payments have been distributed) occurs after the filing of the original return, Principal Custody Solutions may be required to file an amended withholding tax return with the proper taxing authorities to claim a refund of any overpaid withholding taxes.

Due to the length of time needed by the taxing authorities to review the amended return and issue a refund, Principal Custody Solutions may deposit such refunds into the impacted trust account(s) prior to receipt of the refund in order to facilitate proper accounting for the trust account(s). No interest or other fee is charged to the Plan for the advance, and the advance is unsecured. As the advance may extend beyond sixty (60) days, this Definitions and Disclosure Statement discloses in writing the material terms of the arrangement.

Alternative Notification of Securities Transactions under 12 CFR §151.100

Whenever securities transactions (commonly known as trades) are initiated, and Principal Custody Solutions places those securities transactions in the Plan's account(s), 12 CFR §151.70 requires Principal Custody Solutions to inform the Employer of its right to receive a separate notification containing details of those security transactions.

Principal Custody Solutions can comply by forwarding to the Employer, at no charge, copies of each trade confirmation or, in the absence thereof, written notification of the details that would have been contained therein. Alternatively, the Employer may determine that in lieu of receiving separate trade confirmations, the periodic account statements provided to the Employer by Principal Custody Solutions adequately informs the Employer of the account trade activity. This alternative reporting is allowed pursuant to 12 CFR §151.100.

Note: Principal Custody Solutions will continue to honor the Employer's prior election.

Class Actions

Principal Custody Solutions or its agent(s) shall automatically opt-in to class action lawsuits related to securities held in an open account for which it acts as custodian of which it receives timely electronic notification through its normal electronic system dedicated for such action and can respond therein.

Such action shall not be deemed to constitute the exercise of investment discretion or other authority over such securities and is undertaken at the direction of the Employer (either express or implied by continued utilization of Principal Custody Solutions' services) for the timely servicing of the account. Principal Custody Solutions shall not be liable for its failure to opt-in to any action because of untimely/unreasonable notice or non-standard response procedures.

Caution: This service might not be available for certain non-US class action lawsuits. Principal Custody Solutions reserves the right to revise its policy/procedures on class actions from time to time without notice.

Global Investing

Purchases, sales, and holding of either American Depositary Receipts ("ADRs") traded on local exchanges or securities traded on a foreign exchange (collectively "Global Investing") may involve tax servicing. Tax servicing related to ADRs is performed by SEI Trust Company and their agent GlobeTax. Tax servicing related to securities traded on a foreign exchange is performed by The Bank of New York Mellon. In each case, such tax services are provided under a separate written agreement. Initiation of Global Investing constitutes consent to release relevant account information to SEI Trust Company, GlobeTax and The Bank of New York Mellon (as applicable). Global Investing requires additional information/forms/agreements and Principal Custody Solutions will have no liability for losses caused by delays in account set-up or transaction processing in the absence of all required information/forms/agreements.

Overdrafts

As part of its services to the Employer, Principal Custody Solutions works to facilitate efficient trading and transfers in and out of Plan's account(s). It is understood that inadvertent overdrafts in the Plan's account(s) may occur from time to time, for various reasons. Overdrafts require added work by Principal Custody Solutions to resolve. To that end, as compensation for this added work, Principal Custody Solutions is entitled to charge a fee for overdrafts in the Plan's account(s), calculated as set forth in this paragraph, under the following circumstances: If the Employer's use of a sweep vehicle results in an overdraft, the fee will be equal to the amount earned in the sweep vehicle. If no sweep vehicle is involved in an overdraft caused by the Employer or its agent, the fee will be calculated by applying the then-current Fed Funds Rate to the overdraft amount, plus 100 basis points. Any such overdraft fee will be applied for each day (or night, as applicable) the overdraft in the account remains unresolved.

Shareholder Meeting/Rights/Actions/Notices and Votes

As directed trustee/custodian, Principal Custody Solutions will direct matters requiring shareholder action to the party named by the Employer. Principal Custody Solutions or its agent(s) will act in accordance with commercially reasonable standards in distributing notices and soliciting/casting votes and will have no liability for failure to vote/act without direction. Principal Custody Solutions will have no liability for the applicable party's failure to timely vote/act. Principal Custody Solutions will not forward notices for irregular/predatory/non-traditional shareholder matters routinely ignored by commercial custodians or their agents in the normal course of business. Such inaction will not be deemed to constitute the exercise of investment discretion or other authority over such securities and is undertaken at the direction of the Employer for the timely servicing of the account. Principal Custody Solutions reserves the right to revise its policy/procedures on shareholder actions from time to time without notice.

Electronic Delivery

The Employer agrees to the electronic delivery of documents and to conduct business electronically with Principal Custody Solutions.

By accepting electronic delivery of documents, the Employer agree that Principal Custody Solutions will transmit documents related to the account (collectively "Electronic Documents"), including the account documents, privacy notices, contract application and related documents, general communications concerning account, trust/custodial/investment management documents, invoices, transition documents, investment information, annual and periodic statements, and documents that are substantially similar to these forms, by electronic means, to the extent that electronic transmission is consistent with applicable state and federal law. The Employer may execute via electronic means Electronic Documents; and be bound with the same force and effect as if the Employer's signature was affixed on paper by hand when an electronic signature is applied to Electronic Documents.

Principal Custody Solutions will deliver communications and information, including the Electronic Documents electronically. Documents transmitted electronically by Principal Custody Solutions are in lieu of all other forms of communication, including regular U.S. Mail delivery. Electronic delivery of documents by Principal Custody Solutions is sufficient to meet all reporting requirements, to the extent that electronic delivery is consistent with applicable state and federal law. The Employer must provide Principal Custody Solutions with a current, valid e-mail address. If Principal Custody Solutions is unable to deliver Electronic Documents to such e-mail address, documents will be re-sent via U.S. Mail.

Invoices: Principal Custody Solutions sends automated, electronic delivery of invoices from pcsinvoicedonotreply@principal.com. If others or a group inbox in Employer's organization need to receive an invoice electronically, please contact your relationship manager.

Withdrawal: The Employer is not required to agree to the electronic delivery of documents and to conduct business with Principal Custody Solutions electronically and may withdraw agreement at any time. Upon revocation of this agreement, Principal Custody Solutions will deliver all future Electronic Documents via regular U.S. Mail to the last known designated address, unless previously instructed otherwise.

A request for a paper copy of any of the Electronic Documents does not constitute revocation of this agreement. Principal Custody Solutions will provide a paper copy of any document at no charge.

Systems Requirements: The Employer must have access to a computer capable of accessing the Employer login at www.principal.com and viewing PDF files. The Employer must also have internet access through an internet service provider ("ISP"). Electronic documents will be sent using the Adobe Acrobat PDF format.

Electronic Delivery of Regulatory Materials

Principal Custody Solutions delivers regulatory material, including updates thereto, such as prospectuses, supplements, annual reports, and semi-annual reports ("Regulatory Materials"), to the Employer. The Employer has the option to receive Regulatory Materials or internet links to Regulatory Materials via email by agreeing to electronic delivery.

As a required recipient of Regulatory Materials for its account(s), the Employer elects to receive Regulatory Materials electronically ("Electronic Delivery"); no physical copy will be mailed. Electronic Delivery will include email messages from Principal Custody Solutions with internet links to Regulatory Materials for the account's mutual funds.

- If Principal Custody Solutions is unable to contact the Employer by email, Principal Custody Solutions will notify the Employer and give directions on how to access the Regulatory Materials online. If Electronic Delivery is not possible, a paper copy will be mailed to the customer contact.
- To view, download and/or save the Regulatory Materials, the Employer will need access to an internet service provider and an internet browser. Normal internet provider costs will apply.
- At any time, the Employer may request a paper copy of any or all of the Regulatory Materials for the account's mutual funds at no additional cost by contacting Principal Custody Solutions at 1-800-547-7754 or at www.principal.com.
- This agreement only affects a customer required receipt of Regulatory Materials. It does not affect the current access to or delivery of Regulatory Materials, electronically or otherwise.
- This agreement remains valid unless the Employer changes or revokes it at any time for any reason by contacting Principal Custody Solutions at 1-800-547-7754 or at www.principal.com.
- The Employer will receive email alerts as soon as these Regulatory Materials are available.

If any statute, regulation, or other applicable law requires the delivery of certain documents in written or paper form in the future, the Employer agrees to receive such documents in electronic form to the extent permissible under law.

The Employer understands and agrees that a valid email address and valid mobile phone number are required to open and maintain any Principal Custody Solutions account. The Employer agrees to Principal Custody Solutions' use of its email address, mobile phone number, or other identified electronic address to message, call or text the Employer to help secure the Plan's account(s), provide transactional alerts, and deliver account-related documents and other communications. Message and data rates apply; frequency may vary. For help with texts, reply HELP or visit Principal Custody Solutions.com/text. To opt-out of texts, reply STOP or contact Principal Custody Solutions at 1-800-547-7754.

If the Employer's email address, mobile phone number, or other electronic address changes, the Employer agrees to notify Principal Custody Solutions. The Employer may update this information at any time through its profile on principal.com.

The Employer also agrees to the use of electronic signatures in connection with all matters relating to its account(s) and agrees that its use of an electronic signature shall be binding in the same manner as if such document was manually signed.

For accounts with multiple employers or trustees, Principal Custody Solutions may send one notification of document availability per account.

Breakage

From time to time, inadvertent administrative errors may occur in processing transactions. If we are responsible for the error, we are committed to restoring to the Plan the value that would have applied if the error had not occurred, and we will reimburse the Plan, as applicable, for any loss caused by our errors. In exchange for our commitment to correct losses resulting from errors, and other services to the Plan, we will be entitled to retain amounts remaining after errors are corrected (gains) as part of our compensation for services.

Shareholder Communications Act Disclosure

The Securities and Exchange Commission adopted the Beneficial Owner Information Disclosure Rule #14b-2 (the "Rule") in 1986 as part of its effort to improve communications between publicly held companies and beneficial owners of the securities registered in the name of certain nominees.

Under the Rule, Principal Custody Solutions is required to contact each customer for whom Principal Custody Solutions holds securities and determine whether the Employer authorizes Principal Custody Solutions to provide the Employer's name, address and share position to the issuer of the securities the Employer owns. For the Employer's protection, the Rule prohibits the requesting company from using the Employer's name and address for any purpose other than corporate communications.

Note: Principal Custody Solutions will continue to honor the Employer's prior election.

Note: Notwithstanding the Plan's above election under the Shareholder Communications Act, if the Plan holds securities of a foreign company domiciled in a European Union country, then pursuant to the European Union's Shareholder Rights Directive II regulation, the Plan's name, address, and the share position the Plan holds must be disclosed if requested by the issuer of the securities.

Capitalized terms not defined herein will have the meanings ascribed to them in the governing documents.