

September 14, 2025

Dear Plan Sponsor,

This Service & Fee Disclosure Package is designed to help you better understand and assess the reasonableness of the fees and expenses charged to your plan. We have summarized the most relevant fee components, provided an explanation of the services provided for those fees and included supporting details to explain how estimated fees were derived. This package includes:

- A disclosure of the fees and expenses incurred by your plan for services provided by TIAA
- An Investment Fee & Expense Disclosure Report for the investments offered within your plan

For ERISA-covered plans, the Department of Labor (DOL) requires periodic reviews of plan fees and expenses as a part of your ongoing fiduciary obligation to monitor arrangements with plan service providers. You should confirm that the fees paid by your plan are reasonable based on the type and quality of services provided. The information in this package will enable you to:

- Comply with the "reasonable arrangement" requirement of the ERISA §408(b)(2) statutory prohibited transaction exemption.
- Prepare your annual participant fee disclosure notice. Disclosure Assist, TIAA's online tool on PlanFocus, makes it easier for you to comply with the Department of Labor's annual disclosure regulations.

If your plan is not subject to ERISA, the requirements under ERISA §408(b)(2) do not apply to you. However, you may still find this information to be helpful if, as an administrative best practice, your governance process includes assessing the reasonableness of the fees your plan pays to its service providers.

TIAA remains committed to helping you establish a formal administrative plan governance process and understand the reasonableness of fees. Please contact your TIAA representative with any questions regarding fees and expenses. If your plan is serviced by the Administrator Telephone Center, you can speak with one of our experienced consultants at 888-842-7782, weekdays, 8 a.m. to 8 p.m. (ET).

Sincerely,

Plan Compliance Services

## Explanation of Services Provided

The quality and types of services being offered is an important consideration in determining the value of services being provided. TIAA is a "bundled" service provider, meaning that many of the services needed to support your retirement plans, such as investment management, recordkeeping, administration and participant communications, are provided through us as a single service provider.

TIAA offers a full suite of retirement plan services to help you manage fiduciary risk, drive efficiencies, reduce costs and encourage retirement savings. Whether you use all of our services, or select just those that meet your specific needs, we work with you to deliver positive outcomes for your organization and your employees.

|                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ADMINISTRATIVE AND RECORDKEEPING SERVICES | <ul style="list-style-type: none"> <li>Enrollment Services</li> <li>Vesting and Service History Tracking</li> <li>Transaction Processing</li> <li>Distribution Processing</li> <li>Custodial/Trustee Services</li> <li>Core Recordkeeping</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                        |
| EMPLOYEE SERVICES                         | <ul style="list-style-type: none"> <li>Enrollment Communications</li> <li>Regulatory Communications</li> <li>Individual Advice &amp; Counseling</li> <li>Quarterly Reporting &amp; Statements</li> <li>Telephone and Web Support</li> <li>Online Planning Tools</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                  |
| PLAN SPONSOR SERVICES                     | <div>Client Support:</div> <ul style="list-style-type: none"> <li>Consultative Guidance</li> <li>Education</li> <li>Reporting</li> </ul> <div>Fiduciary, Compliance &amp; Risk Management Services:</div> <ul style="list-style-type: none"> <li>Compliance Monitoring</li> <li>Morningstar Fiduciary Services</li> <li>Plan Reporting</li> <li>Plan Documents</li> <li>Investment Consulting</li> <li>Custom Default/QDIA Solutions</li> <li>TIAA Retire Plus Series<sup>SM</sup></li> </ul> <div>Implementation Services:</div> <ul style="list-style-type: none"> <li>Planning</li> <li>Transition Management</li> <li>Communication Services</li> </ul> |
| PLAN INVESTMENTS                          | <ul style="list-style-type: none"> <li>Proprietary Annuities</li> <li>Proprietary Mutual Funds</li> <li>Nonproprietary Mutual Funds</li> <li>Managed Accounts</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |



Summary of Disclosures Related to Your Products & Services

TIAA is providing fee disclosures for the following products, services or fee types that Jacksonville University Tax-Deferred Annuity Plan currently utilizes:

Plan Services Disclosure

- TIAA Trust, N.A. Trustee Services
- TIAA Earnings on Idle Cash (Float)
- Transactional Fund Earnings - Breakage
- TIAA Net Plan Loan Interest
- Revenue Credit Account
- Participant Advice Service
- Independent Investment Advisor Fees

Investment Disclosure

- TIAA Traditional Annuity
- TIAA Real Estate Account
- CREF Variable Annuity Accounts
- Nonproprietary Mutual Funds
- Self-Directed Brokerage

Recordkeeping Disclosure

TIAA is the recordkeeper for your plan and as such, is considered a covered service provider under ERISA regulation §408(b)(2) and is required to provide you with information related to the services it provides and the compensation it receives. TIAA receives compensation for recordkeeping services in accordance with the terms of the Recordkeeping Services Agreement. Please refer to the Recordkeeping Services Agreement for additional information related to TIAA's compensation and the means by which the plan can satisfy TIAA's "revenue requirement".

If your plan does not have an executed Recordkeeping Services Agreement, TIAA's compensation may be attributable to revenue sharing payments to TIAA as a recordkeeper from proprietary and non-proprietary investments offered by your plan. A "revenue sharing payment" is money paid from a investment's expense ratio, or by a investment manager, distribution company, or transfer agent from their revenues to a plan recordkeeper for keeping track of the ownership of the investment's shares or units and other shareholder services. Any revenue shared by an investment provider is included as part of each of their investment's expense ratio and is not in addition to the published expense ratios.

For a plan with a stated revenue requirement in its Recordkeeping Services Agreement, TIAA may in its

sole discretion provide "plan services expense offsets" to the plan with TIAA and/or CREF proprietary annuity products on its menu to assist the plan in satisfying TIAA's revenue requirement contingent upon the plan assumptions taken into account at the time of establishment of the revenue requirement for the plan remaining materially unchanged, including TIAA being an active record keeper for the plan and the Employer maintaining a balance in and making active contributions to TIAA-CREF annuity contracts record kept on TIAA's platform. A "plan services expense offset" is provided by TIAA and notionally represents a portion of the Administration and Distribution expense ratio related to plan services. Plan services expense offsets are determined by TIAA in its capacity as a recordkeeper and are supported solely by TIAA from its surplus. For an estimate of the revenue sharing payments and plan services expense offsets, please refer to the Investment Fee & Expense Disclosure Report at the end of this document.

TIAA Trust, N.A. Trustee Services

TIAA contracts with TIAA Trust, N.A. ("TIAA Trust"), a subsidiary of TIAA to provide directed trustee services to your plan. In this capacity, TIAA Trust is a covered service provider for your plan. As a directed trustee, TIAA Trust holds in plan participant accounts all money, mutual fund shares, brokerage account and other funding options acceptable to the directed trustee, other than annuity contracts, together with all the property purchased and the proceeds, earnings, and income derived from this property. Additionally, as a directed trustee, TIAA Trust disburses plan loan proceeds and other distributions as directed by TIAA. Fees for directed trustee services are paid to TIAA Trust by TIAA and are not paid by the plan.

TIAA pays indirect compensation to the Trust Company in the following manner:

- TIAA pays the Trust Company an annual \$2,500 per plan fee for directed trustee services.
- The Trust fees and expenses are charged in advance beginning with the effective date of the custody agreement or effective date TIAA Trust begins serving as successor directed trustee, and at the beginning of each subsequent plan year.
- Directed Trustee fees are charged at the full year annual rate (fees are not prorated).
- TIAA Trust does not receive any additional fees to offset its cost of trustee services.
- For additional information, refer to the TIAA Trust *Disclosures and General Terms and Conditions* brochure.

TIAA Earnings on Idle Cash (Float)

As part of its compensation for processing transactions (e.g., contributions, distributions and withdrawals, and loan transactions), your plan or TIAA may be credited with earnings, after TIAAs banking charges, derived from the use of funds ("float") on cash balances held pending investment and disbursements in bank accounts. For those plans with a stated "Revenue Requirement," this credit will now be considered a plan amount and included in the reconciliation process. For those plans without a stated "Revenue Requirement," the credit will be retained by TIAA.

Cash balances held pending investment and disbursements in bank accounts (float) earn:

- (i) interest at a market-determined overnight rate, or
- (ii) interest on short-term investment instruments, or
- (iii) "service credits" determined by each bank TIAA uses, based on the available cash balances in the contribution demand deposit or distribution accounts.

On new contributions held pending investment, the float period commences (i) on the business day cash is received for electronic fund transfer (EFT) payments, or (ii) on the business day the funds become available for check payments. In both cases, the float period continues until investment purchase transactions are settled, usually within one (1) business day, unless processing delays extend this period.

For disbursements, the float period commences on the business day the investment sale transaction is settled and ends on the business day the requestor or their agent (i) receives the EFT payment or (ii) presents the check for payment

Transactional Fund Earnings - Breakage

Transactional Fund Earnings represents the gains and/or losses absorbed by TIAA from ensuring that transactions are processed using prices in accordance with TIAA's "Good Order Processing" procedures. These procedures are designed to ensure that complete and accurate information is received prior to executing any transactions initiated by plan sponsors, participants, or beneficiaries and that all transactions are processed in a timely manner.

When a review of a transaction in accordance with our Good Order Processing procedures determines that an earlier effective date is warranted, TIAA will transact using the shares or unit values that would have been in effect on the appropriate Good Order trading date. The gains created from these adjustments to transaction values are a form of indirect compensation. TIAA will absorb any losses and realize any gains that may arise in order to adjust participant accounts to the correct investment price for processing. Please review the Summary of Compensation for Your Plan report that is available on PlanFocus for an estimate of the transactional fund earnings gains realized by TIAA.

TIAA Net Plan Loan Interest

For a loan offered by your plan to a participant, the collateral remains in the participant's account and continues to earn income which is credited to the participant's account. The income earned on the collateral held for a loan offsets a portion of the loan interest paid by the participant. The net difference between the amount paid by a participant for a plan loan and the amount received by the participant on collateral held for his or her plan loan is considered indirect compensation paid to TIAA. Please review the Summary of Compensation for Your Plan report that is available on PlanFocus for an estimate of the transactional fund earnings gains realized by TIAA.

Revenue Credit Account

Revenue Credit Accounts, sometimes called "ERISA Accounts" or "ERISA Budgets", are suspense accounts

in plans that hold excess or other revenue generated through various negotiated agreements between a plan and TIAA. The balances of the Revenue Credit Account are considered plan assets and can only be used to pay direct, reasonable and necessary expenses of the plan which the plan is authorized to pay or to provide benefits for plan participants and beneficiaries in the form of plan servicing credits. At the direction of the plan fiduciary TIAA will assist in making payments to plan service providers from revenue credit account and/or allocating amounts to plan participants. Details regarding the Revenue Credit Account for your plan can be found in your Recordkeeping Services Agreement.

Participant Advice Service

TIAA shall, as authorized by a Plan Administrator, offer a Plan level service that delivers investment and savings advice to Plan participants from an independent third party advice provider (Program). The program follows guidelines set forth in DOL Advisory Opinion 2001-09A (known as the Sun America Opinion). Morningstar Investment Management, LLC (Morningstar) is the independent financial expert under the program. Program advice may be delivered to participants over the phone, through the web, and by TIAA consultants in the field. TIAA accepts fiduciary responsibility for the Program and is a covered service provider under §408(b)(2). TIAA contracts with Morningstar for the delivery of Program advice that is a product of a computer program applying a methodology developed, maintained and overseen by Morningstar.

Independent Investment Advisor Fees

Your plan allows Independent Investment Advisors to deduct fees directly from participant retirement accounts for investment advisory services provided under agreements with each individual participant. Additionally, any Independent Investment Advisor receiving fees from plan assets is considered a covered service provider and a fiduciary of the plan and must disclose to you what services they are providing, their compensation (direct or indirect, monetary or non-monetary) received for those services, and that they act in a fiduciary capacity. If you have not received disclosures from an advisor being paid from your plan assets, you should take appropriate steps to contact the advisor and ensure they comply in a timely manner.

Retirement Plan Loans

Retirement Plan Portfolio Manager Program

0.30% Retirement Plan Portfolio Manager Program (the Program) is a discretionary fee-based asset allocation advisory program provided by TIAA Trust, N.A. to participants of eligible employer-sponsored plans using investment advice obtained through an independent third-party advisor.

The Program is a fee-based service that provides enrolled participants with:

- Unbiased advice through Morningstar Investment Management, LLC.
- Ongoing professional management of asset allocation and investment selection in an eligible employer sponsored plan.
- Quarterly portfolio reviews including an e-delivery report indicating whether they are on track for their retirement goals and additional steps they can take, if needed.
- Automatic quarterly reforecasting and rebalancing based on the participant's birthday.
- Calendar quarter statements containing a description of activity for the participant's Retirement Plan Portfolio Manager assets during the preceding quarter.

The Program charges a fee for the management of participant's retirement assets enrolled in the Program. The Program fee may be paid by the plan sponsor or the participant based upon the Plan Sponsor Adoption Agreement that governs the eligible retirement plan. The fee will be charged in arrears as an asset-based fee, based on the average daily balance of the retirement assets enrolled in the Program during the quarter. The Program fee is payable quarterly and will generally be deducted within five business days after the end of each calendar quarter. The annual fee charged may be between 0-40 basis points, and is determined by the Plan Sponsor Adoption Agreement. For example: If you have an average daily balance of \$10,000 in your enrolled account and the fee for the service is 0.3%, the fee deducted from your account would be  $\$10,000 \times .003(0.3\%) = \$30$  annually or \$7.50 quarterly.

## Investment Disclosure Overview

The Investment Fee & Expense Disclosure Report included within this package provides a listing of your plan's investments and the expenses associated with those investments including:

### ■ Net Expense Ratio:

Each variable return investment offered by your plan incurs an annual operating Net Expense for management fees, sub-transfer agency fees, shareholder servicing fees, 12b-1 fees, etc., which is stated as a percentage of the investment assets and is reflected in the value of the plan's investments. The Net Expense Ratio represents the total annual operating expense of the fund that is deducted from the fund's price and represents expenses for the period. Ongoing fees, such as wrap fees and mortality and expense fees are a portion of the Annual Operating Net Expense Ratio. Details on these ongoing fees are provided within the footnotes of the Investment Fee & Expense Disclosure Report. For additional information related to investment expenses please refer to the fund prospectus.

### ■ Plan Services Expense:

The Plan Services Expense represents revenue sharing payments made to TIAA as a recordkeeper from proprietary and non-proprietary mutual fund investments offered by your plan. Plan Services Expense may also represent amounts provided by TIAA to plans with TIAA and/or CREF proprietary annuity products on their menus. Plan Services Expense are provided to assist plans in satisfying TIAA's Revenue Requirement. For more information related to revenue sharing and plan services Expense Offsets please refer to the Plan Services Disclosure Overview section. For an estimate of the Revenue

Sharing Payments and Plan Services Expense Offset please refer to the Investment Fee & Expense Disclosure Report at the end of this document.

### ■ Other Expenses:

One-time fees, such as redemption fees, are also disclosed in the report footnotes.

## TIAA Traditional Annuity

The TIAA Traditional Annuity is a guaranteed fixed annuity made available under TIAA annuity contracts issued under the terms of the employer's plan(s). The TIAA Traditional Annuity is not an investment for purposes of federal securities laws; it is a guaranteed insurance contract. Therefore, unlike a variable annuity or mutual fund, the TIAA Traditional Annuity does not include an identifiable expense ratio. Each premium allocated to the TIAA Traditional Annuity buys a guaranteed minimum amount of lifetime income for participants based on the rate schedule in effect at the time the premium is paid. The participant's invested amount, plus a specified minimum rate of interest, is guaranteed by TIAA which carries among the highest claims-paying ability ratings in the industry. TIAA also shares profits with TIAA Traditional Annuity owners through declared additional amounts of interest during accumulation, higher initial annuity income, and through further increases in annuity income benefits during retirement. TIAA Traditional Annuity interest and income benefits include guaranteed amounts plus additional amounts as may be established on an annual basis by the TIAA Board of Trustees. The additional amounts, when declared, remain in effect through the "declaration year" which begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed beyond the period for which they are declared. A contract surrender fee equal to 2.5% of the participant's distributed TIAA Traditional Annuity balance will be deducted from the distribution proceeds under the Group Retirement Annuity (GRA) or Retirement Choice (RC) contract if a participant takes a lump-sum distribution within 120 days after termination of employment.

## TIAA Real Estate Account

The TIAA Real Estate Account (REA) is an insurance separate account of TIAA offered through TIAA's individual and group variable annuity contracts. REA invests primarily in real estate or real estate-related investments. To the extent that assets of a plan subject to the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), are allocated to the REA, TIAA acts as an "investment manager" and a fiduciary under ERISA with respect to those assets. Accordingly, TIAA is a "covered service provider" for purposes of ERISA §408(b)(2). TIAA provides investment management and administration services to REA "at cost". For investment advisory and other services provided to certain operating and holding companies that are directly or indirectly wholly-owned by the REA, certain affiliates of Nuveen, LLC (TIAA's wholly owned asset management subsidiary) receive compensation at cost, which is included in TIAA's "at cost" investment management charge to the REA. In addition, TIAA-CREF Individual &

Institutional Services, LLC, an affiliate of TIAA ("TC Services"), provides distribution services to REA "at cost" under a Distribution Services Agreement between TIAA (for itself and on behalf of REA) and TC Services. Situs AMC Real Estate Valuation Services, LLC (formerly, RERC, LLC) (Situs) is a third-party "covered service provider" for purposes of §408(b)(2) and a fiduciary contracting with TIAA to provide independent fiduciary services for the REA as required under the PTE 96-76 (as defined below). TIAA's "at cost" investment management charge to the REA includes the costs associated with retaining Situs as the independent fiduciary (although Situs is not required to provide its services to the REA at cost). Information about the services performed by, and fees received by Situs can be located on the SEC website at the following addresses:

[https://www.sec.gov/ix?](https://www.sec.gov/ix?doc=/Archives/edgar/data/0000946155/000162828022002826/tiaareal-20220216.htm)

[doc=/Archives/edgar/data/0000946155/000162828022002826/tiaareal-20220216.htm](https://www.sec.gov/ix?doc=/Archives/edgar/data/0000946155/000162828022002826/tiaareal-20220216.htm)

[https://www.sec.gov/ix?](https://www.sec.gov/ix?doc=/Archives/edgar/data/0000946155/000162828022002826/tiaareal-20220216.htm)

[doc=/Archives/edgar/data/0000946155/000162828022002826/tiaareal-20220216.htm](https://www.sec.gov/ix?doc=/Archives/edgar/data/0000946155/000162828022002826/tiaareal-20220216.htm)

TIAA also charges REA a fee to bear certain mortality and expense risks, as well as a fee for the risks associated with providing the liquidity guarantee. TIAA guarantees that in the aggregate, the total annual expense deductions described above will not exceed 2.50% of average net assets per year.

Expense deductions are made each valuation day from the net assets of the REA for expense charges described herein. For more information about the REA's total annual operating expenses, please refer to the REA's current prospectus (which includes the estimated total annual expense deduction rate and describes the quarterly expense reconciliation process), and your Investment Fee and Expense Disclosure Report included at the end of this package (which shows the estimated total annual expense deduction rate from the most recent prospectus available prior to the end of the reporting period). You can also review the Prohibited Transaction Exemption (PTE) 96-76 ("PTE 96-76") issued by the U.S. Department of Labor to TIAA for the REA. PTE 96-76 is published in the Federal Register and can be located on the TIAA.org website at the following address: [Federal Register](#).

## CREF Variable Annuity Accounts

The CREF Accounts are variable annuity investments offered to individuals and plans under CREF variable annuity contracts. Each class of units (each, a "Class") of the CREF Accounts pays TIAA-CREF Investment Management, LLC ("TCIM"), an affiliate of TIAA, on an at cost basis, for the cost of providing investment management services to the Accounts for that Class under an Investment Management Services Agreement between TCIM and CREF. In addition, each Class of the CREF Accounts also pays TIAA-CREF Individual & Institutional Services, LLC ("TC Services"), an affiliate of TIAA, on an at cost basis, for the cost of distributing the CREF certificates for that Class under a Distribution Services Agreement between TC Services and CREF. Each Class of the CREF Accounts also pays TIAA, on an at cost basis, for the cost of providing recordkeeping and administrative services, as applicable, for that Class under an Administrative

Services Agreement between CREF and TIAA. Each Class of the CREF Accounts also pays TIAA a mortality and expense risk charge to guarantee that CREF participants transferring funds to TIAA for the immediate purchase of lifetime payout annuities, will not be charged more than the rate stipulated in the CREF contract. All such expenses are deducted from the net assets of each Class of each CREF Account as a portion of the total estimated annual expense deduction of such Class on each valuation day. For more information about the estimated annual expense deductions of each Class, including the different administrative and distribution expenses, please see the sections entitled "Fee and expense tables of each Contract" and "About CREF's expenses" in CREF's current statutory prospectus. The "About CREF expenses" section of the statutory prospectus also describes the quarterly expense reconciliation process. Please also refer to your Investment Fee & Expense Disclosure Report included at the end of this package to review your plan's investments and associated investment expenses for the reporting period identified therein.

## Nonproprietary Mutual Funds

Your plan is utilizing one or more mutual funds from fund families outside of TIAA. These funds are designated as investment alternatives for purposes of ERISA. Indirect compensation is paid to the funds' advisors, their affiliates and other entities for these funds through the Annual Operating Net Expense Ratio and is reflected in the value of the plan's investment. This compensation may include management fees, sub-transfer agency fees, shareholder servicing fees, 12b-1 fees, etc. Transaction fees, such as redemption fees, are presented in footnotes of the Investment Fee & Expense Disclosure Report specific to each fund. TIAA may receive compensation that would be considered in the Plan Services Expenses related to your plan. Fund advisors may also compensate TIAA out of their advisory profits known as service or sub-transfer agent fees. TIAA-CREF Individual and Institutional Services, LLC may receive compensation for services, including distribution services paid out of fund 12b-1 fees. Please refer to your Investment Fee & Expense Disclosure Report included at the end of this package.

## Self-Directed Brokerage

TIAA provides a Self-Directed Brokerage window to your plan that allows participants to invest in a variety of securities and mutual funds that are not readily available in the plan's investment menu. The Self-Directed Brokerage window is not considered a designated investment alternative under §408(b)(2). TIAA Brokerage, a division of TIAA-CREF Individual and Institutional Services, LLC, serves as the broker-dealer. Clearing house services for trade execution, data processing, investment products and clearance have been subcontracted to Pershing, LLC. Refer to the Customer Account Agreement ([https://www.tiaa.org/public/pdf/forms/SDA\\_Customer\\_Account\\_Agreement.pdf](https://www.tiaa.org/public/pdf/forms/SDA_Customer_Account_Agreement.pdf)) for more information related to transaction fees and services provided to the Plan.

TIAA receives compensation as follows:



TIAA Brokerage may receive commissions from applicable transactions. TIAA Brokerage may receive 12b-1 fees associated with available mutual funds. TIAA Brokerage may also receive a revenue share from the cash sweep vehicle(s). Refer to the Self-Directed Brokerage Schedule of Fees for more information related to transaction fees.

Annuity contracts and certificates are issued by Teachers Insurance and Annuity Association (TIAA) and College Retirement Equities Fund (CREF), New York, NY. TIAA-CREF Individual & Institutional Services, LLC and Teachers Personal Investors Services, Inc., members FINRA, distribute securities products.



# Investment Fee & Expense Disclosure

Activity for the Reporting Period: 08/01/2024 to 07/31/2025

| FUND NAME                                   | TICKER | ASSET CLASS  | ASSETS AS OF<br>07/31/2025 | NET EXPENSE RATIO |            | PLAN SERVICES EXPENSE |            |
|---------------------------------------------|--------|--------------|----------------------------|-------------------|------------|-----------------------|------------|
|                                             |        |              |                            | (%) <sup>1</sup>  | (\$)       | (%)                   | (\$)       |
| CREF Stock R2 <sup>4</sup>                  | QCSTPX | Equities     | \$2,753,154.12             | 0.300%            | \$8,259.46 | 0.150%                | \$4,129.73 |
| CREF Growth R2 <sup>4</sup>                 | QCGRPX | Equities     | \$2,155,161.22             | 0.250%            | \$5,387.90 | 0.150%                | \$3,232.74 |
| CREF Global Equities R2 <sup>4</sup>        | QCGLPX | Equities     | \$861,753.17               | 0.285%            | \$2,456.00 | 0.150%                | \$1,292.63 |
| CREF Equity Index R2 <sup>4</sup>           | QCEQPX | Equities     | \$661,135.01               | 0.215%            | \$1,421.44 | 0.150%                | \$991.70   |
| Vanguard Ttl Stk Mkt Idx Adm <sup>4</sup>   | VTSA   | Equities     | \$639,355.80               | 0.040%            | \$255.74   | 0.000%                | \$0.00     |
| Vanguard Ttl Intl Stk Idx Adm <sup>4</sup>  | VTIA   | Equities     | \$189,026.99               | 0.090%            | \$170.12   | 0.000%                | \$0.00     |
| Nuveen Large Cap Growth R6 <sup>4</sup>     | TILGX  | Equities     | \$184,049.25               | 0.410%            | \$754.60   | 0.000%                | \$0.00     |
| Nuveen Internatl Equity R6 <sup>4</sup>     | TIIE   | Equities     | \$145,024.71               | 0.460%            | \$667.11   | 0.000%                | \$0.00     |
| Nuveen Quant Small Cp Eq R6 <sup>4</sup>    | TISE   | Equities     | \$125,673.87               | 0.410%            | \$515.26   | 0.000%                | \$0.00     |
| Nuveen Mid Cap Value R6 <sup>4</sup>        | TIMV   | Equities     | \$114,428.96               | 0.460%            | \$526.37   | 0.000%                | \$0.00     |
| DFA US Targeted Val Port Inst <sup>4</sup>  | DDFV   | Equities     | \$91,448.37                | 0.290%            | \$265.20   | 0.000%                | \$0.00     |
| T. Rowe Price Large-Cap Val I <sup>4</sup>  | TILC   | Equities     | \$68,058.37                | 0.560%            | \$381.13   | 0.000%                | \$0.00     |
| Brookfield Glob List RI Est I <sup>4</sup>  | BLRY   | Equities     | \$57,548.75                | 0.950%            | \$546.71   | 0.000%                | \$0.00     |
| Harding International Eq Inst <sup>4</sup>  | HLMIX  | Equities     | \$51,368.11                | 0.830%            | \$426.36   | 0.150%                | \$77.05    |
| Dodge & Cox Global Stock I <sup>4</sup>     | DODW   | Equities     | \$46,210.59                | 0.620%            | \$286.51   | 0.100%                | \$46.21    |
| Meridian Growth Fund Inst <sup>4</sup>      | MRRGX  | Equities     | \$42,522.04                | 0.880%            | \$374.19   | 0.000%                | \$0.00     |
| Nuveen Quant Mid Cap Growth R6 <sup>4</sup> | TRPW   | Equities     | \$34,378.88                | 0.500%            | \$171.89   | 0.000%                | \$0.00     |
| PRIMECAP Odyssey Growth Fund <sup>4</sup>   | POGR   | Equities     | \$33,948.95                | 0.660%            | \$224.06   | 0.100%                | \$33.95    |
| Vanguard FTSE Social Index Adm <sup>4</sup> | VFTA   | Equities     | \$18,945.07                | 0.130%            | \$24.63    | 0.000%                | \$0.00     |
| The Oakmark International I <sup>4</sup>    | OAKIX  | Equities     | \$5,882.44                 | 1.050%            | \$61.77    | 0.250%                | \$14.71    |
| CREF Core Bond R2 <sup>4</sup>              | QCBMPX | Fixed Income | \$322,169.79               | 0.275%            | \$885.97   | 0.150%                | \$483.25   |
| CREF Inflation-Linked Bond R2 <sup>4</sup>  | QCILPX | Fixed Income | \$193,274.90               | 0.230%            | \$444.53   | 0.150%                | \$289.91   |
| Vanguard Ttl Bd Mkt Idx Adm <sup>4</sup>    | VBTLX  | Fixed Income | \$98,653.71                | 0.040%            | \$39.46    | 0.000%                | \$0.00     |
| Western Asset Core Plus Bond I <sup>4</sup> | WACPX  | Fixed Income | \$89,037.65                | 0.450%            | \$400.67   | 0.150%                | \$133.56   |
| TIAA Traditional GSRA <sup>2</sup>          | TIAA#  | Guaranteed   | \$2,476,163.64             | N/A               | \$0.00     | 0.150%                | \$3,714.25 |
| TIAA Traditional SRA <sup>2</sup>           | TIAA#  | Guaranteed   | \$1,227,634.17             | N/A               | \$0.00     | 0.150%                | \$1,841.45 |
| TIAA Traditional RCP 1 <sup>2</sup>         | TIAA#  | Guaranteed   | \$955,221.53               | N/A               | \$0.00     | 0.150%                | \$1,432.83 |
| TIAA Traditional SRA MDO <sup>2</sup>       | TIAA#  | Guaranteed   | \$545,733.93               | N/A               | \$0.00     | 0.150%                | \$818.60   |
| TIAA Traditional GSRA MDO <sup>2</sup>      | TIAA#  | Guaranteed   | \$91,911.80                | N/A               | \$0.00     | 0.150%                | \$137.87   |
| TIAA Traditional RA <sup>2</sup>            | TIAA#  | Guaranteed   | \$49,073.77                | N/A               | \$0.00     | 0.150%                | \$73.61    |
| TIAA Traditional RA TPA <sup>2</sup>        | TIAA#  | Guaranteed   | \$2,104.60                 | N/A               | \$0.00     | 0.150%                | \$3.16     |



# Investment Fee & Expense Disclosure

Activity for the Reporting Period: 08/01/2024 to 07/31/2025

| FUND NAME                                   | TICKER | ASSET CLASS  | ASSETS AS OF<br>07/31/2025 | NET EXPENSE RATIO |            | PLAN SERVICES EXPENSE |          |
|---------------------------------------------|--------|--------------|----------------------------|-------------------|------------|-----------------------|----------|
|                                             |        |              |                            | (%) <sup>1</sup>  | (\$)       | (%)                   | (\$)     |
| TIAA Traditional RA MDO <sup>2</sup>        | TIAA#  | Guaranteed   | \$0.00                     | N/A               | \$0.00     | 0.150%                | \$0.00   |
| TIAA Traditional RA IPRO <sup>2</sup>       | TIAA#  | Guaranteed   | \$0.00                     | N/A               | \$0.00     | 0.150%                | \$0.00   |
| CREF Money Market R2 <sup>4</sup>           | QCMMPX | Money Market | \$228,145.29               | 0.215%            | \$490.51   | 0.150%                | \$342.22 |
| Vanguard Federal Money Mkt Inv <sup>4</sup> | VMFXX  | Money Market | \$122,945.20               | 0.110%            | \$135.24   | 0.000%                | \$0.00   |
| Vanguard Target Retire 2025 <sup>4</sup>    | VTTVX  | Multi-Asset  | \$753,720.97               | 0.080%            | \$602.98   | 0.000%                | \$0.00   |
| Vanguard Target Retire 2050 <sup>4</sup>    | VFIFX  | Multi-Asset  | \$553,345.73               | 0.080%            | \$442.68   | 0.000%                | \$0.00   |
| Nuveen Lifecycle 2030 R6 <sup>4</sup>       | TCRIX  | Multi-Asset  | \$552,222.41               | 0.410%            | \$2,264.11 | 0.000%                | \$0.00   |
| Vanguard Target Retire 2045 <sup>4</sup>    | VTIVX  | Multi-Asset  | \$487,277.16               | 0.080%            | \$389.82   | 0.000%                | \$0.00   |
| CREF Social Choice R2 <sup>4</sup>          | QCSCPX | Multi-Asset  | \$466,727.98               | 0.260%            | \$1,213.49 | 0.150%                | \$700.09 |
| Vanguard Target Retire 2030 <sup>4</sup>    | VTHRX  | Multi-Asset  | \$326,156.00               | 0.080%            | \$260.92   | 0.000%                | \$0.00   |
| Vanguard Target Retire 2035 <sup>4</sup>    | VTTHX  | Multi-Asset  | \$321,437.11               | 0.080%            | \$257.15   | 0.000%                | \$0.00   |
| Vanguard Target Retire 2040 <sup>4</sup>    | VFORX  | Multi-Asset  | \$263,343.76               | 0.080%            | \$210.68   | 0.000%                | \$0.00   |
| Nuveen Lifecycle 2040 R6 <sup>4</sup>       | TCOIX  | Multi-Asset  | \$254,880.32               | 0.430%            | \$1,095.99 | 0.000%                | \$0.00   |
| Nuveen Lifecycle 2045 R6 <sup>4</sup>       | TTFIX  | Multi-Asset  | \$175,784.39               | 0.440%            | \$773.45   | 0.000%                | \$0.00   |
| Vanguard Target Retire 2020 <sup>4</sup>    | VTW NX | Multi-Asset  | \$147,812.42               | 0.080%            | \$118.25   | 0.000%                | \$0.00   |
| Vanguard Target Retire 2060 <sup>4</sup>    | VTTSX  | Multi-Asset  | \$134,899.58               | 0.080%            | \$107.92   | 0.000%                | \$0.00   |
| Vanguard Target Retire Income <sup>4</sup>  | VTINX  | Multi-Asset  | \$98,847.12                | 0.080%            | \$79.08    | 0.000%                | \$0.00   |
| Nuveen Lifecycle 2025 R6 <sup>4</sup>       | TCYIX  | Multi-Asset  | \$94,752.32                | 0.400%            | \$379.01   | 0.000%                | \$0.00   |
| Nuveen Lifecycle 2035 R6 <sup>4</sup>       | TCIIX  | Multi-Asset  | \$66,145.20                | 0.420%            | \$277.81   | 0.000%                | \$0.00   |
| Nuveen Lifecycle 2020 R6 <sup>4</sup>       | TCWIX  | Multi-Asset  | \$65,845.32                | 0.390%            | \$256.80   | 0.000%                | \$0.00   |
| Vanguard Target Retire 2055 <sup>4</sup>    | VFFVX  | Multi-Asset  | \$59,077.67                | 0.080%            | \$47.26    | 0.000%                | \$0.00   |
| Vanguard Target Retire 2065 <sup>4</sup>    | VLXVX  | Multi-Asset  | \$31,621.03                | 0.080%            | \$25.30    | 0.000%                | \$0.00   |
| Nuveen Lifecycle 2015 R6 <sup>4</sup>       | TCNIX  | Multi-Asset  | \$31,263.17                | 0.380%            | \$118.80   | 0.000%                | \$0.00   |
| Nuveen Lifecycle 2055 R6 <sup>4</sup>       | TTRIX  | Multi-Asset  | \$14,436.34                | 0.450%            | \$64.96    | 0.000%                | \$0.00   |
| Nuveen Lifecycle 2010 R6 <sup>4</sup>       | TCTIX  | Multi-Asset  | \$10,896.14                | 0.370%            | \$40.32    | 0.000%                | \$0.00   |
| PIMCO Infl Resp Multi Ast Inst <sup>4</sup> | PIRMX  | Multi-Asset  | \$4,738.88                 | 1.950%            | \$92.41    | 0.000%                | \$0.00   |
| Nuveen Lifecycle 2050 R6 <sup>4</sup>       | TFTIX  | Multi-Asset  | \$3,671.98                 | 0.450%            | \$16.52    | 0.000%                | \$0.00   |
| Nuveen Lifecycle 2060 R6 <sup>4</sup>       | TLXNX  | Multi-Asset  | \$658.80                   | 0.450%            | \$2.96     | 0.000%                | \$0.00   |
| Vanguard Target Retire 2070 <sup>4</sup>    | VSVNX  | Multi-Asset  | \$0.00                     | 0.080%            | \$0.00     | 0.000%                | \$0.00   |
| Nuveen Lifecycle Ret Inc R6 <sup>4</sup>    | TLRIX  | Multi-Asset  | \$0.00                     | 0.370%            | \$0.00     | 0.000%                | \$0.00   |
| TIAA-CREF Self Directed Acct <sup>4</sup>   | SDA01# | Other        | \$295,313.30               | 0.000%            | \$0.00     | 0.000%                | \$0.00   |



# Investment Fee & Expense Disclosure

Activity for the Reporting Period: 08/01/2024 to 07/31/2025

| FUND NAME                     | TICKER | ASSET CLASS | ASSETS AS OF<br>07/31/2025 | NET EXPENSE RATIO |             | PLAN SERVICES EXPENSE |             |
|-------------------------------|--------|-------------|----------------------------|-------------------|-------------|-----------------------|-------------|
|                               |        |             |                            | (%) <sup>1</sup>  | (\$)        | (%)                   | (\$)        |
| TIAA Real Estate <sup>4</sup> | QREARX | Real Estate | \$589,893.59               | 0.895%            | \$5,279.55  | 0.240%                | \$1,415.74  |
| ESTIMATED TOTAL / AVERAGE     |        |             | \$20,485,913.34            | 0.195%            | \$39,991.05 | 0.104%                | \$21,205.26 |

This Investment Fee & Expense Report provides annual notice of any change to the investment-related information associated with your plan as required by the United States Department of Labor's ERISA § 408(b)(2) regulation.

- 1 Net expense ratio percentages are from the most recent prospectuses available to TIAA prior to the end of the reporting period. The plan services expense is a component of and not in addition to the net expense ratio percentage and estimated dollar amounts. Net expense ratio and plan services expense dollars are calculated using the assets as of the end of the reporting period.
- 2 The TIAA Traditional Annuity is not an investment for purposes of federal securities laws; it is a guaranteed insurance contract. Therefore, unlike a variable annuity or mutual fund, the TIAA Traditional Annuity does not include an identifiable expense ratio. Each premium allocated to the TIAA Traditional Annuity buys a definite amount of lifetime income for participants based on the rate schedule in effect at the time the premium is paid. The participant's invested amount, plus a specified minimum rate of interest, is guaranteed by TIAA which carries among the highest claims-paying ability ratings in the industry. TIAA also shares profits with TIAA Traditional Annuity owners through declared additional amounts of interest during accumulation, higher initial annuity income, and through further increases in annuity income benefits during retirement. TIAA Traditional Annuity interest and income benefits include guaranteed amounts plus additional amounts as may be established on an annual basis by the TIAA Board of Trustees. The additional amounts, when declared, remain in effect through the "declaration year," which begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed beyond the period for which they are declared.
- 4 TIAA has made reasonable efforts to include the most updated prospectus expense ratio information. However, due to the timing of the prospectus update being too close to the reporting period end-date, the previously issued prospectus information may be used to prepare this report.