

Irell & Manella Profit Sharing Plan
Irell & Manella Associates 401(k) Plan

Plan Code: IRMN-001 and IRMN-002

Investment fees and expenses as of 6/30/2023

The information in this notice is also included in Chart 3 of the full annual participant fee disclosure, which you can review at LincolnFinancial.com/Irell. This notice is provided for your convenience, so you can quickly and easily review the investment fees and expenses you will pay for a particular option, net of any revenue sharing. This notice, and the full participant fee disclosure, are updated annually.

Mutual fund companies may change the total annual operating expenses of individual investment options from time to time. Refer to the investment option prospectus on the participant website for the most current information. Refer to the annual participant fee disclosure for the full disclosure of fees and expenses related to the plan. You can view the full annual participant fee disclosure and log in to your account to review investment prospectuses at LincolnFinancial.com/Irell.

Fees and expenses chart including revenue sharing

The chart on page 2 displays fee and expense information for the investment options available in the Irell & Manella Associates Profit Sharing Plan and the Irell & Manella Associates 401(k) Plan. Total annual operating expenses are expenses that reduce the rate of return of the investment option. The chart also shows shareholder-type fees, if applicable. These fees are in addition to total annual operating expenses.

Total revenue sharing (12-b1, Sub TA), if any, from the fund company is credited to your account. If you are invested in one or more plan investment options that offer revenue sharing, this credit will be added to your account, and reflected on your quarterly statements and account activity on the website. Please see the chart on page 2 for detailed fee and revenue sharing information by investment option.

Fees and expenses			
Investment option/ticker	Total annual operating expenses	Total revenue sharing (12b-1, Sub TA)	Net expenses after revenue sharing
Equity Funds			
Artisan International Investor - ARTIX	1.20%	0.35%	0.85%
Artisan Mid-Cap Investor - ARTMX	1.19%	0.35%	0.84%
Columbia Trust Dividend Income MS – 03078M326	0.34%	-	0.34%
Fidelity Advisor® Small Cap Value I – FCVIX	0.99%	0.25%	0.74%
Fidelity® Blue Chip Growth K6 - FBCGX	0.45%	-	0.45%
Fidelity® Contrafund® K6 - FLCNX	0.45%	-	0.45%
Fidelity® Global ex US Index - FSGGX	0.06%	-	0.06%
Fidelity® Worldwide - FWWFX	0.92%	0.25%	0.67%
Invesco Developing Markets Y - ODVYX	0.99%	0.25%	0.74%
Janus Henderson Triton N - JGMNX	0.66%	-	0.66%
Vanguard Growth & Income Adm - VGIAX	0.22%	-	0.22%
Vanguard Growth Index Institutional - VIGIX	0.04%	-	0.04%
Vanguard Health Care Adm - VGHAX	0.29%	-	0.29%
Vanguard Institutional Index I - VINIX	0.04%	-	0.04%
Vanguard Mid Cap Index Institutional - VMCIX	0.04%	-	0.04%
Victory Sycamore Established Value R - GETGX	1.11%	0.65%	0.46%
Bond Funds			
Hartford World Bond R6 - HWDVX	0.62%	-	0.62%
Metropolitan West Total Return Bd M - MWTRX	0.65%	0.35%	0.30%
Vanguard High-Yield Corporate Adm - VWEAX	0.13%	-	0.13%
Vanguard Inflation-Protected Secs Adm - VAIPX	0.10%	-	0.10%
Vanguard Total Bond Market Index Adm - VBT LX	0.05%	-	0.05%
Other Funds			
BNY Mellon Natural Resources I - DLDRX	0.91%	0.25%	0.66%
Cohen & Steers Realty Shares L - CSRSX	0.88%	-	0.88%
Fidelity® Select Technology - FSPTX	0.70%	0.25%	0.45%
Vanguard Balanced Index I – VBAIX	0.06%	-	0.06%

Fixed return investments			
Lincoln Stable Value Z433X	0.00%	0.00%	Transfers from this investment option to competing funds* may be restricted. Transfers may be made to noncompeting funds if there are no subsequent transfers to competing funds within 90 days.

*Currently, there is no timing restriction on transfers from the Lincoln Stable Value Account to the Schwab SDBA FDIC Insured Deposit Account. You will be notified should a competing fund (equity wash) restriction apply in the future.

Frequent trading policy: Transactions associated with market timing – such as frequent, large, or short-term transfers among investment options – can affect the underlying funds and their investments. Lincoln therefore reviews the number of transfers that a participant makes within given periods of time to determine if any transfer attempts to capitalize upon short-term movements in the equity markets (Market Timing Policy). If so, the participant's transfer activity will be subject to further scrutiny. Potential market timing or frequent trading may result in future trading restrictions, up to and including temporary (or permanent) revocation of telephone exchange privileges.

Total annual operating expense: Expenses that reduce the rate of return of the investment option.

Net Operating Expense: Total annual operating expense net of any applicable fund company waivers/reimbursements.

Mutual funds in the *Lincoln Alliance*[®] program are sold by prospectus. The program includes certain services provided by Lincoln Financial Advisors Corp. (LFA), a broker-dealer (member FINRA) and an affiliate of Lincoln Financial Group, 1300 S. Clinton St., Fort Wayne, IN 46802. Unaffiliated broker-dealers also may provide services to customers.

The stable value option may be offered as a fixed annuity through Lincoln Financial Group affiliates or as a collective trust through independent third-party trust companies.

Lincoln Financial Group is the marketing name for Lincoln National Corporation and its affiliates. Affiliates are separately responsible for their own financial and contractual obligations.