FLORIDA INSTITUTE OF TECHNOLOGY RETIREMENT PLAN

Plan Code: FIT-001
Product name: *Lincoln Alliance*® program

The purpose of this document is to provide you with important information regarding the FLORIDA INSTITUTE OF TECHNOLOGY RETIREMENT PLAN and the plan's designated investment alternatives under the *Lincoln Alliance*® program, including fee and expense information, to help you compare investment options in accordance with Department of Labor (DOL) Regulation section 2550.404a-5 ("404(a) participant fee disclosure").

Information presented throughout this entire document is specific to the plan's designated investment alternatives only under the *Lincoln Alliance* program. Please contact your retirement plan administrator for more information.

If you would like additional information regarding your plan's designated investment alternatives, you may visit the specific website addresses shown throughout this document or you may contact your retirement plan administrator at 321–308–5938 or 150 W UNIVERSITY BLVD, MELBOURNE, FL 32901-8995. A free paper copy of the information may be obtained by contacting your retirement plan administrator at 321–308–5938.

Every effort has been made to ensure that this disclosure is as thorough and accurate as possible to reflect the legal documents, laws, and regulations that govern the operation of the plan. In the event of any conflict, the terms of the plan document, investment arrangements, applicable laws, and regulations will govern.

Document summary

There are several sections that comprise the 404(a) participant fee disclosure:

- **General plan information section** provides general information regarding plan features and designated investment alternatives, such as an explanation of how to give investment instructions, if applicable.
- **Plan fees and expenses**
  - **General administrative expenses section** provides an explanation of any fees and expenses for general plan administrative services that may be charged to or deducted from all participants' retirement accounts. Examples include fees and expenses for legal, accounting, and recordkeeping services.
  - **Individual participant fees section** provides an explanation of any fees and expenses that may be charged to or deducted from your retirement account based on the actions taken by you. Examples may include fees and expenses for plan loans and for processing surrender charges, if applicable.
- **Comparative charts** provide a current list of the investment options with performance and fee information for designated investment alternatives in comparative chart format.

General plan information

To direct your designated investment alternatives for the plan:

For initial enrollment, you may enroll by following the enrollment process established for your plan or by completing the materials and returning them as indicated on the documents provided during the enrollment process.

Existing participants may update elections by:

- Visiting LincolnFinancial.com, or
- Calling the Lincoln Customer Contact Center at 800–234–3500

You may change your elections at any time; transfers are effective the same business day provided the markets are open and instructions are received before 4:00 p.m. Eastern Time.

The *Lincoln Alliance* program may restrict the number of transfers you may make among designated investment alternatives within the product in a given time period. An investment option may apply a redemption fee or restrict certain transfers. However, 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.

Voting and tender rights associated with mutual fund shares offered under the plan are exercised by the plan sponsor, if applicable.

The designated investment alternatives available in the *Lincoln Alliance* program are those listed in the comparative charts. Please contact your retirement plan administrator for information regarding designated investment alternatives offered outside of the *Lincoln Alliance* program, if any (e.g., employer securities).

Plan fees and expenses

This section provides an explanation of fees and expenses for general plan administrative services, if any, that may be charged to or deducted from all individual accounts and are not reflected in the total annual operating expenses of any designated investment alternative. For example, the plan may incur general administrative expenses each year to cover services related to the operation of the plan (e.g., legal, accounting, recordkeeping, trustee fees, and Registered Investment Advisor fees). Where applicable, the plan may charge a portion of these expenses to participant accounts if the expenses are not paid by the plan sponsor or from revenue sharing payments the plan receives from plan investment options. These expenses will appear on your quarterly retirement statement, if applicable.

Additionally, an explanation of any fees and expenses that may be charged to or deducted from the individual account of a specific participant based on the actions taken by that person are described below. The dollar amount of fees and expenses that are actually charged to a participant's account during the preceding quarter will be reflected on the participant's quarterly retirement statement.

General administrative expenses

Retirement plans have expenses associated with them. Here is a list of administrative fees associated with this plan.

Administrative fees	Description	Fee/Frequency
Plan Level Wrap Fee	Fee charged to cover expenses incurred in the administration of the plan. These expenses may include, but are not limited to the receipt and processing of deposits, processing of withdrawals, call center operations, website development and maintenance, and certain marketing and distribution expenses. The fee can be assessed on a per participant or asset basis.	0.0400% / quarterly

Individual participant fees

The plan applies fees to individual participant accounts. These charges apply only to participants who use specific features of the plan. Here is a list of individual participant fees associated with this plan:

Individual fees	Description	Fee/Frequency
QDRO Distribution	A fee deducted from a participant's account for researching and processing withdrawals under a Qualified Domestic Relations Order (QDRO).	$500.00 / set up
Loan Maintenance Fee	Fee may be deducted from a participant’s account while the loan is outstanding.	$6.25 / quarterly
Loan Setup Fee	A fee that may be deducted from the participant’s account on the date the loan is processed.	$75.00 / set up
Distributions	A fee deducted from a participant's account for processing withdrawals due to severance from employment or retirement (excludes automatic rollover distributions).	$40.00 / set up
In-Service Withdrawals	A fee deducted from a participant's account for pre and post age 59 1/2 withdrawals, withdrawals from rollover and/or after-tax accounts, when applicable to your plan.	$25.00 / set up
Administration Fee	A fee associated with the *Lincoln PathBuilder Income*® investment option, if elected, that is deducted from a participant’s account. The fee is a percentage of the Income Base in this investment option and charged monthly.	0.9% / annually

FLORIDA INSTITUTE OF TECHNOLOGY RETIREMENT PLAN

Plan Code: FIT-001
Product name: *Lincoln Alliance®* program
Investment options, performance history, and fees and expenses as of June 30, 2025.

Comparative chart summary
This section is comprised of four charts:

Chart 1
• Variable return investments chart
- comprised of performance information for plan investment options
- illustrates the past performance of the investments with the benchmark field

Chart 2
• Fixed return investments chart
- displays those funds with a fixed rate of return

Chart 3
• Fees and expenses chart
- displays the fees and expenses you will pay if you invest in a particular option

Chart 4
• Annuity options
- focuses on the annuity options available under the plan

FLORIDA INSTITUTE OF TECHNOLOGY RETIREMENT PLAN investment options comparative chart

Chart 1 – Variable return investments
Chart 1 focuses on the performance of investment options that do not have a fixed or stated rate of return. The chart illustrates how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods.

Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information regarding an option's principal risks is available at LincolnFinancial.com.

Chart 1 - Variable return investments				
Investment options	**Average annual total return as of June 30, 2025**			
	1-yr.	**5-yr.**	**10-yr.**	**Since inception**
Equity funds				
American Funds EUPAC R6 (05/09) Morningstar Gbl xUS Growth TME NR USD www.LincolnFinancial.com	13.86 13.07	8.17 6.90	6.52 5.97	8.40
American Funds Growth Fund of Amer R6 (05/09) Morningstar US LM Brd Growth TR USD www.LincolnFinancial.com	21.77 19.68	16.05 16.98	14.62 15.63	15.33

Chart 1 - Variable return investments				
Investment options	Average annual total return as of June 30, 2025			
	1-yr.	5-yr.	10-yr.	Since inception
BlackRock Equity Dividend K (03/16) Morningstar US LM Brd Value TR USD www.LincolnFinancial.com	13.31 11.57	13.83 14.92	10.38 10.88	11.17
Columbia Small Cap Value II Inst3 (11/12) Morningstar US Small Brd Val Ext TR USD www.LincolnFinancial.com	5.66 8.27	14.93 14.79	7.35 7.23	10.08
DFA Emerging Markets Core Equity 2 I (04/05) Morningstar EM TME NR USD www.LincolnFinancial.com	13.12 13.96	10.44 7.30	5.97 5.29	7.32
JPMorgan US Equity R6 (11/10) Morningstar US Large-Mid TR USD www.LincolnFinancial.com	12.49 15.69	16.74 16.31	13.85 13.42	14.50
Macquarie Mid Cap Growth R6 (07/14) Morningstar US Mid Broad Growth TR USD www.LincolnFinancial.com	3.61 19.43	6.37 11.76	10.13 11.25	10.35
MFS Mid Cap Value R6 (02/13) Morningstar US Mid Broad Value TR USD www.LincolnFinancial.com	8.15 11.00	14.36 14.78	8.95 9.37	10.40
Vanguard 500 Index Admiral (11/00) Morningstar US Large-Mid TR USD www.LincolnFinancial.com	15.12 15.69	16.60 16.31	13.60 13.42	8.38
Vanguard Mid Cap Index Admiral (11/01) Morningstar US Mid TR USD www.LincolnFinancial.com	17.50 15.24	13.01 13.48	9.96 10.51	10.15
Vanguard Small Cap Index Admiral Shares (11/00) Morningstar US Small TR USD www.LincolnFinancial.com	10.14 9.65	11.84 11.60	8.57 7.65	9.00
Wasatch Core Growth Institutional (01/12) Morningstar US Small Brd Grt Ext TR USD www.LincolnFinancial.com	6.97 10.34	10.34 8.52	10.78 7.69	12.40
Bond funds				
Baird Core Plus Bond Inst (09/00) Morningstar US Core Plus Bd TR USD www.LincolnFinancial.com	6.57 6.20	0.23 -0.42	2.53 1.92	4.78
Janus Henderson Multi-Sector Income N (02/14) Morningstar US Core Plus Bd TR USD www.LincolnFinancial.com	9.49 6.20	4.21 -0.42	4.32 1.92	4.28

Chart 1 - Variable return investments				
Investment options	**Average annual total return as of June 30, 2025**			
	1-yr.	**5-yr.**	**10-yr.**	**Since inception**
Victory Pioneer Strategic Income R6 (12/12) Morningstar US Core Plus Bd TR USD www.LincolnFinancial.com	9.96 6.20	3.59 -0.42	3.61 1.92	3.53
Other				
American Funds Income Fund of Amer R6 (05/09) Morningstar Mod Agg Tgt Risk TR USD www.LincolnFinancial.com	17.84 14.89	10.92 10.30	8.16 8.28	10.21
Fidelity Treasury Only Money Market (01/88) Morningstar USD 1M Cash TR USD www.LincolnFinancial.com	4.33 4.76	2.54 2.85	1.67 2.05	2.82
Lincoln PathBuilder Income (09/20) Morningstar Mod Con Tgt Risk TR USD www.LincolnFinancial.com	9.43 10.68	--- 5.13	--- 5.36	3.59
PGIM Global Real Estate R6 (08/13) Morningstar Gbl Real Est NR USD www.LincolnFinancial.com	12.03 13.41	5.53 4.07	4.25 3.33	4.93

Chart 2 – Fixed return investments

Chart 2 focuses on the performance of investment options that have a fixed or stated rate of return. The chart displays the credited rate of return of each such option, the term or length of time that you will earn this rate of return, and other information relevant to performance.

Chart 2 - Fixed return investments			
Investment options	**Rate Type**	**Return**	**Term**
Lincoln Stable Value Account -Z273			
	New money rate	---	Quarterly
	Portfolio rate	2.30	Quarterly
	Guaranteed minimum interest rate	1.75	1 - 99 yrs

Lincoln reserves the right to adjust the fixed or stated rate of return prospectively during the term of the contract or agreement. The most current rate of return is available at 800-234-3500.

If the Guaranteed Minimum Interest Rate listed above is higher than the Portfolio rate and/or the New money rate, Lincoln's Guaranteed Minimum Interest Rate will be the actual rate credited to your account.

Chart 3 – Fee and expense information

Chart 3 displays fee and expense information for the investment options listed in the prior two charts (Chart 1 and Chart 2). It indicates the total annual operating expenses of the options in Chart 1. Total annual operating expenses are expenses that reduce the rate of return of the investment option. This chart also shows shareholder-type fees, if applicable. These fees are in addition to total annual operating expenses.

Chart 3 - Fees and expenses					
Investment option	Total annual operating expenses		Net operating expenses		Shareholder-type fees and transfer-type restrictions
	As a %	Per $1000	As a %	Per $1000	
Equity funds					
American Funds EUPAC R6	0.47%	$4.70	0.47%	$4.70	---
American Funds Growth Fund of Amer R6	0.30%	$3.00	0.30%	$3.00	---
BlackRock Equity Dividend K	0.59%	$5.90	0.59%	$5.90	---
Columbia Small Cap Value II Inst3	0.89%	$8.90	0.77%	$7.70	---
DFA Emerging Markets Core Equity 2 I	0.40%	$4.00	0.40%	$4.00	---
JPMorgan US Equity R6	0.47%	$4.70	0.44%	$4.40	---
Macquarie Mid Cap Growth R6	0.86%	$8.60	0.68%	$6.80	---
MFS Mid Cap Value R6	0.63%	$6.30	0.62%	$6.20	---
Vanguard 500 Index Admiral	0.04%	$0.40	0.04%	$0.40	---
Vanguard Mid Cap Index Admiral	0.05%	$0.50	0.05%	$0.50	---
Vanguard Small Cap Index Admiral Shares	0.05%	$0.50	0.05%	$0.50	---
Wasatch Core Growth Institutional	1.06%	$10.60	1.05%	$10.50	---
Bond funds					
Baird Core Plus Bond Inst	0.30%	$3.00	0.30%	$3.00	---
Janus Henderson Multi-Sector Income N	0.60%	$6.00	0.58%	$5.80	---
Victory Pioneer Strategic Income R6	0.63%	$6.30	0.59%	$5.90	---
Other					
American Funds Income Fund of Amer R6	0.27%	$2.70	0.27%	$2.70	---
Fidelity Treasury Only Money Market	0.42%	$4.20	0.42%	$4.20	---
Lincoln PathBuilder Income	0.65%	$6.50	0.65%	$6.50	---
PGIM Global Real Estate R6	0.82%	$8.20	0.82%	$8.20	---
Fixed return investments					

Chart 3 - Fees and expenses					
Investment option	**Total annual operating expenses**		**Net operating expenses**		**Shareholder-type fees and transfer-type restrictions**
	As a %	**Per $1000**	**As a %**	**Per $1000**	
Lincoln Stable Value Account -Z273	0.00%	$0.00	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.

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.

Chart 4 - Annuity Options

Chart 4 focuses on the annuity options under the plan. Annuities are insurance contracts that enable you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and lasting for your entire life. Annuities are issued by insurance companies. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

Chart 4 - Annuity options	
Name	*Lincoln PathBuilder Income*® investment option
Objectives / Goals	To provide guaranteed income for life that is protected from market losses.
Pricing Factors	The cost of the benefit includes guaranteed income for life that is protected from market losses.
Restrictions / Fees	• There is no age restriction for investing in this product. • If you choose to include the spousal benefit, your payout rate will be reduced by 0.5% • You can choose to "lock-in" and start taking annual guaranteed withdrawals at age 65 with the full annual benefit of 5% of your Income Base or as early as age 55 with a reduced annual benefit of 4% of your Income Base. • These payout rates can change based on the interest rate environment but your payout rate on contributions made before the change will stay in affect. If you have contributions with two different payout rates, you will receive a weighted average combined payout rate. • During your saving years, if you transfer money out of the *Lincoln PathBuilder Income*® investment option into another investment option, you might not be allowed to transfer large deposits back into *Lincoln PathBuilder Income*® investment option for 180 calendar days if the transfer activity is excessive or considered to be market timing. You may, however; continue to make payroll contributions into *Lincoln PathBuilder Income*® option during the restriction period. • Excess withdrawals will permanently reduce the Guaranteed Annual Withdrawal amount available to you for subsequent withdrawal periods. If excess withdrawals reduce your Income Base to zero, Lincoln is no longer obligated to make these withdrawals available to you. • A Guarantee Fee associated with this investment is provided within the Variable Return Investments table found in this document. The fee for the guarantee is 0.9% of your Income Base. The 0.9% fee is subject to change.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. For an example of the long-term effects of fees and expenses on your retirement account, visit the Department of Labor website at https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to consider whether an investment in a particular option, along with your other investments, may help you achieve your financial goals.

Please visit LincolnFinancial.com for a glossary of investment terms relevant to the investment options under this plan. This glossary is intended to help you better understand the terms used in this document.

Important Disclosures. Please read.

Mutual funds in the *Lincoln Alliance*® program are sold by prospectus. The program includes services provided by Lincoln Retirement Services Company, LLC and Lincoln Financial Group Trust Company, Inc. with wholesale marketing and distribution services provided by Lincoln Financial Distributors, Inc. (LFD), a wholesale broker-dealer (member FINRA). All entities listed are affiliates of Lincoln Financial, the marketing name for Lincoln National Corporation. Unaffiliated broker-dealers also may provide services to customers. Account values are subject to fluctuation, including loss of principal.
The stable value option may be offered as a Fixed Annuity through Lincoln Financial affiliates or as a collective trust through independent third-party trust companies.

Morningstar Investment Management LLC's investment lineups are subject to change. The investment options within a lineup do involve risk and will not always be profitable. Morningstar Investment Management does not guarantee that negative returns can or will be avoided in the lineups. An investment made in an investment option may differ substantially from its historical performance and, as a result, your plan participant may incur a loss. Past performance is no guarantee of future results.

The Morningstar Insight Series is not an investment option. It is a series of fund lineups chosen by Morningstar Investment Management LLC from the universe of investment options available in the *Lincoln Alliance*® program. Morningstar Investment Management LLC is a registered investment advisor and subsidiary of Morningstar, Inc. Neither Morningstar Investment Management nor Morningstar, Inc. is affiliated with Lincoln Financial. The Morningstar name and logo are registered marks of Morningstar, Inc. Morningstar Investment Management LLC, 22 W. Washington Street, Chicago, IL 60602.

Lincoln PathBuilder Income®, a group variable annuity contract, is issued on contract form AN-701 and state variations by The Lincoln National Life Insurance Company, Fort Wayne, IN, and distributed by Lincoln Financial Distributors, Inc. Radnor, PA, a broker-dealer. **Contractual obligations are subject to the claims-paying ability of The Lincoln National Life Insurance Company. All contract guarantees, including those for guaranteed income, or annuity payout rates, are subject to the claims-paying ability of the issuing insurance company.** They are not backed by the broker-dealer or insurance agency from which this annuity is purchased, or any affiliates of those entities other than the issuing company affiliates, and none makes any representations or guarantees regarding the claims-paying ability of the issuer.

There is no additional tax-deferral benefit for an annuity contract purchased in an IRA or other tax-qualified plan.

***Lincoln PathBuilder Income*®** **solutions are offered as a group variable annuity. Amounts contributed to the annuity contract are invested in the LVIP American Global Balanced Allocation Managed Risk Fund, a fund of funds with a balanced allocation. The guarantee is provided by a contract between the client/plan sponsor and The Lincoln National Life Insurance Company that provides a plan participant with guaranteed annual retirement income.**

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