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Carefully consider the investment option's objectives, risks, fees and expenses. Contact us for a prospectus, summary prospectus for SEC registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

INVESTMENT OPTION	Ticker	Gross/Net Expense Ratio <sup>8</sup>	Inception Date	Returns as of Month Ending 04/30/2024						Returns as of Quarter Ending 03/28/2024					Calendar Year Returns		
				1 Month	YTD	1 Year	3 Year	5 Year	10 Year/Since Inception	3 Month	1 Year	3 Year	5 Year	10 Year/Since Inception	2023	2022	2021
Lifetime																	
Empower Lifetime 2015 Trust <sup>21</sup>	N/A	0.43 / 0.43	12-19-2014	-2.46	0.43	6.05	0.57	4.71	5.04	2.97	10.57	2.22	5.55	5.37	10.46	-12.46	8.98
Empower Lifetime 2020 Trust <sup>21</sup>	N/A	0.43 / 0.43	05-11-2016	-2.62	0.56	6.64	0.71	4.90	6.03	3.26	11.45	2.47	5.82	6.46	11.32	-13.01	9.67
Empower Lifetime 2025 Trust <sup>21</sup>	N/A	0.42 / 0.42	12-19-2014	-2.78	0.75	7.50	0.84	5.46	5.89	3.64	12.41	2.73	6.47	6.28	12.10	-13.60	10.49
Empower Lifetime 2030 Trust <sup>21</sup>	N/A	0.44 / 0.44	05-11-2016	-3.00	1.07	8.51	1.18	5.97	7.47	4.20	13.74	3.24	7.09	7.97	13.30	-14.22	11.97
Empower Lifetime 2035 Trust <sup>21</sup>	N/A	0.43 / 0.43	12-19-2014	-3.23	1.58	9.96	1.55	6.75	7.17	4.98	15.28	3.82	8.01	7.62	14.62	-15.06	13.65
Empower Lifetime 2040 Trust <sup>21</sup>	N/A	0.44 / 0.44	05-11-2016	-3.49	2.09	11.32	2.03	7.39	9.00	5.79	16.92	4.50	8.77	9.60	15.90	-15.59	15.31
Empower Lifetime 2045 Trust <sup>21</sup>	N/A	0.43 / 0.43	12-19-2014	-3.62	2.54	12.40	2.30	7.78	7.96	6.39	17.98	4.88	9.20	8.47	16.78	-16.05	16.14
Empower Lifetime 2050 Trust <sup>21</sup>	N/A	0.44 / 0.44	05-11-2016	-3.66	2.74	12.86	2.42	7.91	9.44	6.64	18.44	5.03	9.36	10.08	17.18	-16.22	16.36
Empower Lifetime 2055 Trust <sup>21</sup>	N/A	0.44 / 0.44	12-19-2014	-3.67	2.75	12.84	2.35	7.81	7.95	6.66	18.44	4.95	9.26	8.47	17.24	-16.35	16.19
Empower Lifetime 2060 Trust <sup>21</sup>	N/A	0.42 / 0.42	07-26-2019	-3.61	2.77	12.79	2.29	N/A	7.76	6.62	18.30	4.86	N/A	8.77	17.16	-16.31	16.02
International Funds																	
Fidelity International Index	FSPSX	0.04 / 0.04	09-08-2011	-3.06	2.55	8.73	2.86	6.20	4.45	5.79	15.25	4.96	7.49	4.94	18.31	-14.24	11.45
MFS Global Growth R6 <sup>16</sup>	MWOKX	1.00 / 0.90	03-01-2013	-4.13	1.94	12.57	2.84	10.09	10.03	6.34	18.43	6.15	11.99	10.63	21.00	-19.03	18.74
Capital Group EuroPacific Growth SA <sup>4</sup>	N/A	0.41 / 0.41	05-13-2019	-2.72	4.55	9.31	-2.26	N/A	6.25	7.47	13.40	-0.17	N/A	6.97	15.81	N/A	N/A
MSCI EAFE Index <sup>1,2,3,9</sup>	N/A	- / -		-2.56	3.08	9.28	2.86	6.18	4.38	5.78	15.32	4.78	7.33	4.80	18.24	-14.45	11.26
Specialty																	
T. Rowe Price Health Sciences <sup>7</sup>	PRHSX	0.80 / 0.80	12-29-1995	-4.97	2.58	4.51	0.16	9.85	11.52	7.95	13.90	3.54	9.99	11.75	3.08	-12.19	13.27
Small Cap Funds																	
Emerald Small Cap Growth CIT Founders <sup>6</sup>	N/A	0.60 / 0.60	03-28-2022	-5.17	0.72	15.72	N/A	N/A	0.55	6.22	21.44	N/A	N/A	3.26	18.52	N/A	N/A
Fidelity Small Cap Index <sup>6</sup>	FSSNX	0.03 / 0.03	09-08-2011	-7.02	-2.20	13.45	-3.09	5.92	7.37	5.19	19.83	-0.02	8.21	7.74	17.12	-20.27	14.71

## PCL Construction Enterprises, Inc. - 934512-02 (Continued)

INVESTMENT OPTION	Ticker	Gross/Net Expense Ratio <sup>8</sup>	Inception Date	Returns as of Month Ending 04/30/2024						Returns as of Quarter Ending 03/28/2024					Calendar Year Returns		
				1 Month	YTD	1 Year	3 Year	5 Year	10 Year/Since Inception	3 Month	1 Year	3 Year	5 Year	10 Year/Since Inception	2023	2022	2021
Principal SmallCap Value II Instl <sup>6,18</sup>	PPVIX	1.11 / 0.97	06-01-2004	-6.19	-2.79	16.44	4.36	8.63	7.64	3.62	20.21	7.83	11.00	8.15	20.01	-9.24	32.34
Russell 2000 Index <sup>1,2,3,12</sup>	N/A	- / -		-7.04	-2.22	13.32	-3.18	5.83	7.22	5.18	19.71	-0.10	8.11	7.58	16.93	-20.44	14.82
<b>Mid Cap Funds</b>																	
Fidelity Mid Cap Index <sup>6</sup>	FSMDX	0.03 / 0.03	09-08-2011	-5.41	2.74	16.34	2.41	9.06	9.40	8.61	22.35	6.07	11.10	9.95	17.21	-17.28	22.56
Allspring Special Mid Cap Value Inst <sup>6</sup>	WFMIX	0.80 / 0.80	04-08-2005	-4.31	4.42	12.75	5.86	10.19	9.33	9.12	18.54	9.68	12.09	9.77	9.51	-4.58	28.64
T. Rowe US Mid Cap Grw Eqty (IS Pltfrm) <sup>4,6</sup>	N/A	0.55 / 0.55	06-30-2021	-5.85	2.23	15.86	N/A	N/A	0.12	8.58	21.64	N/A	N/A	2.34	20.24	N/A	N/A
S & P MidCap 400 Index <sup>1,2,3,11</sup>	N/A	- / -		-6.02	3.33	16.82	3.25	9.47	9.48	9.95	23.33	6.96	11.71	9.99	16.44	-13.06	24.76
<b>Large Cap Funds</b>																	
Alger Capital Appreciation Instl Y <sup>14,22</sup>	ACAYX	0.91 / 0.83	02-28-2017	-4.33	11.81	39.42	3.81	13.46	13.73	16.88	47.56	7.57	15.62	14.12	43.46	-36.51	18.33
Fidelity 500 Index <sup>22</sup>	FXAIX	0.01 / 0.01	05-04-2011	-4.09	6.03	22.66	8.05	13.18	12.40	10.55	29.87	11.48	15.04	12.95	26.29	-18.13	28.69
Columbia Dividend Value (IS Platform) <sup>4,22</sup>	N/A	0.41 / 0.41	10-02-2012	-3.39	4.67	14.47	7.64	10.75	10.92	8.34	20.03	9.93	12.33	11.39	10.66	N/A	N/A
S & P 500 Index <sup>1,2,3,10,22</sup>	N/A	- / -		-4.08	6.04	22.66	8.06	13.19	12.41	10.56	29.88	11.49	15.05	12.96	26.29	-18.11	28.71
<b>Bond Funds</b>																	
BlackRock Total Return Instl <sup>15</sup>	MAHQX	0.46 / 0.45	09-24-2007	-2.53	-2.81	-1.42	-3.64	0.26	1.58	-0.29	1.76	-2.57	0.81	1.96	5.84	-14.12	-0.75
Fidelity US Bond Index	FXNAX	0.03 / 0.03	05-04-2011	-2.48	-3.19	-1.46	-3.56	-0.16	1.18	-0.72	1.69	-2.48	0.33	1.52	5.56	-13.03	-1.79
Empower US Govt Securities Fund Inst <sup>17,20</sup>	MXDQX	0.27 / 0.24	05-01-2015	-2.70	-3.53	-2.31	-3.71	-0.60	0.83	-0.85	0.75	-2.60	-0.07	1.18	4.76	-11.72	-1.84
Bloomberg Barclays Cap US Agg Bond Idx <sup>1,2,3,13,23</sup>	N/A	- / -		-2.53	-3.28	-1.47	-3.54	-0.16	1.20	-0.78	1.70	-2.46	0.36	1.54	5.53	-13.01	-1.54
<b>Current Fixed Rate(s)</b>																	
Key Guaranteed Portfolio Fund: <sup>5,19</sup>	1.90%																

These returns and fund operating expenses are expressed as percentages. 3, 5 and 10 Year/Since Inception returns shown are annualized. For 10 Year/Since Inception, if the fund was not in existence for 10 years, returns shown are since inception. If the fund is less than one year old, returns are not annualized.

Performance returns reflect a deduction for fund operating expenses. For variable annuity options, returns also reflect a Variable Asset Charge or a Mortality and Expense Risk Charge, depending on the version of the group annuity contract, of 0.54%, and an average Contract Maintenance Charge ("CMC") or Participant Account Charge, depending on the version of your group annuity contract, of 0.02%. Your Plan may have a higher, lower, or no CMC or Participant Account Charge. Additionally, your Plan may assess a plan administrative fee that was not deducted in the returns shown above.

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## PCL Construction Enterprises, Inc. - 934512-02 (Continued)

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*The net expense ratio is less applicable fee waivers or expense reimbursements the investment adviser and/or administrator may have agreed upon, either voluntary or by contractual agreement; the gross expense ratio is not. Voluntary fee waivers and reimbursements may be modified or terminated at any time. Additional information can be found in the Fund's prospectus and/or other disclosure documents regarding effective dates and/or if waivers or reimbursements are voluntary or by contractual agreement. Absent waivers or reimbursements, the performance would have been lower.*

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<sup>5</sup> *This fixed fund is offered through a group fixed and variable deferred annuity contract issued by Empower Annuity Insurance Company of America . A ticker symbol is not available for this investment option.*

<sup>6</sup> *Securities of small and mid-size companies may be more volatile than those of larger, more established companies.*

<sup>7</sup> *Specialty funds invest in a limited number of companies and may be more volatile than a more diversified fund.*

<sup>8</sup> *The net expense ratio is less applicable fee waivers or expense reimbursements the investment adviser and/or administrator may have agreed upon, either voluntary or by contractual agreement; the gross expense ratio is not. Voluntary fee waivers and reimbursements may be modified or terminated at any time. Additional information can be found in the Fund's prospectus and/or other disclosure documents regarding effective dates and/or if waivers or reimbursements are voluntary or by contractual agreement. Absent waivers or reimbursements, the performance would have been lower.*

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<sup>14</sup> *The Fund has a Contractual Other Fee Waiver in the amount of .08% which expires on 28-FEB-2025.*

<sup>15</sup> *The Fund has a Contractual Expense Ratio Waiver in the amount of .01% which expires on 30-JUN-2025.*

<sup>16</sup> *The Fund has a Contractual Expense Ratio Waiver in the amount of .1% which expires on 28-FEB-2025.*

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<sup>18</sup> *The Fund has a Contractual Expense Ratio Waiver in the amount of .14% which expires on 28-FEB-2025.*

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<sup>20</sup> *Empower Funds are underwritten by affiliate, Empower Financial Services, Inc. The investment adviser is its affiliate, Empower Capital Management, LLC.*

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