



Required Disclosure Information
Moses Cone Health System Voluntary Thrift Plan

IMPORTANT PLAN AND INVESTMENT-RELATED INFORMATION FOR PLAN ACCOUNTS ESTABLISHED WITH FIDELITY

This Participant Disclosure Notice is being provided to you as required by federal law because you are/will be eligible to participate or have a balance in the Moses Cone Health System Voluntary Thrift Plan (the "Plan") and have the right to direct investments.

The Plan Administrator has directed Fidelity Investments® ("Fidelity"), a Plan service provider, to collect, consolidate, and provide you with the information in this Notice.

- Information about managing your Plan account
- Certain Plan information, including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, which may include historical rates of return, benchmark information, expense ratios, and other fees and restrictions that may be imposed

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan. For more information about participating in the Plan, or if you already have an account with Fidelity in the Moses Cone Health System Voluntary Thrift Plan and would like to make any changes, please access the NetBenefits® mobile app or log on to www.fidelity.com/atwork.

Note: If this is your first time logging on to www.fidelity.com/atwork, you will need to register and set up a username and password to access your account. If you already have a username and password for a Fidelity site (including NetBenefits® from a previous employer), you do not need to register again.

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SECTION 1: Helping You Manage Your Plan Account

This Participant Disclosure Notice (the "Notice") includes important Plan and investment-related information. Additional tools and other resources are available through your Plan's Web site. Your workplace savings plan is an important benefit, and you'll want to monitor your account periodically to help keep your savings plan on track.

Accessing Your Plan Account Statement

On the NetBenefits® mobile app or at www.fidelity.com/atwork you can access your online Fidelity statement, which is continuously available. You may also obtain a paper version (free of charge) by calling **800-558-9179**.

Please check your account information frequently and promptly review correspondence, account statements, and confirmations as they are made available to you. Contact Fidelity immediately if you see or suspect unauthorized activity, errors, discrepancies, or if you have not received your account statements or account documents or information.

For additional assistance and resources to help you make informed decisions, including more detailed information on the Plan's investment options, access the NetBenefits® mobile app, log on to www.fidelity.com/atwork or call **800-558-9179**.

Access the NetBenefits® mobile app or visit <https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=700350&plan=63832> for information and resources to help you make informed investment decisions, including more detailed information on the Plan's investment options.

SECTION 2: Certain Plan Information for You to Review

This Participant Disclosure Notice provides certain information about your Plan. Your rights under the Plan are subject to the terms of the Plan. This Notice describes only your Fidelity account within the Plan.

Right to Direct Investments

You have the right to direct your account balance and any future contributions among the Plan's investment options, subject to any restrictions. To access your Plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, access the NetBenefits® mobile app or log on to www.fidelity.com/atwork or call **800-558-9179**.

Investment Options

The Plan offers a choice of investment options that allow you to create a diversified portfolio to help you meet your individual needs. The Plan's investment options, along with certain information about each of them, are listed in Section 3 of this Notice.

Restrictions

Any frequent trading restrictions imposed by the Plan and/or by the Plan's investment options are listed in Section 3 of this Notice. Keep in mind that restrictions are subject to change.

Exercising Voting, Tender, and Similar Rights

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account. You will receive information regarding such rights and how to exercise them at the time of a vote, tender, or other event.

- Mutual Funds

Fees and Expenses

If you have an account in the Plan, it may be subject to the following types of fees and expenses:

- Asset-based fees
- Plan administrative fees and expenses
- Individual fees and expenses

Asset-Based Fees

Asset-based fees reflect an investment option's total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option. Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an "expense ratio." You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to Section 3 of this Notice for information about the Plan's investment options, including their expense ratios (where applicable).

Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in

part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. In some instances, a plan's administrative services may be paid for through offsets and/or payments associated with a plan's investment options.

Plan Administrative Fees and Expenses

Plan administrative fees may include recordkeeping, legal, accounting, trustee, and other administrative fees and expenses associated with maintaining the Plan. Some plans may deduct these fees and expenses from individual accounts in the Plan.

Based on the information and direction Fidelity had on file at the time this Notice was prepared, the following Plan administrative fee(s) may be deducted from Plan accounts. The Plan's administrative services may also be paid for through offsets and/or payments associated with one or more of the Plan's investment options. As you review this information, please keep in mind that fees are subject to change and that certain Plan administrative fees may not be deducted from accounts in some circumstances.

| Type of Plan Administrative Fee | Amount |
|--|-------------------------------------|
| Recordkeeping Fee | \$18.00 per year deducted quarterly |

If any Plan administrative fees are deducted directly from your account, they will be reflected on your Plan account statement.

Individual Fees and Expenses

Individual fees and expenses include those associated with a service or transaction you may select, or an investment option you hold in your account. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction.

If you have an account in the Plan, and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this Notice was prepared. As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

| Type of Individual Fee | Amount |
|-------------------------------|-------------------------|
| Overnight Mailing Fee | \$25.00 per transaction |

Also, please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plan's investment options. Please see Section 3 for details regarding the specific fees that may apply to the investment options available under the Plan.

If any individual fees are deducted directly from your account, they will be reflected on your Plan account statement.

SECTION 3:

Evaluating the Plan's Investment Options

This section provides information about the investment options in the Plan and reflects data recordkept as of October 14, 2024, except for performance data, which is as of December 31 of the prior year. To help you better understand the Plan's investment options, information is available at

<https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=700350&plan=63832>, including a glossary of investment terms available online at

<https://www.fidelity.com/research/funds/glossary-workplace.shtml>. To request additional investment-related information or a paper copy of certain information available online, free of charge, contact a Fidelity representative at

Fidelity Investments, P.O. Box 770003, Cincinnati, OH 45277-0065 or call 800-558-9179.

As you review this information, you may want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. Keep in mind that the cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings, but is only one of many factors to consider when you decide to invest in an option. Visit the Department of Labor's Web site at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees> for an example of the long-term effect of fees and expenses.

Variable Return Investments

The chart below lists the Plan's investment options that do not have a fixed or stated rate of return, and underneath each investment option is an applicable benchmark(s) for that option. A benchmark is a standard against which the performance of a security, mutual fund, or investment manager can be measured. This Notice requires that a broad-based market index be listed on the chart for each investment option. Additional benchmarks for an investment option may be available online at

<https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=700350&plan=63832> along with benchmark index definitions. Please note that the benchmark to measure and monitor performance may be different from the benchmark displayed in the chart. Keep in mind that you cannot invest in a benchmark index.

Understanding investment performance: As you review the following information, please remember that the performance data stated represents past performance, which does not guarantee future results. Investment return and principal value of an investment will fluctuate; therefore, you may have a gain or loss when you sell your shares. Current performance may be higher or lower than the performance stated. To learn more or to obtain the most recent month-end performance, go to <https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=700350&plan=63832>.

| Investment Name <i>Benchmark(s)</i> | Average Annual Total Return as of 12/31/2023 | | | |
|--|---|--------|--|-------------------|
| | 1 Year | 5 Year | 10 Year (if less, since Inception*) | Inception Date |
| Asset Class: Stocks | | | | |
| Fidelity® 500 Index Fund <i>S&P 500</i> | 26.29% | 15.68% | 12.02% | 02/17/1988 |
| | 26.29% | 15.69% | 12.03% | |
| Fidelity® Blue Chip Growth Fund <i>Russell 1000 Growth</i> | 55.60% | 20.53% | 15.78% | 12/31/1987 |
| | 42.68% | 19.50% | 14.86% | |
| Fidelity® Contrafund® <i>S&P 500</i> | 39.33% | 16.46% | 12.82% | 05/17/1967 |
| | 26.29% | 15.69% | 12.03% | |
| Fidelity® Disciplined Equity Fund <i>S&P 500</i> | 34.04% | 16.09% | 10.63% | 12/28/1988 |
| | 26.29% | 15.69% | 12.03% | |

| Fees and Expenses | | Shareholder Fees [^] | Excessive Trading Restrictions | Other Restrictions |
|-------------------------------|-------------|-------------------------------|--------------------------------------|-----------------------|
| Annual Gross Expense Ratio | | | | |
| As a % | Per \$1,000 | | | |
| 0.015% | \$0.15 | N/A | Yes [§] | N/A |
| 0.470% | \$4.70 | N/A | Yes [§] | N/A |
| 0.390% | \$3.90 | N/A | Yes [§] | N/A |
| 0.460% | \$4.60 | N/A | Yes [§] | N/A |

| Investment Name Benchmark(s) | Average Annual Total Return as of 12/31/2023 | | | |
|--|---|--------|--|-------------------|
| | 1 Year | 5 Year | 10 Year (if less, since Inception*) | Inception Date |
| Asset Class: Stocks (cont'd) | | | | |
| Fidelity® Equity-Income Fund | 10.60% | 12.27% | 8.59% | 05/16/1966 |
| <i>Russell 3000 Value</i> | 11.66% | 10.84% | 8.28% | |
| Fidelity® Europe Fund | 13.67% | 7.23% | 3.33% | 10/01/1986 |
| <i>MSCI Europe (Net MA)</i> | 20.21% | 9.37% | 4.39% | |
| Fidelity® Growth & Income Portfolio | 18.61% | 14.80% | 10.27% | 12/30/1985 |
| <i>S&P 500</i> | 26.29% | 15.69% | 12.03% | |
| Fidelity® Growth Company Fund | 47.23% | 22.63% | 16.83% | 01/17/1983 |
| <i>Russell 3000 Growth</i> | 41.21% | 18.85% | 14.33% | |
| Fidelity® Magellan® Fund | 30.95% | 15.31% | 11.77% | 05/02/1963 |
| <i>S&P 500</i> | 26.29% | 15.69% | 12.03% | |
| Fidelity® OTC Portfolio | 42.64% | 19.86% | 16.03% | 12/31/1984 |
| <i>NASDAQ Composite</i> | 44.64% | 18.75% | 14.80% | |
| Fidelity® Overseas Fund | 20.55% | 9.91% | 6.21% | 12/04/1984 |
| <i>MSCI EAFE (Net MA)</i> | 18.49% | 8.39% | 4.48% | |
| Fidelity® Pacific Basin Fund | 14.06% | 9.36% | 7.04% | 10/01/1986 |
| <i>MS AC Pac Fr (Net MA)</i> | 10.49% | 4.79% | 3.91% | |
| Asset Class: Blended Investments | | | | |
| Fidelity Asset Manager® 20% | 7.99% | 3.93% | 3.32% | 10/01/1992 |
| <i>BBg US Agg Bond</i> | 5.53% | 1.10% | 1.81% | |
| Fidelity Asset Manager® 50% | 13.09% | 7.46% | 5.63% | 12/28/1988 |
| <i>S&P 500</i> | 26.29% | 15.69% | 12.03% | |
| Fidelity Asset Manager® 70% | 16.45% | 9.68% | 6.94% | 12/30/1991 |
| <i>S&P 500</i> | 26.29% | 15.69% | 12.03% | |
| Fidelity Asset Manager® 85% | 18.98% | 11.32% | 7.93% | 09/24/1999 |
| <i>S&P 500</i> | 26.29% | 15.69% | 12.03% | |

| Fees and Expenses | | Shareholder Fees^ | Excessive Trading Restrictions | Other Restrictions |
|-------------------------------|-------------|-------------------|--------------------------------------|-----------------------|
| Annual Gross Expense Ratio | | | | |
| As a % | Per \$1,000 | | | |
| 0.540% | \$5.40 | N/A | Yes [§] | N/A |
| 0.650% | \$6.50 | N/A | Yes [§] | N/A |
| 0.540% | \$5.40 | N/A | Yes [§] | N/A |
| 0.680% | \$6.80 | N/A | Yes [§] | N/A |
| 0.470% | \$4.70 | N/A | Yes [§] | N/A |
| 0.730% | \$7.30 | N/A | Yes [§] | N/A |
| 0.690% | \$6.90 | N/A | Yes [§] | N/A |
| 1.030% | \$10.30 | N/A | Yes [§] | N/A |
| 0.490% | \$4.90 | N/A | Yes [§] | N/A |
| 0.570% | \$5.70 | N/A | Yes [§] | N/A |
| 0.650% | \$6.50 | N/A | Yes [§] | N/A |
| 0.670% | \$6.70 | N/A | Yes [§] | N/A |

| Investment Name Benchmark(s) | Average Annual Total Return as of 12/31/2023 | | | |
|--|---|--------|--|-------------------|
| | 1 Year | 5 Year | 10 Year (if less, since Inception*) | Inception Date |
| Asset Class: Blended Investments (cont'd) | | | | |
| Fidelity Freedom® 2010 Fund Class K | 9.94% | 5.11% | 4.48% | 10/17/1996 |
| <i>BBg US Agg Bond</i> | 5.53% | 1.10% | 1.81% | |
| <i>FID FF 2010 Comp Idx</i> | 9.96% | 5.02% | 4.48% | |
| Fidelity Freedom® 2020 Fund Class K | 13.00% | 6.81% | 5.57% | 10/17/1996 |
| <i>BBg US Agg Bond</i> | 5.53% | 1.10% | 1.81% | |
| <i>FID FF 2020 Comp Idx</i> | 12.87% | 6.64% | 5.59% | |
| Fidelity Freedom® 2030 Fund Class K | 15.47% | 8.60% | 6.75% | 10/17/1996 |
| <i>S&P 500</i> | 26.29% | 15.69% | 12.03% | |
| <i>FID FF 2030 Comp Idx</i> | 15.26% | 8.35% | 6.82% | |
| Fidelity Freedom® Income Fund Class K | 8.26% | 3.64% | 3.29% | 10/17/1996 |
| <i>BBg US Agg Bond</i> | 5.53% | 1.10% | 1.81% | |
| <i>FID FF Income Comp Idx</i> | 8.47% | 3.68% | 3.31% | |
| Fidelity® Balanced Fund | 21.60% | 12.37% | 9.04% | 11/06/1986 |
| <i>S&P 500</i> | 26.29% | 15.69% | 12.03% | |
| Fidelity® Puritan® Fund | 20.22% | 11.58% | 8.83% | 04/16/1947 |
| <i>S&P 500</i> | 26.29% | 15.69% | 12.03% | |
| Asset Class: Bonds | | | | |
| Fidelity® GNMA Fund | 5.43% | 0.34% | 1.30% | 11/08/1985 |
| <i>BBg GNMA</i> | 5.40% | 0.34% | 1.34% | |
| Fidelity® Intermediate Bond Fund | 5.54% | 1.78% | 1.84% | 05/23/1975 |
| <i>BBg Int Govt/Cr Bond</i> | 5.24% | 1.59% | 1.72% | |
| Fidelity® Investment Grade Bond Fund | 6.49% | 1.96% | 2.27% | 08/06/1971 |
| <i>BBg US Agg Bond</i> | 5.53% | 1.10% | 1.81% | |

| Fees and Expenses | | Shareholder Fees^ | Excessive Trading Restrictions | Other Restrictions |
|-------------------------------|-------------|-------------------|--------------------------------------|-----------------------|
| Annual Gross Expense Ratio | | | | |
| As a % | Per \$1,000 | | | |
| 0.430% | \$4.30 | N/A | Yes [§] | N/A |
| 0.490% | \$4.90 | N/A | Yes [§] | N/A |
| 0.560% | \$5.60 | N/A | Yes [§] | N/A |
| 0.420% | \$4.20 | N/A | Yes [§] | N/A |
| 0.470% | \$4.70 | N/A | Yes [§] | N/A |
| 0.470% | \$4.70 | N/A | Yes [§] | N/A |
| 0.440% | \$4.40 | N/A | Yes [§] | N/A |
| 0.450% | \$4.50 | N/A | Yes [§] | N/A |
| 0.450% | \$4.50 | N/A | Yes [§] | N/A |

| Investment Name Benchmark(s) | Average Annual Total Return as of 12/31/2023 | | | |
|---|---|--------|--|-------------------|
| | 1 Year | 5 Year | 10 Year (if less, since Inception*) | Inception Date |
| Asset Class: Bonds (cont'd) | | | | |
| Fidelity® Short-Term Bond Fund | 5.34% | 1.72% | 1.40% | 09/15/1986 |
| <i>BBg 1-3 Gov/Cred</i> | 4.61% | 1.51% | 1.27% | |
| Fidelity® U.S. Bond Index Fund | 5.55% | 1.06% | 1.78% | 03/08/1990 |
| <i>BBg US Agg Bond</i> | 5.53% | 1.10% | 1.81% | |
| Asset Class: Short-Term | | | | |
| Fidelity® Government Money Market Fund £ | 4.78% | 1.63% | 1.01% | 02/05/1990 |
| 7-Day Yield % as of 12/31/2023: 5.01 | | | | |
| <i>FTSE 3-Mo Treasury Bill</i> | 5.26% | 1.91% | 1.26% | |

N/A = Not Applicable/None

-- = Not Available

^ Some outside investment and vendor information may not be available to Fidelity. When "N/A" does not appear and no shareholder fee is shown, it is due to the fact that our recordkeeping system does not have a shareholder fee(s) on file. Nevertheless, there may be shareholder fees associated with the investment option. If a shareholder fee is shown, please keep in mind there may be other fees associated with the investment that our recordkeeping system does not have on file. More information may be found in the prospectus and/or other investment-related information, as well as by contacting the outside investment manager or vendor directly.

Investment Restrictions

§ Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.

Additional Investment Information

* Performance provided is Life of Fund, which is since the inception date noted, when the investment option has been in existence for less than 10 years. Life of fund figures are from the inception date to the period shown. For unitized funds, the inception date shown may be that of the fund's underlying investment option. For non-mutual fund pools and trusts whose strategies may be offered to multiple clients and whose returns may be based on a composite, the inception date shown may be the beginning date of the composite's returns.

Total returns are historical and include change in share price and reinvestment of dividends and capital gains, if any. These figures do not include the effect of sales charges, if any, as these fees are waived for contributions made through your retirement plan. If sales charges were included, returns would have been lower.

The current yield reflects the current earnings of the fund, while the total return refers to a specific past holding period. The 7-Day Yield is the average income return over the previous seven days,

| Fees and Expenses | | Shareholder Fees^ | Excessive Trading Restrictions | Other Restrictions |
|-------------------------------|-------------|-------------------|--------------------------------------|-----------------------|
| Annual Gross Expense Ratio | | | | |
| As a % | Per \$1,000 | | | |
| 0.300% | \$3.00 | N/A | Yes§ | N/A |
| 0.025% | \$0.25 | N/A | Yes§ | N/A |
| 0.420% | \$4.20 | N/A | N/A | N/A |

assuming the rate stays the same for one year. It is the Fund's total income net of expenses, divided by the total number of outstanding shares and includes any applicable waiver or reimbursement.

Please see the Additional Disclosure Information section at the back of this Notice for additional information, including performance and index disclosures.

Expense Ratio

Expense ratio is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount, or in basis points. These are costs the investor pays through a reduction in the investment's rate of return, and are required to be disclosed on the chart as a gross amount. For a mutual fund, the gross expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund. Where the investment option is not a mutual fund, the figure displayed in the expense ratio field is intended to reflect similar information, but may have been calculated using methodologies that differ from those used for mutual funds. Mutual fund data has been drawn from the most recent prospectus and has been provided by FMR LLC for Fidelity mutual funds and Morningstar, LLC for non-Fidelity mutual funds. For non-mutual fund investment options, the information has been provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor or other third party.

In certain instances, there may be fee waivers and/or expense reimbursements, which could result in a temporary reduction to the gross expense ratios listed in the chart. More information is available online at

<https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=700350&plan=63832>.

Additional Disclosure Information

Generally, data on Fidelity mutual funds is provided by FMR LLC, data on non-Fidelity mutual funds is provided by Morningstar, LLC, and data on non-mutual fund products is provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor whose plan is offering the product to participants, or other third party. Although Fidelity believes data gathered from these third-party sources is reliable, it does not review such information and cannot warrant it to be accurate, complete, or timely. Fidelity is not responsible for any damages or losses arising from any use of this third-party information.

Fidelity® 500 Index Fund : Returns prior to May 4, 2011 are those of the Premium Class and reflect the Premium Class' expense ratio. Had the Institutional Premium Class' expense ratio been reflected, total returns would have been higher.

Fidelity Freedom® Income Fund Class K, Fidelity Freedom® 2010 Fund Class K, Fidelity Freedom® 2020 Fund Class K, Fidelity Freedom® 2030 Fund Class K : On July 20, 2017, an initial offering of the Fidelity Freedom K class took place. Returns and expenses prior to that date are those of the Freedom (retail) class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity® U.S. Bond Index Fund : Returns prior to May 4, 2011 are those of the Premium Class and reflect the Premium Class' expense ratio. Had the Institutional Premium Class' expense ratio been reflected, total returns would have been higher.

Benchmarks

Benchmark indices are unmanaged, and you cannot invest directly in an index. More information on benchmarks for the investment options through Fidelity is available online at <https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance&client=700350&plan=63832>.

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