

HIGHLAND RETIREMENT PLAN

Investment Performance as of 3/31/2025

The performance data quoted represents past performance, and is no guarantee of future results. Your returns and the principal value of your investment will fluctuate so that your mutual fund shares and annuity account accumulation units, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than the performance quoted. For performance current to the most recent month-end, call 800-842-2252 or visit TIAA.org/planinvestmentoptions and enter your plan ID. Performance may reflect waivers or reimbursements of certain expenses. Absent these waivers or reimbursement arrangements, performance results would have been lower. Since Inception performance shown is cumulative for periods less than one year.

Equities - Mutual Fund	Morningstar Category	Inception Date	Total Returns		Average Annual Total Returns				Total Annual Operating Expenses (%/Per \$1000)		Fee Waiver Expiration	Shareholder Fees & Restrictions*
			3 Month	YTD	1 Year	3 Year	5 Year	10 Year/ Since Inception	Gross	Net		
Columbia Mid Cap Index Fund Institutional Class (NMPAX) ^{1,2,3}	Mid-Cap Blend	03/31/00	-6.14%	-6.14%	-2.87%	4.24%	16.70%	8.20%	0.34% \$3.40	0.20% \$2.00	06/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: S&P MidCap 400 TR			-6.10%	-6.10%	-2.71%	4.42%	16.91%	8.43%				
Columbia Small Cap Index Fund Institutional Class (NMSCX) ^{1,2}	Small Blend	10/15/96	-9.02%	-9.02%	-3.59%	0.49%	14.83%	7.29%	0.20% \$2.00	0.20% \$2.00	-	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: S&P SmallCap 600 TR USD			-8.93%	-8.93%	-3.38%	0.71%	15.09%	7.52%				
DFA Real Estate Securities Portfolio Institutional Class (DFREX) ^{1,3,4}	Real Estate	01/05/93	2.35%	2.35%	9.41%	-1.67%	9.55%	5.47%	0.20% \$2.00	0.18% \$1.80	02/28/26	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Dow Jones US Select REIT TR			1.17%	1.17%	9.79%	-1.41%	10.84%	4.53%				
Nuveen Large Cap Growth Index Fund (R6) (TILIX) ^{3,5}	Large Growth	10/01/02	-9.97%	-9.97%	7.72%	10.05%	20.02%	15.06%	0.05% \$0.50	0.05% \$0.50	02/28/26	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Russell 1000 Growth TR USD			-9.97%	-9.97%	7.76%	10.10%	20.09%	15.12%				

Investment products, insurance and annuity products: are not FDIC insured, are not bank guaranteed, are not deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

			Total Returns		Average Annual Total Returns				Total Annual Operating Expenses (%/Per \$1000)			
Equities - Mutual Fund	Morningstar Category	Inception Date	3 Month	YTD	1 Year	3 Year	5 Year	10 Year/ Since Inception	Gross	Net	Fee Waiver Expiration	Shareholder Fees & Restrictions*
Nuveen Large Cap Value Index Fund (R6) (TILVX) ^{3,6}	Large Value	10/01/02	2.15%	2.15%	7.15%	6.62%	16.10%	8.76%	0.05% \$0.50	0.05% \$0.50	02/28/26	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Russell 1000 Value TR USD			2.14%	2.14%	7.18%	6.64%	16.15%	8.79%				
Vanguard 500 Index Fund Admiral Shares (VFIAX) ¹	Large Blend	11/13/00	-4.28%	-4.28%	8.21%	9.02%	18.55%	12.46%	0.04% \$0.40	0.04% \$0.40	-	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: S&P 500 TR USD			-4.27%	-4.27%	8.25%	9.06%	18.59%	12.50%				
Vanguard Total International Stock Index Fund Admiral Shares (VTIAX) ^{1,7,8}	Foreign Large Blend	11/29/10	5.51%	5.51%	6.37%	4.65%	11.44%	5.21%	0.09% \$0.90	0.09% \$0.90	-	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: MSCI ACWI Ex USA NR USD			5.23%	5.23%	6.09%	4.48%	10.92%	4.98%				

			Total Returns		Average Annual Total Returns				Total Annual Operating Expenses (%/Per \$1000)			
Fixed Income - Mutual Fund	Morningstar Category	Inception Date	3 Month	YTD	1 Year	3 Year	5 Year	10 Year/ Since Inception	Gross	Net	Fee Waiver Expiration	Shareholder Fees & Restrictions*
Vanguard Inflation-Protected Securities Fund Admiral Shares (VAIPX) ¹	Inflation-Protected Bond	06/10/05	4.14%	4.14%	6.24%	-0.08%	2.25%	2.41%	0.10% \$1.00	0.10% \$1.00	-	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Bloomberg US Treasury US TIPS TR USD			4.17%	4.17%	6.17%	0.06%	2.36%	2.51%				
Vanguard Total Bond Market Index Fund Admiral Shares (VBTIX) ¹	Intermediate Core Bond	11/12/01	2.77%	2.77%	4.87%	0.52%	-0.41%	1.44%	0.04% \$0.40	0.04% \$0.40	-	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Bloomberg US Aggregate Float Adjusted TR USD			2.75%	2.75%	4.87%	0.56%	-0.36%	1.49%				

			Total Returns		Average Annual Total Returns				Total Annual Operating Expenses (%/Per \$1000)			
Multi Asset - Mutual Fund	Morningstar Category	Inception Date	3 Month	YTD	1 Year	3 Year	5 Year	10 Year/ Since Inception	Gross	Net	Fee Waiver Expiration	Shareholder Fees & Restrictions*
Nuveen Lifecycle Index 2015 Fund (R6) (TLFIX) ^{3,9}	Target-Date 2015	09/30/09	1.29%	1.29%	6.15%	3.76%	7.10%	5.39%	0.21% \$2.10	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index 2015 Fund Composite Index			1.22%	1.22%	6.09%	3.74%	7.16%	5.46%				
Benchmark: S&P Target Date 2015 TR USD			1.33%	1.33%	5.81%	3.67%	6.87%	5.03%				
Nuveen Lifecycle Index 2020 Fund (R6) (TLWIX) ^{3,9}	Target-Date 2020	09/30/09	1.17%	1.17%	6.19%	4.02%	7.80%	5.81%	0.19% \$1.90	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index 2020 Fund Composite Index			1.02%	1.02%	6.14%	3.99%	7.85%	5.88%				
Benchmark: S&P Target Date 2020 TR USD			1.05%	1.05%	5.84%	3.93%	7.47%	5.38%				
Nuveen Lifecycle Index 2025 Fund (R6) (TLQIX) ^{3,9}	Target-Date 2025	09/30/09	0.98%	0.98%	6.27%	4.33%	8.86%	6.38%	0.18% \$1.80	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index 2025 Fund Composite Index			0.81%	0.81%	6.21%	4.28%	8.90%	6.44%				
Benchmark: S&P Target Date 2025 TR USD			0.94%	0.94%	5.83%	4.13%	8.72%	5.98%				
Nuveen Lifecycle Index 2030 Fund (R6) (TLHIX) ^{3,9}	Target-Date 2030	09/30/09	0.66%	0.66%	6.39%	4.76%	10.03%	6.99%	0.18% \$1.80	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index 2030 Fund Composite Index			0.49%	0.49%	6.31%	4.72%	10.07%	7.05%				
Benchmark: S&P Target Date 2030 TR USD			0.50%	0.50%	5.94%	4.69%	10.19%	6.65%				
Nuveen Lifecycle Index 2035 Fund (R6) (TLYIX) ^{3,9}	Target-Date 2035	09/30/09	0.41%	0.41%	6.55%	5.39%	11.32%	7.64%	0.17% \$1.70	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index 2035 Fund Composite Index			0.16%	0.16%	6.45%	5.33%	11.36%	7.70%				
Benchmark: S&P Target Date 2035 TR USD			0.15%	0.15%	6.01%	5.21%	11.74%	7.33%				
Nuveen Lifecycle Index 2040 Fund (R6) (TLZIX) ^{3,9}	Target-Date 2040	09/30/09	-0.03%	-0.03%	6.73%	6.13%	12.75%	8.33%	0.17% \$1.70	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index 2040 Fund Composite Index			-0.31%	-0.31%	6.59%	6.06%	12.79%	8.38%				
Benchmark: S&P Target Date 2040 TR USD			-0.32%	-0.32%	6.11%	5.73%	12.93%	7.86%				

			Total Returns		Average Annual Total Returns				Total Annual Operating Expenses (%/Per \$1000)			
Multi Asset - Mutual Fund	Morningstar Category	Inception Date	3 Month	YTD	1 Year	3 Year	5 Year	10 Year/ Since Inception	Gross	Net	Fee Waiver Expiration	Shareholder Fees & Restrictions*
Nuveen Lifecycle Index 2045 Fund (R6) (TLXIX) ^{3,9}	Target-Date 2045	09/30/09	-0.32%	-0.32%	6.85%	6.46%	13.94%	8.81%	0.17% \$1.70	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index 2045 Fund Composite Index			-0.62%	-0.62%	6.71%	6.37%	13.97%	8.87%				
Benchmark: S&P Target Date 2045 TR USD			-0.44%	-0.44%	6.12%	6.08%	13.66%	8.19%				
Nuveen Lifecycle Index 2050 Fund (R6) (TLLIX) ^{3,9}	Target-Date 2050	09/30/09	-0.44%	-0.44%	6.93%	6.61%	14.24%	8.98%	0.18% \$1.80	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index 2050 Fund Composite Index			-0.78%	-0.78%	6.76%	6.49%	14.27%	9.03%				
Benchmark: S&P Target Date 2050 TR USD			-0.75%	-0.75%	6.20%	6.27%	14.03%	8.38%				
Nuveen Lifecycle Index 2055 Fund (R6) (TLLIX) ^{3,9}	Target-Date 2055	04/29/11	-0.51%	-0.51%	6.90%	6.66%	14.44%	9.08%	0.18% \$1.80	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index 2055 Fund Composite Index			-0.83%	-0.83%	6.78%	6.57%	14.47%	9.14%				
Benchmark: S&P Target Date 2055 TR USD			-0.76%	-0.76%	6.19%	6.28%	14.16%	8.45%				
Nuveen Lifecycle Index 2060 Fund (R6) (TVIIX) ^{3,9}	Target-Date 2060	09/26/14	-0.56%	-0.56%	6.99%	6.77%	14.63%	9.19%	0.19% \$1.90	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index 2060 Fund Composite Index			-0.88%	-0.88%	6.80%	6.65%	14.68%	9.25%				
Benchmark: S&P Target Date 2060 TR USD			-0.89%	-0.89%	6.16%	6.30%	14.17%	8.50%				
Nuveen Lifecycle Index 2065 Fund (R6) (TFITX) ^{3,9}	Target-Date 2065+	09/30/20	-0.63%	-0.63%	6.99%	6.86%	-	10.26%	0.26% \$2.60	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index 2065 Fund Composite Index			-0.93%	-0.93%	6.83%	6.73%	-	10.30%				
Benchmark: S&P Target Date 2065+ TR USD			-0.97%	-0.97%	6.28%	6.43%	-	10.24%				
Nuveen Lifecycle Index Retirement Income Fund (R6) (TRILX) ³	Moderately Conservative Allocation	09/30/09	1.36%	1.36%	6.12%	3.70%	6.58%	5.00%	0.22% \$2.20	0.10% \$1.00	09/30/25	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Benchmark: Lifecycle Index Retirement Income Fund Composite Index			1.22%	1.22%	6.05%	3.69%	6.63%	5.06%				
Benchmark: S&P Target Date Retirement Income TR USD			1.61%	1.61%	5.80%	3.58%	5.40%	4.14%				

				Total Returns		Average Annual Total Returns				Total Annual Operating Expenses (%/Per \$1000)		Fee Waiver Expiration	Shareholder Fees & Restrictions*
Money Market - Mutual Fund	Morningstar Category	Inception Date	7-Day Yield**	3 Month	YTD	1 Year	3 Year	5 Year	10 Year/ Since Inception	Gross	Net		
Nuveen Money Market Fund (R6) (TCIXX) ^{3,10,11}	Money Market- Taxable	07/01/99	4.27%	1.07%	1.07%	4.94%	4.27%	2.56%	1.80%	0.12% \$1.20	0.12% \$1.20	07/31/25	-
Benchmark: iMoneyNet Money Fund AveragesTM-All Government				0.99%	0.99%	4.67%	4.00%	2.39%	1.59%				

You could lose money by investing in a money market fund. Although a money market fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. A money market fund's sponsor has no legal obligation to provide support to a money market fund, and you should not expect that the sponsor will provide financial support to a money market fund at any time.

**The current yield more closely reflects the earnings of this investment choice.

A Note About Risk

Equity risk refers to the risk of loss due to the market price of shares falling. Equity funds and variable annuity accounts generally carry a higher degree of risk than fixed income funds and accounts. Fixed income funds and variable annuity accounts are not guaranteed and are subject to interest rate, inflation and credit risks.

More detailed information on risks applicable to a particular investment option can be found in the prospectus or other product literature.

Fees and Expenses

*Some Plans may allocate plan costs to participants to offset the cost of recordkeeping and other plan services. When the Plan allocates these costs at the investment-level there may be a plan services fee or credit displayed in the ""Shareholder fees & restrictions"" column. If the costs are allocated at the plan-level (regardless of investment) it is not displayed on the Quarterly Investment Update.

Fee and expense information for the variable return investment options include the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a \$1,000 accumulation both as net (after) and gross (before) of expenses. Total Annual Operating Expenses 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. Expense information shown is based on the most recent information available, but may not reflect all updates and may differ slightly from the prospectus due to rounding. Please consult the most recent prospectus or offering document for more detailed information.

For more information on the impact of fees and expenses associated with your plan, please visit TIAA.org/fees. Fees are only one of many factors to consider when making an investment decision.

About the Benchmark

A benchmark provides an investor with a point of reference to evaluate an investment's performance. One common type of benchmark used to compare investment performance is called an index. Indexes are unmanaged portfolios of securities designed to track the performance of a particular segment of the market. For example, a large cap stock fund or account will usually be compared to an index that tracks a portfolio of large-cap stocks. Conversely, a bond fund or account is typically compared to an index that tracks a portfolio of bonds that is comparable to the fund or account's portfolio in terms of credit quality, maturity and liquidity. Each mutual fund or account shown in the table includes performance information for an index that the advisor determined provides a fair comparison of the fund or account's investment performance. Indexes are for comparison purposes only. You cannot invest directly in any index. Index returns do not reflect a deduction for fees or expenses.

Data Providers

Unless otherwise noted, data on nonproprietary investment products, including performance, Morningstar Category and expenses, is provided by Morningstar, Inc. All other data provided by Teachers Insurance and Annuity Association of America - College Retirement Equities Fund. Benchmark performance shown across proprietary and nonproprietary funds/accounts is provided by TIAA with the exception of Since Inception periods calculated using a nonproprietary fund's inception date. TIAA reserves the rights to all proprietary data herein, and is not responsible for any damages or losses arising from any use of this information.

Data Provided by Morningstar, Inc. 2025 Morningstar, Inc. All Rights Reserved. The information contained herein: (1) is proprietary to Morningstar and/or its content providers; (2) may not be copied or distributed; and (3) is not warranted to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information. Neither TIAA nor its affiliates has independently verified the accuracy or completeness of this information.

The Morningstar Category classifies a fund based on its investment style as measured by underlying portfolio holdings (portfolio statistics and compositions over the past three years). If the fund is new and has no portfolio, Morningstar estimates where it will fall before assigning a more permanent category. When necessary, Morningstar may change a category assignment based on current information.

Important Information

- 1 Accumulations in funds not managed by TIAA may be subject to administrative charges. These charges are subject to change. Please review current documents related to your plan.
- 2 Securities of smaller companies may be more volatile than those of larger ones, and they are also often less liquid than those of larger companies because there is a limited market for them.
- 3 The net expense ratio reflects a contractual arrangement that has the effect of reducing or limiting the fund's expenses. Without such an arrangement, currently or in the past, returns would have been lower. The arrangement will remain in effect until terminated. Please see the prospectus for details.
- 4 Funds that focus their investments in real estate are subject to the risks associated with real estate ownership, including fluctuations in property values, higher expenses or lower income than expected, and potential environmental problems and liability.
- 5 Due to their relatively high valuations which are generally a function of expected earnings growth, growth stocks will be more volatile than value stocks and such earnings growth may not occur or be sustained.
- 6 Value stocks may perform differently from the market as a whole and may be undervalued by the market for a long period of time.
- 7 Securities of foreign issuers may lose value because of erratic market conditions, economic and political instability or fluctuations in currency exchange rates, which may be magnified in emerging markets.
- 8 The index shown is for comparative purposes only, and may not match other websites or publications.
- 9 As Target Retirement Date Funds are actively managed, their asset allocations are subject to change and may vary from those indicated. They invest in many underlying funds and are exposed to the risks of different areas of the market. Please note that, as with all mutual funds, the principal value of a Target Retirement Date Fund is not guaranteed. The higher a fund's allocation to stocks, the greater the risk. After the target date has been reached, some of these funds may be merged into a fund with a more stable asset allocation. In addition to the fund level expenses these funds are also subject to the expenses of their underlying investments. Please consult the prospectus for more complete information.
- 10 Beginning May 6, 2020, part or all of the investment management fees are being voluntarily waived. In addition, the fund's investment adviser is reimbursing certain other fund expenses. Without these changes, the 7-day current and effective net annualized yields and total returns for the fund would have been lower. The suspension of reimbursements and the addition of waivers are voluntary and may be discontinued at any time without notice.
- 11 iMoneyNet reports yields as of the last Tuesday of the month. Yields for the iMoneyNet Money Fund Report Averages-All Taxable and the fund(s) that track this industry average are calculated based on this date.



BUILT TO PERFORM.

CREATED TO SERVE.

Mutual funds are offered through your plan sponsor's retirement plan, which is recordkept by TIAA. Funds are offered at that day's net asset value (NAV), and the performance is displayed accordingly. Performance at NAV does not reflect sales charges, which are waived through your retirement plan. If included, the sales charges would have reduced the performance as quoted.

Before making your investment choices and completing your enrollment form, you should consider the investment objectives, risks, charges and expenses carefully. Please call 877-518-9161 for paper copies of the product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

Unless otherwise noted, College Retirement Equities Fund (CREF), New York, NY, issues annuity contracts and certificates.
TIAA-CREF Individual & Institutional Services, LLC and Nuveen Securities, LLC, Members FINRA and SIPC, distribute securities products.
2025 Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017.