

403(b) Retirement Plan of Pioneer Resources, Inc. Qualified Default Investment Alternative (QDIA) Employee Notice

Purpose of this notice

Pioneer Resources, Inc. maintains 403(b) Retirement Plan of Pioneer Resources, Inc. to help you attain financial security during your retirement years. As a plan participant, you decide how your retirement plan dollars are invested in the investment alternatives available in the plan. If you do not make an investment election, your contributions are invested in the Qualified Default Investment Alternative (QDIA).

This QDIA employee notice:

1. Describes when the QDIA is used
2. Provides details regarding the selected QDIA
3. Outlines your right to direct the investment of your plan dollars to other investments available in the plan or to elect not to have contributions withheld from your pay, if applicable
4. Explains where additional information about those additional investment alternatives can be obtained

Keep this disclosure with your Summary Plan Description and other retirement plan documents.

When the default investment alternative will be used:

You can invest your plan dollars in any of the investment alternatives available in your plan. In the absence of an investment election, your future contributions will be invested in the plan's QDIA under any of the following circumstances:

- You have made a salary reduction election without an investment election.
- An employer contribution has been made on your behalf but you have not provided an investment election.
- You have made investment elections that do not equal 100% or you have elected an investment that is no longer available in the plan.

If assets in your plan account are invested in the plan's QDIA, you can direct the investment of those assets to any other investment alternative under the plan. Please see "Investment Elections" later in this notice for more information on making investment elections.

Your employer has chosen target-date funds, based on date of retirement, as the plan's QDIA:

The plan's QDIA is the appropriate target-date fund, based on the year of normal retirement as determined by your Plan. Each fund contains a combination of bond-based and stock-based funds and targets a period that contains the year in which you attain normal retirement age.

Investment name	Fund ID	Retirement Year	Net fees
TIAA-CREF Lifecycle Index Ret Inc Instl	TRILX	Prior to 2020	0.10000%
TIAA-CREF Lifecycle Index 2020 Instl	TLWIX	2020 to 2023	0.10000%
TIAA-CREF Lifecycle Index 2025 Instl	TLQIX	2024 to 2028	0.10000%
TIAA-CREF Lifecycle Index 2030 Instl	TLHIX	2029 to 2033	0.10000%
TIAA-CREF Lifecycle Index 2035 Instl	TLYIX	2034 to 2038	0.10000%
TIAA-CREF Lifecycle Index 2040 Instl	TLZIX	2039 to 2043	0.10000%
TIAA-CREF Lifecycle Index 2045 Instl	TLXIX	2044 to 2048	0.10000%
TIAA-CREF Lifecycle Index 2050 Instl	TLLIX	2049 to 2053	0.10000%
TIAA-CREF Lifecycle Index 2055 Instl	TTIIX	2054 to 2058	0.10000%
TIAA-CREF Lifecycle Index 2060 Instl	TVIIX	2059 and After	0.10000%

Net fees* as of 06/30/2023

*Net fees represent the net expense ratio. The net expense ratio is the total annual operating expense, minus any applicable fund company expense waivers or reimbursements.

- **Fund Name / ID: TIAA-CREF Lifecycle Index Ret Inc Instl (TRILX)**

Investment Objective: The investment seeks high total return over time primarily through income, with a secondary emphasis on capital appreciation.

Investment Strategy: The fund is a "fund of funds" that invests in Class W shares of other funds of the Trust and potentially in other investment pools or investment products. It has a policy of investing at least 80% of its assets in underlying funds that are managed to seek investment returns that track particular market indices. Advisors currently expects to allocate approximately 40% of the fund's assets to equity underlying funds and 60% of its assets to fixed-income underlying funds.

Principal Risk and Return Characteristics: Income, Index Correlation/Tracking Error, Issuer, Credit and Counterparty, Extension, Prepayment (Call), Currency, Emerging Markets, Foreign Securities, Loss of Money, Not FDIC Insured, Active Management, Interest Rate, Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Underlying Fund/Fund of Funds, Pricing, Fixed-Income Securities, Management, Small Cap, Mid-Cap

- **Fund Name / ID: TIAA-CREF Lifecycle Index 2020 Instl (TLWIX)**

Investment Objective: The investment seeks high total return over time through a combination of capital appreciation and income.

Investment Strategy: The fund is a "fund of funds" that invests in Class W shares of other funds of the Trust and potentially in other investment pools or investment products. It has a policy of investing at least 80% of its assets (net assets, plus the amount of any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. Advisors currently expects to allocate approximately 47.00% of the fund's assets to equity underlying funds and 53.00% of its assets to fixed-income underlying funds.

Principal Risk and Return Characteristics: Credit and Counterparty, Extension, Prepayment (Call), Currency, Emerging Markets, Foreign Securities, Loss of Money, Not FDIC Insured, Active Management, Income, Index Correlation/Tracking Error, Issuer, Interest Rate, Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Underlying Fund/Fund of Funds, Pricing, Fixed-Income Securities, Management, Small Cap, Mid-Cap

- **Fund Name / ID: TIAA-CREF Lifecycle Index 2025 Instl (TLQIX)**

Investment Objective: The investment seeks high total return over time through a combination of capital appreciation and income.

Investment Strategy: The fund is a "fund of funds" that invests in Class W shares of other funds of the Trust and potentially in other investment pools or investment products. It has a policy of investing at least 80% of its assets (net assets, plus the amount of any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. Advisors currently expects to allocate approximately 53.20% of the fund's assets to equity underlying funds and 46.80% of its assets to fixed-income underlying funds.

Principal Risk and Return Characteristics: Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Underlying Fund/Fund of Funds, Pricing, Fixed-Income Securities, Management, Small Cap, Mid-Cap, Credit and Counterparty, Extension, Prepayment (Call), Currency, Emerging Markets, Foreign Securities, Loss of Money, Not FDIC Insured, Active Management, Income, Index Correlation/Tracking Error, Issuer, Interest Rate

- **Fund Name / ID: TIAA-CREF Lifecycle Index 2030 Instl (TLHIX)**

Investment Objective: The investment seeks high total return over time through a combination of capital appreciation and income.

Investment Strategy: The fund is a "fund of funds" that invests in Class W shares of other funds of the Trust and potentially in other investment pools or investment products. It has a policy of investing at least 80% of its assets (net assets, plus the amount of any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. Advisors currently expects to allocate approximately 61.20% of the fund's assets to equity underlying funds and 38.80% of its assets to fixed-income underlying funds.

Principal Risk and Return Characteristics: Credit and Counterparty, Extension, Prepayment (Call), Currency, Emerging Markets, Foreign Securities, Loss of Money, Not FDIC Insured, Active Management, Income, Index Correlation/Tracking Error, Issuer, Interest Rate, Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Underlying Fund/Fund of Funds, Pricing, Fixed-Income Securities, Management, Small Cap, Mid-Cap

- **Fund Name / ID: TIAA-CREF Lifecycle Index 2035 Instl (TLYIX)**

Investment Objective: The investment seeks high total return over time through a combination of capital appreciation and income.

Investment Strategy: The fund is a "fund of funds" that invests in Class W shares of other funds of the Trust and potentially in other investment pools or investment products. It has a policy of investing at least 80% of its assets (net assets, plus the amount of any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. Advisors currently expects to allocate approximately 70.80% of the fund's assets to equity underlying funds and 29.20% of its assets to fixed-income underlying funds.

Principal Risk and Return Characteristics: Credit and Counterparty, Extension, Prepayment (Call), Currency, Emerging Markets, Foreign Securities, Loss of Money, Not FDIC Insured, Active Management, Income, Index Correlation/Tracking Error, Issuer, Interest Rate, Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Underlying Fund/Fund of Funds, Pricing, Fixed-Income Securities, Management, Small Cap, Mid-Cap

- **Fund Name / ID: TIAA-CREF Lifecycle Index 2040 Instl (TLZIX)**

Investment Objective: The investment seeks high total return over time through a combination of capital appreciation and income.

Investment Strategy: The fund is a "fund of funds" that invests in Class W shares of other funds of the Trust and potentially in other investment pools or investment products. It has a policy of investing at least 80% of its assets (net assets, plus the amount of any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. Advisors currently expects to allocate approximately 81.20% of the fund's assets to equity underlying funds and 18.80% of its assets to fixed-income underlying funds.

Principal Risk and Return Characteristics: Credit and Counterparty, Extension, Prepayment (Call), Currency, Emerging Markets, Foreign Securities, Loss of Money, Not FDIC Insured, Active Management, Income, Index Correlation/Tracking Error, Issuer, Interest Rate, Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Underlying Fund/Fund of Funds, Pricing, Fixed-Income Securities, Management, Small Cap, Mid-Cap

- **Fund Name / ID: TIAA-CREF Lifecycle Index 2045 Instl (TLXIX)**

Investment Objective: The investment seeks high total return over time through a combination of capital appreciation and income.

Investment Strategy: The fund is a "fund of funds" that invests in Class W shares of other funds of the Trust and potentially in other investment pools or investment products. It has a policy of investing at least 80% of its assets (net assets, plus the amount of any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. Advisors currently expects to allocate approximately 87.60% of the fund's assets to equity underlying funds and 12.40% of its assets to fixed-income underlying funds.

Principal Risk and Return Characteristics: Credit and Counterparty, Extension, Prepayment (Call), Currency, Emerging Markets, Foreign Securities, Loss of Money, Not FDIC Insured, Active Management, Income, Index Correlation/Tracking Error, Issuer, Interest Rate, Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Underlying Fund/Fund of Funds, Pricing, Fixed-Income Securities, Management, Small Cap, Mid-Cap

- **Fund Name / ID: TIAA-CREF Lifecycle Index 2050 Instl (TLIX)**

Investment Objective: The investment seeks high total return over time through a combination of capital appreciation and income.

Investment Strategy: The fund is a "fund of funds" that invests in Class W shares of other funds of the Trust and potentially in other investment pools or investment products. It has a policy of investing at least 80% of its assets (net assets, plus the amount of any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. Advisors currently expects to allocate approximately 90.50% of the fund's assets to equity underlying funds and 9.50% of its assets to fixed-income underlying funds.

Principal Risk and Return Characteristics: Credit and Counterparty, Extension, Prepayment (Call), Currency, Emerging Markets, Foreign Securities, Loss of Money, Not FDIC Insured, Active Management, Income, Index Correlation/Tracking Error, Issuer, Interest Rate, Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Underlying Fund/Fund of Funds, Pricing, Fixed-Income Securities, Management, Small Cap, Mid-Cap

- **Fund Name / ID: TIAA-CREF Lifecycle Index 2055 Instl (TTIIX)**

Investment Objective: The investment seeks high total return over time through a combination of capital appreciation and income.

Investment Strategy: The fund is a "fund of funds" that invests in Class W shares of other funds of the Trust and potentially in other investment pools or investment products. It has a policy of investing at least 80% of its assets (net assets, plus the amount of any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. Advisors currently expects to allocate approximately 91.75% of the fund's assets to equity underlying funds and 8.25% of its assets to fixed-income underlying funds.

Principal Risk and Return Characteristics: Credit and Counterparty, Extension, Prepayment (Call), Currency, Emerging Markets, Foreign Securities, Loss of Money, Not FDIC Insured, Active Management, Income, Index Correlation/Tracking Error, Issuer, Interest Rate, Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Underlying Fund/Fund of Funds, Pricing, Fixed-Income Securities, Management, Small Cap, Mid-Cap

- **Fund Name / ID: TIAA-CREF Lifecycle Index 2060 Instl (TVIIX)**

Investment Objective: The investment seeks high total return over time through a combination of capital appreciation and income.

Investment Strategy: The fund is a "fund of funds" that invests in Class W shares of other funds of the Trust and potentially in other investment pools or investment products. It has a policy of investing at least 80% of its assets (net assets, plus the amount of any borrowings for investment purposes) in underlying funds that are managed to seek investment returns that track particular market indices. Advisors currently expects to allocate approximately 93.00% of the fund's assets to equity underlying funds and 7.00% of its assets to fixed-income underlying funds.

Principal Risk and Return Characteristics: Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Underlying Fund/Fund of Funds, Pricing, Fixed-Income Securities, Management, Small Cap, Mid-Cap, Credit and Counterparty, Extension, Prepayment (Call), Currency, Emerging Markets, Foreign Securities, Loss of Money, Not FDIC Insured, Active Management, Income, Index Correlation/Tracking Error, Issuer, Interest Rate

For a more detailed description of the various types of instruments in which the fund may invest and their associated risks, please refer to the fund's prospectus available through your online participant account at LincolnFinancial.com.

Investment elections

You may direct the investment of your existing plan account balance and future contributions as follows:

- You may change investment elections for your future contributions.
- You may change investment elections for your existing account balances, including assets invested in the plan's QDIA.

If you default into the plan and subsequently change investment allocations for existing assets, your current assets and future contributions will both be redirected to the new investment options.

To direct the investment of plan account contributions or assets, make investment elections in the following manner:

For new participants: You may complete online enrollment at LincolnFinancial.com.*

For existing participants: You may make investment elections in either of these ways:

- Access the secure Lincoln website at LincolnFinancial.com*, 24 hours a day, 7 days a week.
- Call the Lincoln Customer Contact Center at 800-234-3500, Monday through Friday, between 8:00 a.m. and 8:00 p.m. Eastern.

*Access may be subject to system availability

The New York Stock Exchange closes for trading at 4:00 p.m. Eastern on most business days. Transactions received before market close will be assigned that day's closing unit price. Transactions received after market close, or on a weekend or holiday, will be assigned the closing unit price for the next business day.

Additional information

You may view additional information about other investment options available in the plan by logging in to your account at LincolnFinancial.com.

Affiliates of Lincoln National Corporation include, but are not limited to, The Lincoln National Life Insurance Company, Lincoln Life & Annuity Company of New York, and Lincoln Retirement Services Company, LLC, herein referred to as "Lincoln".

Mutual funds in the *Lincoln Alliance*[®] program are sold by prospectus. An investor should consider carefully the investment objectives, risks, and charges and expenses of the investment company before investing. The prospectus and, if available, the summary prospectus contain this and other important information and should be read carefully before investing or sending money. Investment values will fluctuate with changes in market conditions so that, upon withdrawal, your investment may be worth more or less than the amount originally invested. Prospectuses for any of the mutual funds in the Lincoln Alliance[®] program are available at 800-234-3500.

The program includes certain services provided by Lincoln Financial Advisors Corp. (LFA), a broker-dealer (member FINRA) and an affiliate of Lincoln Financial Group, 1301 S. Harrison St., Fort Wayne, IN 46802. Unaffiliated broker-dealers also may provide services to customers.

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.