

Justworks Retirement Savings Plan for Justworks Employment Group LLC - 640001-01

Investment Performance as of 11/28/2025



Performance data quoted represents past performance and is not a guarantee or prediction of future results. The investment return and principal value of an investment will fluctuate so that, when redeemed, shares/units may be worth more or less than their original cost. Current performance may be lower or higher than performance data shown. Performance for a share class before its inception is derived from the historical performance of the oldest share class. If the newer fund has lower expenses, the extended performance is not adjusted for the lower expenses; had it, returns would have been higher. For performance data current to the most recent month-end, please visit empower.com/justworks.

INVESTMENT OPTION	Ticker	Gross/Net Expense Ratio ⁹	Inception Date	Returns as of Month Ending 11/28/2025							Returns as of Quarter Ending 09/30/2025							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	2024	2023	2022			
Asset Allocation																				
Fidelity Balanced K6	FBKFX	0.32 / 0.32	06-14-2019	0.80	15.75	13.06	16.26	10.69	12.71	6.52	12.77	18.69	11.55	12.50	16.17	21.93	N/A			
Vanguard Target Retirement Income Inv ²⁰	VTINX	0.08 / 0.08	10-27-2003	0.28	11.09	9.34	8.66	4.14	5.21	3.42	7.89	10.30	4.55	5.29	6.58	10.74	-12.74			
Vanguard Target Retirement 2020 Inv ²⁰	VTWNX	0.08 / 0.08	06-07-2006	0.27	11.86	9.89	9.73	5.26	6.70	3.80	8.59	11.98	6.03	6.99	7.75	12.51	-14.15			
Vanguard Target Retirement 2025 Inv ²⁰	VTTVX	0.08 / 0.08	10-27-2003	0.28	14.13	11.82	11.54	6.45	7.67	4.69	10.52	14.31	7.38	7.99	9.44	14.55	-15.55			
Vanguard Target Retirement 2030 Inv ²⁰	VTHRX	0.08 / 0.08	06-07-2006	0.30	15.63	12.99	12.80	7.44	8.42	5.31	11.70	15.92	8.50	8.78	10.64	16.03	-16.27			
Vanguard Target Retirement 2035 Inv ²⁰	VTTHX	0.08 / 0.08	10-27-2003	0.29	16.81	14.02	13.84	8.38	9.14	5.77	12.84	17.29	9.56	9.55	11.78	17.14	-16.62			
Vanguard Target Retirement 2040 Inv ²⁰	VFORX	0.08 / 0.08	06-07-2006	0.30	17.89	14.96	14.88	9.30	9.84	6.23	13.90	18.67	10.62	10.30	12.88	18.34	-16.98			
Vanguard Target Retirement 2045 Inv ²⁰	VTIVX	0.08 / 0.08	10-27-2003	0.28	19.01	15.91	15.87	10.20	10.44	6.72	14.94	20.02	11.66	10.89	13.91	19.48	-17.36			
Vanguard Target Retirement 2050 Inv ²⁰	VFIFX	0.08 / 0.08	06-07-2006	0.27	20.28	17.04	16.71	10.73	10.71	7.17	16.07	21.03	12.20	11.16	14.64	20.17	-17.46			
Vanguard Target Retirement 2055 Inv ²⁰	VFFVX	0.08 / 0.08	08-18-2010	0.28	20.30	17.05	16.72	10.73	10.71	7.18	16.07	21.03	12.20	11.15	14.64	20.16	-17.46			
Vanguard Target Retirement 2060 Inv ²⁰	VTTSX	0.08 / 0.08	01-19-2012	0.28	20.29	17.04	16.71	10.73	10.71	7.17	16.05	21.03	12.20	11.15	14.63	20.18	-17.46			
Vanguard Target Retirement 2065 Inv ²⁰	VLXVX	0.08 / 0.08	07-12-2017	0.27	20.32	17.03	16.71	10.74	10.61	7.17	16.02	21.02	12.20	10.55	14.62	20.15	-17.39			
Vanguard Target Retirement 2070 Inv	VSVNX	0.08 / 0.08	06-28-2022	0.28	20.28	17.03	16.71	N/A	16.24	7.16	16.00	21.03	N/A	16.39	14.59	20.24	-2.08			
International Funds																				
American Funds Eupac R6 ⁵	RERGX	0.47 / 0.47	05-01-2009	-1.02	25.74	21.15	13.97	5.39	7.91	6.27	14.79	19.65	7.49	8.28	5.04	16.05	-22.72			
DFA Emerging Market Core Equity 2 Port I ⁵	DFCEX	0.40 / 0.40	04-05-2005	-1.27	25.83	24.24	15.02	8.25	8.74	8.90	15.55	19.33	10.52	8.84	7.32	15.45	-16.40			
Vanguard Total Intl Stock Idx InstlPls ⁵	VTPSX	0.05 / 0.05	11-30-2010	0.29	28.82	25.50	15.27	8.64	8.05	6.97	17.17	20.83	10.42	8.37	5.19	15.54	-15.97			
MSCI EAFE Index ^{1,2,3}	N/A	- / -		0.62	27.40	24.50	16.11	9.27	7.72	4.77	14.99	21.70	11.15	8.17	3.82	18.24	-14.45			
Specialty																				
Cohen & Steers Instl Realty Shares ^{8,14}	CSRIX	0.76 / 0.75	02-14-2000	2.61	5.76	-3.23	6.29	7.00	6.94	1.24	-3.28	9.54	8.10	7.57	6.24	12.72	-24.73			
Vanguard Consumer Staples Index Adm ⁸	VCSAX	0.09 / 0.09	01-30-2004	3.77	3.87	-1.30	5.23	7.27	8.12	-1.91	0.08	10.27	8.15	8.51	13.32	2.37	-1.74			
Small Cap Funds																				

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				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	2024	2023	2022		
JPMorgan Small Cap Growth R6 ^{6,16}	JGSMX	0.75 / 0.74	11-30-2010	-1.26	9.23	1.05	9.93	-0.18	10.93	7.77	6.81	10.26	2.44	11.55	13.04	14.48	-32.13		
Vanguard Small Cap Index InstlPlus ⁶	VSCPX	0.03 / 0.03	12-17-2010	1.45	8.78	0.80	11.39	8.89	9.97	7.57	8.69	15.96	12.24	10.59	14.25	18.22	-17.60		
Undiscovered Mgrs Behavioral Value R6 ^{6,19}	UBVFX	0.84 / 0.80	04-30-2013	1.64	0.63	-6.88	6.94	12.84	9.12	5.31	2.27	13.85	19.84	10.47	10.35	14.57	-1.10		
Russell 2000 Index ^{1,2,3,12}	N/A	- / -		0.96	13.47	4.09	11.43	7.99	9.12	12.39	10.76	15.21	11.56	9.77	11.54	16.93	-20.44		
Mid Cap Funds																			
JPMorgan Mid Cap Growth R6 ^{6,17}	JMGMX	0.71 / 0.65	11-01-2011	-2.32	10.58	3.47	13.87	6.01	12.31	4.52	17.67	18.88	9.13	13.10	14.56	23.35	-26.96		
MFS Mid Cap Value R6 ^{6,18}	MVCKX	0.63 / 0.62	02-01-2013	2.61	6.26	-1.42	9.56	11.31	9.72	4.47	2.74	14.94	14.17	10.32	14.11	12.92	-8.64		
Vanguard Mid Cap Index Ins ⁶	VMCIX	0.04 / 0.04	05-21-1998	0.45	12.01	4.36	12.32	9.55	10.66	5.25	13.10	17.94	12.45	11.39	15.23	16.00	-18.70		
S & P MidCap 400 Index ^{1,2,3,11}	N/A	- / -		2.05	7.42	-0.23	10.41	10.49	10.24	5.55	6.13	15.84	13.61	10.82	13.93	16.44	-13.06		
Large Cap Funds																			
Fidelity 500 Index ²¹	FXAIX	0.01 / 0.01	05-04-2011	0.24	17.79	14.98	20.56	15.26	14.62	8.12	17.59	24.92	16.45	15.29	25.00	26.29	-18.13		
T. Rowe Price Blue Chip Growth I ²¹	TBCIX	0.57 / 0.57	12-17-2015	-0.97	18.77	18.38	30.53	12.36	15.73	8.00	23.31	32.42	13.15	16.66	35.79	49.55	-38.51		
Vanguard Equity-Income Adm ²¹	VEIRX	0.18 / 0.18	08-13-2001	3.56	17.02	11.53	11.85	13.48	11.57	5.68	12.36	16.97	14.83	12.11	15.16	7.76	0.00		
S & P 500 Index ^{1,2,3,10,21}	N/A	- / -		0.25	17.81	15.00	20.57	15.28	14.63	8.12	17.60	24.94	16.47	15.30	25.02	26.29	-18.11		
Bond Funds																			
Janus Henderson Developed World Bond N ^{7,15}	HFARX	0.65 / 0.57	11-30-2015	0.43	6.46	5.01	3.84	-0.83	2.61	1.98	3.08	4.52	-0.55	2.64	1.14	6.57	-16.55		
TCW MetWest Total Return Bond Plan ⁷	MWTSX	0.37 / 0.37	07-29-2011	0.61	8.15	6.06	4.88	-0.35	2.16	2.12	2.89	5.23	-0.45	2.01	1.12	6.07	-14.69		
Principal High Yield R6 ⁷	PHYFX	0.51 / 0.51	11-22-2016	0.23	6.32	5.68	8.65	4.91	5.76	1.90	5.96	10.56	5.72	5.82	7.54	12.79	-8.26		
Vanguard GNMA Adm ⁷	VFIJX	0.11 / 0.11	02-12-2001	0.62	7.82	6.30	4.46	0.37	1.60	2.15	3.40	4.97	0.11	1.45	1.16	5.26	-10.73		
Vanguard Total Bond Market Idx InstlPls ⁷	VBMPX	0.02 / 0.02	02-05-2010	0.63	7.47	5.59	4.58	-0.31	2.00	1.93	2.89	4.92	-0.46	1.85	1.26	5.72	-13.14		
Bloomberg Barclays Cap US Agg Bond Idx ^{1,2,3,13,22}	N/A	- / -		0.62	7.46	5.70	4.56	-0.31	1.99	2.03	2.88	4.93	-0.45	1.84	1.25	5.53	-13.01		
Current Fixed Rate(s)																			
E I Fixed Account - Series Class IV: ⁴ 2.35%																			

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.

Funds may impose redemption fees and/or transfer restrictions if assets are held for less than the published holding period.

The date in the name of the target date fund is the assumed date of retirement. The asset allocation becomes more conservative as the fund nears the target retirement date; however, the principal value of the fund is never guaranteed.

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A ticker symbol is not available for those funds that are exempt from SEC registration.

¹* Performance returns were not available at the time of production. Performance returns will be published once the information becomes available.

² Benchmark index returns are supplied by Morningstar, Inc. There may be another benchmark that is more specific to each of the funds listed under the broad asset class. Please refer to the fund's prospectus for more specific information as to the fund's actual benchmark index.

³ A benchmark index is not actively managed, does not have a defined investment objective, and does not incur fees or expenses. You cannot invest directly in a benchmark index.

⁴ This fixed fund is offered through a group fixed and variable deferred annuity contract issued by Empower Life & Annuity Insurance Company of New York. A ticker symbol is not available for this investment option.

⁵ Foreign securities involve risks, such as currency fluctuations, economic changes and political developments. These risks may be heightened in emerging markets, which may also experience liquidity risk.

⁶ Securities of small and mid-size companies may be more volatile than those of larger, more established companies.

⁷ Bond prices generally fall when interest rates rise (and vice versa) and are subject to risks including changes in credit quality, market valuations, inflation, liquidity, and default. High-yield bonds have a greater risk of default.

⁸ Specialty funds invest in a limited number of companies and may be more volatile than a more diversified fund.

⁹ 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.

¹⁰ The S&P 500 Index is a registered trademark of Standard & Poor's Financial Services LLC. It is an unmanaged index considered indicative of the domestic large-cap equity market and is used as a proxy for the stock market in general.

¹¹ The S&P MidCap 400 Index is a registered trademark of Standard & Poor's Financial Services LLC and an unmanaged index considered indicative of the domestic mid-cap equity market.

¹² Russell 2000® Index is a trademark of Russell Investments and is an unmanaged index considered indicative of the domestic Small-Cap equity market.

¹³ Bloomberg Barclays Capital U.S. Aggregate Bond Index is an unmanaged index representative of the broad bond market and is composed of government and corporate bonds, mortgage-backed bonds and asset-backed bonds.

¹⁴ The Fund has a Contractual Expense Ratio Waiver in the amount of .01% .

¹⁵ The Fund has a Contractual Expense Ratio Waiver in the amount of .08% which expires on 28-OCT-2026.

¹⁶ The Fund has a Contractual Expense Ratio Waiver in the amount of .01% which expires on 31-OCT-2026.

¹⁷ The Fund has a Contractual Expense Ratio Waiver in the amount of .06% which expires on 31-OCT-2026.

¹⁸ The Fund has a Contractual Management Fee Waiver in the amount of .01% which expires on 31-JAN-2026.

¹⁹ The Fund has a Contractual Expense Ratio Waiver in the amount of .04% which expires on 31-OCT-2026.

²⁰ Asset allocation funds may be subject to operating expenses for the fund and for each underlying fund.

²¹ Securities that invest in stocks may decline in value.

²² Source: Bloomberg Index Services Limited. BLOOMBERG® is a trademark and service mark of Bloomberg Finance L.P. and its affiliates (collectively "Bloomberg"). Bloomberg or Bloomberg's licensors, own all proprietary rights in the Bloomberg Indices. Bloomberg does not approve or endorse this material, or guarantees that accuracy or completeness of any information herein, nor does Bloomberg make any warranty, express or implied, as to the results to be obtained therefrom and, to the maximum extent allowed by law, Bloomberg shall not have any liability or responsibility for injury or damages arising in connection therewith.