Service Provider Disclosure Form for your
403(b) Plan
As of June 30, 2026

This form provides information about the annuity products (Products) and related services provided to the above Plan (Plan) by Horace Mann Life Insurance Company (Horace Mann), its affiliated broker-dealer, Horace Mann Investors, Inc. (HMII) (for variable annuity products), and Horace Mann agents. This form also provides information about the compensation received from all sources by Horace Mann, HMII, and Horace Mann agents for the Products and related services.

Products

The attached disclosures (Product Disclosures) provide detailed information about each Product made available by Horace Mann for investment by Plan participants.

The Product Disclosure for a variable annuity includes the following Tables:

- Table 1 shows performance information for the variable investment options available under the Product. This performance information also reflects the impact of certain fees and expenses under the Product.
- Table 2 shows performance information for the fixed account option available under the Product.
- Table 3 shows all fees and expenses of the Product.
- Table 4 shows annuity income options available under the Product.

The Product Disclosure for a fixed annuity or fixed indexed annuity includes the following Tables:

- Table 1 shows performance information for the Product.
- Table 2 shows all fees and expenses of the Product.
- Table 3 shows annuity income options available under the Product.

Additional information regarding variable investment options available under the Products, including prospectuses, is available at www.horacemann.com under Retirement and Employer-sponsored Retirement Plans.

Services

Services Provided by Horace Mann. Horace Mann maintains all records pertaining to Plan participants' investments in the Products offered under the Plan. The recordkeeping and administrative services provided to the Plan in connection with participants' investments in the Products include the following:

- Processing of all transactions under the Products

- Payment of values and benefits under the Products
- Billing for salary reduction contributions
- Monitoring of IRS maximum contribution limits for amounts invested in the Products, including any catch-up contributions allowed by the Plan
- Processing of hardship withdrawals and loans from the Products, if allowed under the Plan
- Processing of other distributions from the Products
- Processing of Qualified Domestic Relations Orders pertaining to the Products
- Providing the Plan sponsor, upon request, with information regarding Plan participants' investments in the Products
- Processing of IRS required minimum distributions from the Products
- Providing quarterly annuity statements pertaining to the Products to Plan participants
- Dollar cost averaging and rebalancing programs (for variable annuity Products)
- Customer Care Call Center
- Voice Response System
- Online annuity services pertaining to the Products for Plan participants

Horace Mann also provides services relating to the underlying funds available as investment options under its variable annuities, including the following: providing information about the funds to variable annuity clients; delivery of prospectuses and other reports or notices relating to the funds to variable annuity clients; training of Horace Mann personnel with respect to the funds; maintenance of records reflecting fund shares purchased and redeemed in connection with variable annuity contracts; providing back office processing and support in connection with the funds; and providing statements or reports to variable annuity clients showing performance and other information relating to the funds.

All recordkeeping and administrative services described above are provided only with respect to Products sold under the Plan.

Services Provided by Agents. The Products offered under the Plan are sold by an agent appointed with Horace Mann. The agent provides education, information, and tools to assist Plan participants in making educated financial decisions for their retirement planning and can answer questions from Plan participants about their annuity contracts and assist them with transactions involving their contracts.

Services Provided by HMII. HMII acts as the distributor for Horace Mann variable annuities. Variable annuities are sold by Horace Mann through its appointed agents who are registered representatives of HMII. HMII provides various services relating to the underlying funds available as investment options under variable annuities, including the following: providing information about the funds to prospective variable annuity clients; delivery of prospectuses to prospective variable annuity clients; training of HMII registered representatives and personnel with respect to

the funds; and providing statements or reports to prospective variable annuity clients showing performance and other information relating to the funds.

Horace Mann, HMII, and Horace Mann agents who have sold Products under the Plan do not intend to provide services as a fiduciary or as an investment adviser to the Plan or its participants.

Compensation for Services

This section describes all compensation payable from any source to Horace Mann, its agents, or HMII with respect to the Plan, the Products, and the services provided.

Compensation Received by Horace Mann. Horace Mann receives as direct compensation for the above services any fees or charges collected by Horace Mann under the Products, as detailed in the attached Product Disclosure(s). Any such fees or charges are deducted directly from Plan participants' annuity accounts.

Underlying funds available as investment options under Horace Mann variable annuities may make payments of indirect compensation to Horace Mann or HMII via check or wire transfer for the services described above relating to those funds on a periodic basis. These payments may be made from 12b-1 fees or service fees that are deducted from underlying fund assets or from advisory fees deducted from underlying fund assets. The amount of these payments generally is based on a percentage of assets of the underlying funds attributable to all Horace Mann variable annuities. These percentages differ among underlying funds and currently range up to 0.50%.

Compensation Received by Agents. To compensate agents for the services they provide with respect to the Products, Horace Mann pays commissions to the agents based on their sales of the Products to Plan participants. The commissions payable for the Product(s) described in the attached Product Disclosure(s) are in the following amounts:

- Between 3% and 10% of pre-scheduled premiums contributed during the first year of the annuity and increases to pre-scheduled premiums contributed thereafter (for the first 12 months following the increase)
- Between 0% and 2.5% of pre-scheduled premiums contributed after the first year of the annuity (based on the agent's total annuity sales for the previous year)
- Between 1% and 4.5% of unscheduled lump sum premiums contributed to the annuity
- 1% of the amount used to purchase a lifetime annuity income option

The agent may also earn a production incentive if contributions received in the prior calendar year on non-life insurance retirement products equal or exceed a certain minimum amount. The production incentive is calculated by multiplying the total value of assets held in pre-existing annuity accounts by a specified percentage. That percentage is determined based on the total

amount of the prior year's retirement contributions and the agent's annuity persistency rate, which is a quality measure based on the percentage of annuities serviced by the agent that remain in force. The production incentive calculation uses a rate between 0% and 0.30% based on the information above.

Finally, when a Participant makes additional contributions to a Product, the agent earns points on an annual basis toward qualifying for certain annual incentive trips paid for by Horace Mann or an affiliate. The agent also earns points toward qualifying for the incentive trips in connection with sales of other retirement products to participants and employers. Points are allocated equally across all retirement products, including the Products. Additional points toward qualifying incentive trips can be earned in connection with sales of insurance products sold by the agent. The value of the incentive trip depends on the hotel, travel, dining and entertainment expenses associated with the applicable trip.

No additional charges or deductions are assessed or made against or from the Products, Plan participants' accounts, or the Plan in order to pay commissions or incentives. Horace Mann intends to recover the amount of the commissions and incentives paid through the fees or charges collected by Horace Mann under the Products or through other corporate revenue.

Agents are employees or independent contractors of Horace Mann or its affiliates.

Compensation Received by HMII. As described above (under "Compensation Received by Horace Mann"), underlying funds available as investment options under Horace Mann variable annuities may make payments to HMII for its services described above (under "Services Provided by HMII") with respect to those funds.

No Compensation Payable upon Termination. If the Plan sponsor terminates Horace Mann's status as an approved product provider under the Plan, no compensation is payable to Horace Mann, HMII, or any agent or affiliate in connection with that termination. Normal charges and expenses under the Products would apply, as set forth in the Product Disclosure(s).

Destination Annuity Contract

This document contains information about the Destination Fixed Indexed Annuity contract (referred to below as the "Product") issued by Horace Mann Life Insurance Company ("Horace Mann") which has been offered as an investment vehicle under your 403(b) plan.

This document has 3 tables. Table 1 shows performance information; Table 2 has information on Product fees/charges; and Table 3 has information about annuity income options available under the Product.

A glossary of terms relevant to the Product is found at the end of this document.

Table 1- Performance

Table 1 focuses on the performance of the Product. Table 1 shows the annual rate of return of the General Fixed Account, the term or length of time that the participant will earn this rate of return, and other information relevant to performance.

	Return	Term	Other
Accumulation Phase - General Fixed Account	**Current**: 3.00% **Guaranteed**: 1.00%	The guaranteed annual effective interest rate is guaranteed during the accumulation phase of the Product.	Horace Mann reserves the right to adjust the current interest rate prospectively, but not below the guaranteed rate. The current interest rate applied to any specific premium paid into the General Fixed Account will not change more than once in any 12-month period. Current interest rate information is available by calling 800-999-1030.
Payout Phase - General Fixed Account	**Current**: Specified Period - 2.00%; Life Contingent-2.80% **Guaranteed**: 1.00%	The guaranteed annual effective interest rate is guaranteed during the payout phase of the Product.	The minimum monthly annuity option payments provided under the Product are found in the participant's annuity contract. These minimum annuity payments are based on the Annuity 2000 Mortality Table and 1% interest. These annuity payments may be increased by Horace Mann. The current annuity payments are based on applying 97% of the amount annuitized by the applicable percentage of state premium tax, if any, the Annuity 2000 Mortality Table, and the current interest rates shown in the Return column.

Indexed Account Options. Prior to the Annuity Date, a participant may allocate premium and contract value to the Indexed Accounts available under the Product. The guaranteed minimum interest rate for the Indexed Accounts is 0.00%. The actual indexed interest credited will depend on the change in value of the applicable Index over the one-year index period and the current cap rate and participation rate for the Indexed Account. Horace Mann can adjust the cap rate and participation rate at each index date, but not below the minimums stated in a participant's contract. Contract value may not be transferred from an Indexed Account during an index period. Any indexed interest is credited at the end of the index period, and amounts taken from an Indexed Account during an index period for a withdrawal, payment of a death benefit, loan or annuitization will receive no indexed interest for that index period.

The returns above do not reflect the contractual premium bonus.

Information on the performance of the Product, including any Indexed Account(s) selected by the participant, may be found in the quarterly statements mailed to the participant for the participant's annuity contract. A participant may also access these quarterly statements on line by registering for on line access or logging in and then going to "My Docs".

Table 2 - Fees/Charges

Surrender Charges. The Product offers two Surrender Charge Options: a 6-year Surrender Charge and a 9-year Surrender Charge. The Surrender Charge option selected by the participant will be shown on the contract's data page(s). Surrender Charges are a percentage of the amount surrendered or withdrawn.

Additional information on Surrender Charges under the Product may be found in the participant's annuity contract and the quarterly statements and transaction confirmations for the contract (for any Surrender Charges assessed on specific transactions).

The Product offers a first-year premium bonus on all premiums received in the first year of the contract. The amount of the premium bonus will depend on the Surrender Charge option chosen and the initial premium amount. The first-year premium bonus will be shown on the Contract's data page(s).

The cumulative effect of fees/charges can substantially reduce the growth of retirement savings. Visit the Department of Labor's Web site for an example showing the long-term effect of fees/charges at http://www.dol.gov/ebsa/publications/401k_employee.html. Fees/charges are only one of many factors a participant should consider when deciding whether to invest in a particular product. A participant should also think about whether an investment in a particular product, along with other investments, will help achieve the participant's financial goals.

Table 3 - Annuity Options

Table 3 focuses on the annuity payout options available under the Product. Any guarantees by Horace Mann under these options are subject to its long-term financial strength and claims-paying ability. Once an annuity payout option has been selected and the payout phase begins, withdrawals are not allowed.

Name	Objectives/Goals	Pricing Factors	Restrictions/fees
Life Income Option	o Annuity payments are made during the lifetime of the annuitant. o Does not allow for a guaranteed minimum number of payments.	The cost depends upon your age, gender and the interest environment when you elect the option.	Proof of survivorship may be required annually.
Life with Increase Option without Guaranteed Period	o Annuity payments are made during the lifetime of the annuitant. o Does not allow for a guaranteed minimum number of payments. o The annuity payment amount will increase annually on the anniversary of the annuity date based on the annuity payment increase percentage elected. o Available annuity payment increase percentages are 1, 2, 3, 4 and 5 percent.	The cost depends upon your age, gender and the interest environment when you elect the option. The higher the increase percentage selected, the lower the intial payout amount.	Proof of survivorship may be required annually.
Life with Installment refund upon death	o Annuity payments are made during the lifetime of the annuitant. o Installment refund at death will continue annuity payments to the payee until the net premium has been paid out, thereby ending the contract	The cost depends upon your age, gender and the interest environment when you elect the option.	Proof of survivorship may be required annually.
Life with cash refund upon death	o Annuity payments are made during the lifetime of the annuitant o A cash refund at death pays out the difference between the net premium and the payments made to date, thereby ending the contract	The cost depends upon your age, gender and the interest environment when you elect the option.	Proof of survivorship may be required annually.
Life with Guaranteed period	o Annuity payments are made during the lifetime of the annuitant, or until the end of the guaranteed period, whichever is later o Guaranteed period can be from 1-30 years as long as it does not extend beyond the life expectancy of the annuitant	The cost depends upon your age, gender and the interest environment when you elect the option. The longer the guaranteed period, the lower the initial payout amount.	Proof of survivorship may be required annually. Guaranteed period cannot extend beyond the life expectancy of the annuitant.
Life with Guaranteed Period and Increase Option	o Annuity payments are made during the lifetime of the annuitant, or until the end of the guaranteed period, whichever is later. o Guaranteed period can be from 1-30 years as long as it does not extend beyond the life expectancy of the annuitant. o The annuity payment amount will increase annually on the anniversary of the annuity date based on the annuity payment increase percentage elected. o Available annuity payment increase percentages are 1, 2, 3, 4 and 5 percent.	The cost depends upon your age, gender and the interest environment when you elect the option. The longer the guaranteed period, the lower the initial payout amount. The higher the increase percentage selected, the lower the initial payout amount.	Proof of survivorship may be required annually. Guaranteed period cannot extend beyond the life expectancy of the annuitant.
Specified Period	o Annuity payments are made for the specified period of time as elected o A five-year minimum period is required for this option	The cost depends upon your length of the specified period and the interest environment when you elect the option.	Specified period cannot extend beyond the life expectancy of the annuitant.

Specified Period with Increase Option	o Annuity payments are made for the specified period of time as elected o A five-year minimum period is required for this option. o The annuity payment amount will increase annually on the anniversary of the annuity date based on the annuity payment increase percentage elected. o Available annuity payment increase percentages are 1, 2, 3, 4 and 5 percent.	The cost depends upon the length of the specified period selected and the interest environment when you elect the option. The higher the increase percentage selected, the lower the initial payout amount.	Specified period cannot extend beyond the life expectancy of the annuitant.
Joint and Survivor Life without Guaranteed Period	o Annuity payments are made while both the annuitant and joint annuitant are living and during the survivor's remaining lifetime. o Available survivor options are 50 percent, 2/3 (66.7 percent) and 100 percent. o Does not allow for a guaranteed minimum number of payments.	The cost depends upon the ages, genders of both annuitants and the interest environment when you elect the option. The higher the survivor percentage selected, the lower the initial payout amount.	Proof of survivorship may be required annually.
Joint and Survivor Life with 100 percent Survivor Benefit and Installment Refund upon Second Death	o Annuity payments are made while both the annuitant and joint annuitant are living and during the survivor's remaining lifetime o Available survivor option is 100 percent o Upon the death of the survivor, this option will continue annuity payments to a payee until the total of annuity payments made equals the net premium, thereby ending the contract	The cost depends upon the ages, genders of both annuitants and the interest environment when you elect the option.	Available only on a fixed payment basis. Proof of survivorship may be required annually.
Joint and Survivor Life with Increase Option and without Guaranteed Period	o Annuity payments are made while both the annuitant and joint annuitant are living and during the survivor's remaining lifetime. o Available survivor options are 50 percent, 2/3 (66.7 percent) and 100 percent. o Does not allow for a guaranteed minimum number of payments. o The annuity payment amount will increase annually on the anniversary of the annuity date based on the annuity payment increase percentage elected. o Available annuity payment increase percentages are 1, 2, 3, 4 and 5 percent.	The cost depends upon the ages, genders of both annuitants and the interest environment when you elect the option. The higher the survivor percentage selected, the lower the initial payout amount. The higher the increase percentage selected, the lower the initial payout amount.	Proof of survivorship may be required annually.

Information regarding the annuity payout options available under the Product may be found in the participant's annuity contract.

Glossary of Terms

‘Accumulation Phase’ — The period of an annuity when the investor makes premium payments into the annuity.

‘Annual Maintenance Fee’ — A charge that may be deducted on an annual basis from an annuity contract. The annual maintenance fee is designed to reimburse an insurance company for expenses incurred in administering the contract.

‘Annuity’ - A contract between an investor and an insurance company where the insurance company promises to pay a series of periodic payments starting on a specific day in exchange for premiums the investor pays to the insurance company. An annuity may be fixed, fixed indexed, or variable. Annuity contracts typically pay a death benefit if the investor dies before the payout phase.

‘Annuity Date’ — The date on which the payout phase of an annuity begins.

‘Expense Ratio’ — A measure of what it costs to operate an underlying fund. An expense ratio is determined through an annual calculation, where a fund's operating expenses are divided by the average dollar value of its assets under management. Operating expenses are taken out of a fund's assets and lower the return to the fund's investors.

'Fixed Annuity’ - An annuity contract which earns a fixed rate of interest. The insurance company guarantees both the principal (amount invested) and a minimum rate of return.

‘Fixed Indexed Annuity’ – An annuity contract which offers both a general fixed account earning a fixed rate of interest and one or more indexed accounts where credited interest is linked to changes in the value of an index.

‘Gross Expense Ratio’ — The expense ratio of an underlying fund prior to any waivers or reimbursements.

‘Index’ - A statistical measure of change in an economy or a securities market. In the case of financial markets, an index is an imaginary portfolio of securities representing a particular market or a portion of it. Each index has its own calculation methodology and is usually expressed in terms of a change from a base value. Thus, the percentage change is more important than the actual numeric value.

‘Joint and Survivor• Life’ — An annuity payout option under which the investor and another individual receive a full benefit as long as they both live and, upon the first death, the monthly payment continues either reduced or at the full 100% (based on which option is selected) until the death of the survivor. Upon the death of the survivor, the contract ends and nothing is passed on to any beneficiaries.

'Life Income’ - An annuity payout option under which the investor receives payments for the rest of his/her life. Once the investor dies, the contract ends, and nothing is passed on to any beneficiary.

‘Life with Guaranteed Period’ — An annuity payout option under which the investor receives annuity payments for his/her lifetime or a certain number of years—whichever is longer. If the investor dies before the guaranteed period ends, the beneficiary receives the remaining payments. If the investor lives to the end of the guaranteed period, payments continue for the rest of his/her life.

'**Mortality And Expense Risk Fee'** -A variable annuity fee which serves to compensate the insurance company for various mortality and expense risks it assumes under the annuity contract.

'Net Expense Ratio' — The expense ratio of an underlying fund after any waivers or reimbursements.

'Net Premium' — The premiums paid into an annuity after deducting any applicable premium tax imposed by any state.

'**Payments for a Specified Period'** — An annuity payout option under which the investor receives payments over a specified or fixed period. If the investor dies before the period ends, the beneficiary receives the remaining payments.

'Payout Phase' — The period of an annuity when the investor receives income payouts from the annuity. The payout phase is sometimes referred to as the annuitization phase.

'Pre-scheduled Premiums' — The amount of annuity premiums which a 403(b) annuity owner plans to make to the annuity, as evidenced by a salary reduction agreement executed with the annuity owner's employer.

'Separate Account' - A segregated investment account established by an insurance company to receive amounts invested in variable annuities. A separate account consists of subaccounts.

'Subaccount' — A division of a separate account that invests in a corresponding underlying fund.

'Surrender Charge' — A charge that may be deducted under an annuity contract for a withdrawal or surrender.

'Underlying Fund' — Open-end management investment companies (mutual funds) in which assets of the subaccounts under a variable annuity contract are invested.

'Variable Annuity' - An annuity contract that allows the contract owner to invest in subaccounts of a separate account which invest in corresponding underlying funds. A variable annuity's value will fluctuate with market conditions and there may be a loss of principal (money invested). A variable annuity may also allow for investment in a fixed account with a guaranteed minimum rate of return.