Qualified Default Investment Alternative Notice
Notice To Employees
Lumen 401(k) Savings Plan

Jan. 2024

The Lumen 401(k) Savings Plan (the "Plan") is a valuable tool to help you save for your retirement. The Plan allows you to make contributions through convenient payroll deductions in addition to the benefits of tax advantages and earnings that compound over time. Because investing your Plan account is an important piece to saving for retirement, the Plan includes a qualified default investment alternative ("QDIA") feature. This notice explains the QDIA feature of the Plan.

Your Right to Invest Your Plan Account

You have the right to direct the investment of your elective deferrals (whether the deferrals result from the Plan's automatic enrollment feature or from your affirmative election) and company matching, Roth, after-tax and other contributions in your account in any of the investment choices available under the Plan. These investment options include a broad range of investment alternatives intended to allow you to achieve a diversified portfolio. The Plan's current investment options are listed in the attachment to this memorandum. A copy of the current investment options also can be found in the Summary Plan Description, a copy of which is available by accessing the Principal® website **principal.com** (active employees can access using Lumen.com/401k) and selecting **Overview** and then **Plan Information & Forms**. You can also call Principal, the Plan's recordkeeper, at 800-547-7754 for information regarding the investment options available under the Plan.

The Plan's Default Investment

If you *do not* direct how your Plan account will be invested, your account will be invested in a default investment fund. This default investment fund is designed to be a "Qualified Default Investment Alternative" or "QDIA" based on U.S. Department of Labor Regulations. The default investment fund provided for in the Plan is the target date fund based on your date of birth and a retirement age of 65, as indicated in the table below:

Birth Date	Normal Retirement Date	Your default Target Date Fund will be:
1/1/1998 or later	1/1/2063 or later	2065 Target Date Fund
1/1/1993 – 12/31/1997	1/1/2058 – 12/31/2062	2060 Target Date Fund
1/1/1988 – 12/31/1992	1/1/2053 – 12/31/2057	2055 Target Date Fund
1/1/1983 – 12/31/1987	1/1/2048 – 12/31/2052	2050 Target Date Fund
1/1/1978 – 12/31/1982	1/1/2043 – 12/31/2047	2045 Target Date Fund
1/1/1973 – 12/31/1977	1/1/2038 – 12/31/2042	2040 Target Date Fund
1/1/1968 – 12/31/1972	1/1/2033 – 12/31/2037	2035 Target Date Fund
1/1/1963 – 12/31/1967	1/1/2028 – 12/31/2032	2030 Target Date Fund
1/1/1958 – 12/31/1962	1/1/2023 – 12/31/2027	2025 Target Date Fund
1/1/1953 – 12/31/1957	1/1/2018 – 12/31/2022	2020 Target Date Fund
12/31/1947 – or earlier	12/31/2012 – or earlier	Retirement Fund

Other Investment Options Under the Plan

You may transfer all or a portion of the amounts in your Plan account out of the default investment fund to one or more investment funds available under the Plan, and you may direct the investment contributions into your Plan account (including any automatic deferral contributions made on your behalf) to any one or more of the other Plan investment options, at any time. Transfers out of the default investment fund are not subject to any restrictions, fees or expenses. Transfers out of other investment funds available under the Plan are subject to that fund's trading restrictions, if any.

More Information

Directing Your Investment. For additional information about directing the investment of your Plan account, please refer to the Plan's Summary Plan Description. You can access a copy of the current Summary Plan Description at the Principal website at **principal.com** (active employees can access using Lumen.com/401k) and selecting **Overview** and then **Plan Information & Forms**.

The Plan's Investment Options. Generally, each of the investment fund choices available under the Plan has its own characteristics and its own element of risk. The performance of each fund depends entirely on the performance of the underlying investments (such as stocks, bonds, money market instruments, debt instruments, etc.) held in the fund. The value of the underlying investments fluctuates and the value of your investment in the funds will increase or decrease depending upon the performance of the underlying investments held in the various funds in which you have invested. Some of the investment funds also may impose short-term trading restrictions.

All investments are subject to risk. As with any investment, past performance is not an indication of future performance, nor are any particular rates of return guaranteed. Also, your Plan account's investment performance may vary from other participants' accounts due to the timing of contributions, transfers, withdrawals, and other fund transactions.

Before selecting any investment fund option, you always should read the most current Fund Fact Sheet as this provides general information about the fund's investment objectives, risk characteristics, investment performance and fund charges and expenses. For a copy of the Fund Fact Sheet for any of the Plan's investment fund options and other information, you should contact Principal at 800-547-7754 or sign on to your account on the Principal website at **principal.com** (active employees can access using Lumen.com/401k).

Please be aware that reading a Fund Fact Sheet may not give you enough information to make your investment decisions. You should consider what other information may be important to you. The internet may be a source to begin gathering information. You also may wish to consult with your personal financial advisor.

Contact Information

If you have any questions concerning this notice, wish to make changes in your Plan account or obtain investment information about the other investment alternatives in the Plan or the procedures for changing the investment of your Plan account, you should contact Principal at 800-547-7754 or sign on to your account at the Principal website at **principal.com** (active employees can access using Lumen.com/401k)**.**

The CenturyLink Investment Management Company ("CIM"), a subsidiary of Lumen, is the Plan's "named fiduciary" for all purposes related to the management of Plan assets, including the investment funds available under the Plan from time to time. You may contact CIM at CenturyLink Investment Management Company, 931 14th Street, 12th Floor, Denver, CO 80202.

You may contact the Lumen Employee Benefits Committee, the Plan Administrator (which is the Plan's "named fiduciary" for all purposes other than the management of Plan assets, including the investment funds available under the Plan), at Lumen Employee Benefits Committee, c/o Lumen Technologies, Inc., 214 E. 24th Street, Vancouver, WA 98663.

You may contact Lumen, the Plan sponsor, at Lumen Technologies, Inc., 100 CenturyLink Drive, Monroe, LA 71203.

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Attachment

Target Date Funds
2065 Target Date Fund
2060 Target Date Fund
2055 Target Date Fund
2050 Target Date Fund
2045 Target Date Fund
2040 Target Date Fund
2035 Target Date Fund
2030 Target Date Fund
2025 Target Date Fund
2020 Target Date Fund
Retirement Fund
Conservative Retirement Fund

Passively Managed Core Funds
Inflation Indexed Securities Fund
U.S. Bond Index Fund
U.S. Stock Index Fund
International Stock Index Fund

Actively Managed Core Funds
Money Market Fund
Active Bond Fund
Active U.S. Stock Fund
Active International Stock Fund

Lumen Stock Fund (Closed to new contributions)

Schwab Personal Retirement Account (PCRA)