

## Important Changes for the

- Alexander & Baldwin, Inc. Individual Deferred Compensation Plan
- Alexander & Baldwin, Inc. Profit Sharing Retirement Plan
- Alexander & Baldwin, Inc. Retirement Savings Plan for Bargaining Unit Employees
- Alexander & Baldwin, Inc. Profit Sharing Retirement Plan for Bargaining Unit Employees
- Matson Navigation Company, Inc. and Subsidiaries 401(k) Retirement Savings Plan for Bargaining Unit Employees
- Matson Individual Deferred Compensation Plan for Bargaining Unit Employees

### Investment Options Changes Effective February 28, 2008

- The Fidelity Freedom 2005 Fund<sup>®</sup> will be added to the available investment options.
- The Fidelity Freedom 2015 Fund<sup>®</sup> will be added to the available investment options.
- The Fidelity Freedom 2025 Fund<sup>®</sup> will be added to the available investment options.
- The Fidelity Freedom 2035 Fund<sup>®</sup> will be added to the available investment options.
- The Fidelity Freedom 2045 Fund<sup>®</sup> will be added to the available investment options.
- The Fidelity Freedom 2050 Fund<sup>®</sup> will be added to the available investment options.

### New Default Investment Option

Effective February 28, 2008, the Plan's "default option" will be changed from the Fidelity Retirement Money Market Portfolio to the Fidelity Freedom Funds<sup>®</sup>. Alexander & Baldwin, Inc. has designated that any future contributions to your account that you have NOT directed to a specific investment option in the Plans mentioned above on or before February 28, 2008, will be invested in one of the Fidelity Freedom Funds<sup>®</sup>. **Please note that only those future contributions for which you have not actively made an investment election will be automatically invested in one of the Fidelity Freedom Funds<sup>®</sup>.**

Here's how it will work:

- Your future contributions will be invested according to the Fidelity Freedom Fund that has a target retirement date closest to the year you might retire, based on your current age and assuming a retirement age of 65 (see the chart on the next page).
- Contributions for participants with an invalid birth date on file with Fidelity will default into Fidelity Freedom Income Fund<sup>®</sup>.

Please use the guidelines below to determine which Fidelity Freedom Fund your future contributions will be defaulted based on your birth date and assuming a retirement age of 65. Keep in mind that the Freedom Funds provide strategic asset allocation up to and during retirement, becoming gradually more conservative as each fund reaches its target retirement date. These funds are subject to the volatility of the financial markets in the U.S. and abroad and may be subject to the additional risks associated with investing in high yield, small cap and foreign securities.

Fund Name	Retirement Date Range	Date of Birth Range
Fidelity Freedom Income Fund®	Retired before 1998	If no date of birth is on file, invalid date of birth or anyone who has a birth date prior to 1/1/1933.
Fidelity Freedom 2000 Fund®	1998 - 2002	1/1/1933 - 12/31/1937
Fidelity Freedom 2005 Fund®	2003-2007	1/1/1938 - 12/31/1942
Fidelity Freedom 2010 Fund®	2008 - 2012	1/1/1943 - 12/31/1947
Fidelity Freedom 2015 Fund®	2013 - 2017	1/1/1948 - 12/31/1952
Fidelity Freedom 2020 Fund®	2018 - 2022	1/1/1953 - 12/31/1957
Fidelity Freedom 2025 Fund®	2023 - 2027	1/1/1958 - 12/31/1962
Fidelity Freedom 2030 Fund®	2028 - 2032	1/1/1963 - 12/31/1967
Fidelity Freedom 2035 Fund®	2033 - 2037	1/1/1968 - 12/31/1972
Fidelity Freedom 2040 Fund®	2038 - 2042	1/1/1973 - 12/31/1977
Fidelity Freedom 2045 Fund®	2043 - 2047	1/1/1978 - 12/31/1982
Fidelity Freedom 2050 Fund®	2048 and later	1/1/1983 and later

*Timeline was selected by the plan sponsor*

For more information on the Fidelity Freedom Funds® or if you do not want future contributions to default into the investment options as shown above, or wish to change how your current balance(s) are invested, please log on to NetBenefits® at [www.401k.com](http://www.401k.com) or call the Fidelity Retirement Benefits Line toll-free at 1-800-835-5098.

#### Actions to Consider

With the addition of the new investment options to the Plan, now may be a good time to review your investment election to ensure your allocation is aligned with your retirement goals.

Participants may check their account balances, make investment fund transfer or investment selection changes, change their contribution amount or obtain other information through NetBenefits® online account service at [www.401k.com](http://www.401k.com) or the Fidelity Retirement Benefits Line toll-free at 1-800-835-5098. Account access is available to you 24-hours a day, seven days a week. Customer service representatives are available Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 a.m. and 8:00 p.m. in your local time zone.

#### Investment Option Descriptions

Fidelity Freedom Funds®  
 Fidelity Freedom Income Fund®  
 Fidelity Freedom 2000 Fund®  
 Fidelity Freedom 2005 Fund®  
 Fidelity Freedom 2010 Fund®  
 Fidelity Freedom 2015 Fund®  
 Fidelity Freedom 2020 Fund®  
 Fidelity Freedom 2025 Fund®  
 Fidelity Freedom 2030 Fund®  
 Fidelity Freedom 2035 Fund®  
 Fidelity Freedom 2040 Fund®  
 Fidelity Freedom 2045 Fund®  
 Fidelity Freedom 2050 Fund®

**What they are:** The Fidelity Freedom Funds are investment options that allow the investor to select the fund that best matches his or her expected retirement year. The Fidelity Freedom Funds invest in a diversified portfolio of other Fidelity mutual funds to provide moderate asset allocation. They are designed for investors who want a simple yet diversified approach to investing for their retirement. The allocation strategy for the underlying equity, fixed-income,

**What it invests in:** Primarily invests approximately 57% in domestic equity funds, 14% in international equity funds, 22% in investment grade fixed income funds and 8% in high yield fixed income funds. The mix of underlying Fidelity mutual funds will gradually become more conservative over time. Share price and return will vary.

*Strategic Advisers, Inc., a subsidiary of FMR LLC, manages the Fidelity Freedom Funds®.  
The percentages represent anticipated target asset allocation at September 30, 2007.  
Total allocations may sometimes be over or under 100% due to rounding.*

#### **Fidelity Freedom 2035 Fund®**

**Fund Code:** 01315

**What It Is:** An asset allocation mutual fund.

**Goal:** Seeks high total return until its target retirement date. Thereafter, the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.

**What it invests in:** Primarily invests approximately 66% in domestic equity funds, 17% in international equity funds, 10% in investment grade fixed income funds and 8% in high yield fixed income funds. The mix of underlying Fidelity mutual funds will gradually become more conservative over time. Share price and return will vary.

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#### **Fidelity Freedom 2045 Fund®**

**Fund Code:** 01617

**What It Is:** An asset allocation mutual fund.

**Goal:** Seeks high total return until its target retirement date. Thereafter, the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.

**What it invests in:** Primarily invests approximately 68% in domestic equity funds, 18% in international equity funds, 4% in investment grade fixed income funds and 10% in high yield fixed income funds. The mix of underlying Fidelity mutual funds will gradually become more conservative over time. Share price and return will vary.

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#### **Fidelity Freedom 2050 Fund®**

**Fund Code:** 01618

**What It Is:** An asset allocation mutual fund.

**Goal:** Seeks high total return until its target retirement date. Thereafter, the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.

**What it invests in:** Primarily invests approximately 70% in domestic equity funds, 20% in international equity funds and 10% in high yield fixed income funds. The mix of underlying Fidelity mutual funds will gradually become more conservative over time. Share price and return will vary.

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The percentages represent anticipated target asset allocation at September 30, 2007.  
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The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

The investment options available through the Plan reserve the right to modify or withdraw the exchange privilege.

Unless otherwise noted, transaction requests confirmed after the close of the market, normally 4 p.m. Eastern time, or on weekends or holidays, will receive the next available closing price.

**Before investing in any mutual fund please carefully consider the investment objectives risks, charges and expenses. For this and other information call or write to Fidelity for a free prospectus. Read it carefully before you invest.**

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and short-term mutual funds is based on the number of years until the Freedom Funds reach their target retirement dates. Each Freedom Fund with a target retirement date will gradually adopt a more conservative asset allocation as it approaches its target retirement date. Therefore, each fund's target asset allocation percentages will change over time to become more conservative, by gradually reducing allocations to equity funds and increasing allocations to fixed-income and short-term funds. The Fidelity Freedom Income Fund<sup>®</sup>, designed for those already in retirement, emphasizes fixed-income and short-term mutual funds and seeks to maintain a stable asset allocation from year to year.

**Goal:** The Fidelity Freedom Funds with target retirement dates seek to provide high total returns until the target retirement date. Thereafter, each fund's goal will be to seek high current income and, as a secondary objective, capital appreciation. The Freedom Income Fund seeks high current income and, secondarily, capital appreciation. **What they invest in:** Each Freedom Fund invests in a diversified portfolio of Fidelity equity, fixed-income, and short-term mutual funds. Fidelity Freedom 2050, with the longest time horizon, invests primarily in equity mutual funds to take advantage of potentially greater growth opportunities. The asset mix of each Freedom fund with a target retirement date (Freedom 2000, 2005, 2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, and 2050) will gradually become more conservative over time so investors can stay with the same fund before and during retirement. After reaching the target retirement date, these Freedom funds continue to be managed more conservatively for 10 to 15 more years until their asset mix is approximately the same as Freedom Income Fund. Ultimately, after notifying the funds' investors, the funds will merge into the Freedom Income Fund. The Freedom Income Fund, designed for those already retired, is invested more conservatively, with a larger percentage in fixed-income and short-term funds and has a smaller percentage of equity mutual funds. The funds' manager must invest in the group of underlying funds named in the prospectus, and will aim for the projected target asset allocation percentages announced to investors in the funds' annual and semiannual reports. Freedom Funds with target retirement dates may invest in domestic and foreign equity funds, high yield and investment grade fixed-income funds, and short-term funds. The Freedom Income Fund invests in domestic equity funds, investment grade fixed-income funds, high yield bond funds and short-term funds. These funds are subject to the volatility of the financial markets in the U.S. and abroad and may be subject to the additional risk associated with investing in high yield, small cap, and foreign securities. Share price and return of each Freedom Fund will vary.

#### **Fidelity Freedom 2005 Fund<sup>®</sup>**

**Fund Code:** 01312

**What It Is:** An asset allocation mutual fund.

**Goal:** Seeks high total return until its target retirement date. Thereafter, the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.

**What it invests in:** Primarily invests approximately 39% in domestic equity funds, 9% in international equity funds, 34% in investment grade fixed income funds, 5% in high yield fixed income funds and 12% in Fidelity short-term mutual funds. The mix of underlying Fidelity mutual funds will gradually become more conservative over time. Share price and return will vary.

*Strategic Advisers, Inc., a subsidiary of FMR LLC, manages the Fidelity Freedom Funds<sup>®</sup>.  
The percentages represent anticipated target asset allocation at September 30, 2007.  
Total allocations may sometimes be over or under 100% due to rounding.*

#### **Fidelity Freedom 2015 Fund<sup>®</sup>**

**Fund Code:** 01313

**What It Is:** An asset allocation mutual fund.

**Goal:** Seeks high total return until its target retirement date. Thereafter, the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.

**What it invests in:** Primarily invests approximately 45% in domestic equity funds, 11% in international equity funds, 32% in investment grade fixed income funds, 6% in high yield fixed income funds, and 6% in Fidelity short-term mutual funds. The mix of underlying Fidelity mutual funds will gradually become more conservative over time. Share price and return will vary.

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#### **Fidelity Freedom 2025 Fund<sup>®</sup>**

**Fund Code:** 01314

**What It Is:** An asset allocation mutual fund.

**Goal:** Seeks high total return until its target retirement date. Thereafter, the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.