

DATE: May 2025

TO: Participants of the SMART, Sheet Metal Workers Local No. 104 Supplemental Pension Plan

FROM: Board of Trustees

SUBJECT: Annual Notice Regarding the Qualified Default Investment Option (QDIA)

The purpose of this Notice is to describe how your Individual Account with the Supplemental Pension Plan is invested and how it will continue to be invested if you do not provide the Plan with investment instructions. **If you have already invested your Individual Account outside the Target Date Funds or the Balanced Pooled Account, this notice does not affect you and no action is required.**

As a Participant or Beneficiary in the Plan, you can decide how to invest your account among the investment choices offered by the Plan. To provide instructions on how you would like to invest your account, you must satisfy the Plan's educational requirement. If you have not already done so, you can meet the Plan's educational requirement by attending a live investment education seminar. Alternately, if you live well outside the area covered by Local 104, other means of satisfying the educational requirement are available. The seminars and accompanying material are provided by the Plan's Investment Consultant, Mammini Company. Contact information for Mammini Company appears at the end of this Notice.

Once you've satisfied the educational requirement, investment changes may be made by 1.) using the Plan's website at www.smw104SPP.com, or 2.) using the live operator help line 1-844-629-1949, or 3.) hardcopy Participant Directed Allocation Form (also called the "Election and Allocation Form"), available through BeneSys at 1-925-208-9999. There are no transaction fees for electing any of the investment options available to the Plan.

If you do not provide investment instructions to the Plan, contributions made on your behalf will be invested as follows:

- For contributions made on or after September 1, 2015, to the age-appropriate American Funds Target Date Portfolio.
- For contributions made on your behalf before September 1, 2015, to the Plan's Balanced Pooled Account. If you had a balance in the Balanced Pooled Account before September 1, 2015, that portion of your account will continue to be invested in the Balanced Pooled Account, until you provide alternative investment instructions.

This option is known as the "Qualified Default Investment Alternative" or "QDIA"

Target Date Funds are designed to take an investor through their working career and continue throughout their retirement. For younger participants this will mean more exposure to stocks and as they

age, these portfolios automatically become more conservative. Target Date Portfolios are designed around a specific retirement date. For example, a Target Date 2025 fund will assume a participant will retire around the year 2025, a Target Date 2045 fund will assume a participant will retire around the year 2045. As such, the 2045 fund will be more aggressive than the 2025 fund. The default retirement age used for all participants is approximately age 55. Therefore, all future contributions as of September 1, 2015, will be invested as follows:

Investment for Future Contributions	Participant Year of Birth	Fund Expense*
SMW Local 104 AFS Target Date 2010	1940-1957	0.46
SMW Local 104 AFS Target Date 2015	1958-1962	0.46
SMW Local 104 AFS Target Date 2020	1963-1967	0.46
SMW Local 104 AFS Target Date 2025	1968-1972	0.46
SMW Local 104 AFS Target Date 2030	1973-1977	0.46
SMW Local 104 AFS Target Date 2035	1978-1982	0.46
SMW Local 104 AFS Target Date 2040	1983-1987	0.46
SMW Local 104 AFS Target Date 2045	1988-1992	0.46
SMW Local 104 AFS Target Date 2050	1993-1997	0.46
SMW Local 104 AFS Target Date 2055	1998-2002	0.46
SMW Local 104 AFS Target Date 2060	2003-	0.46

Please note the underlying Target Date Funds are Capital Group Target Date Retirement Trust CITs.

* where 1.00 equals 1 percent. This Fund Expense includes both the underlying mutual fund expense plus the estimated expense accrual that helps pay the Plan's operating expenses such as legal, administrative, auditing, investment consulting, etc.

Understand Target Date Fund risks:

The Target Date Funds are subject to the risks and returns of the underlying American Funds, which may be added or removed during the year. Investing outside the United States involves risks such as currency fluctuations, periods of illiquidity, and price volatility, as more fully described in the funds' prospectuses. These risks may be heightened in connection with investments in developing countries. Small-company stocks entail additional risks, and they can often fluctuate in price more than larger company stocks.

Lower rated bonds are subject to greater fluctuations in value and risk of loss of income and principal than are higher rated bonds. The return of principal in bond funds and funds with underlying bond holdings is not guaranteed. Bond funds are subject to the same interest rate, inflation, and credit risks associated with the underlying bond holdings. While not directly correlated to changes in interest rates, the values of inflation-linked bonds generally fluctuate in response to changes in real interest rates and may experience greater losses than other debt securities with similar durations. Investments in mortgage-related securities involve additional risks, such as prepayment risk, as more fully described in the fund's prospectus. Investments in securities issued by U.S. government agencies or instrumentalities may not be guaranteed by the U.S. government.

Although the Target Date Funds are managed for investors on a projected retirement date time frame, the fund's allocation approach does not guarantee that investors' retirement goals will be met. For investors who are close to, or in retirement, each fund's equity exposure may result in investment volatility that could reduce an investor's available retirement assets at a time when the investor needs to withdraw funds. For investors who are further from retirement, there is a risk that a fund's allocation

may over-emphasize investments designed to preserve capital and provide current income, which may prevent the investor from reaching his or her retirement goals. For quarterly updates of the underlying fund allocations, visit www.SMW104SPP.com.

The Balanced Pooled Account is designed for investors seeking a balance between capital growth, current income, and preservation of principal. It will attempt to maintain an approximate mix of up to 10 percent in cash / stable value, 50 percent fixed income, and 40 percent equities. The actual current allocation is listed in the table below:

Fixed Income (Bonds):	Percentage	Equities (Stocks):	Percentage
MetLife Stable Value	10%	Vanguard Institutional Index	14%
Vanguard Total Bond Index	10%	JP Morgan Large Cap Value	4%
John Hancock Bond	10%	Fidelity Contra Fund	4%
PIMCO Income Fund	15%	Vanguard Mid Cap Index	3%
Pioneer Bond Fund	10%	Vanguard Small Cap Index	3%
Blackrock Strategic Global Bond	5%	Vanguard Total Int'l Stock Index	3%
		Dodge & Cox International Stock	4%
		Principal Real Estate Securities	5%
Total Fixed Income	60%	Total Equities	40%

Estimated Expense Ratio for Previous 12 months: 0.58 (where 1.00 equals 1 percent)

Please note that the allocation can change at any time. It is at the sole discretion of the Plan Trustees and the above information is solely to provide a guideline allocation. As stated above, the estimated expense ratio of the Balanced Pooled Account for the previous 12 months was 0.58 percent. This fee includes all investment-related fees (approximately 0.44 percent) and the Plan's accrual expense that helps pay the Plan's operating expenses such as legal, administrative, auditing, investment consulting, etc.

Understand Balanced Pool risks:

Investment in the Balanced Pooled Account involves investment risks, including the possible loss of the principal amount invested. Investments in the Balanced Pooled Account are not guaranteed by any governmental entity (such as certain bank accounts having FDIC protection) or by any financial institution. In some years, the Balanced Pooled Account has increased in value; in other years, such as in 2008, the Balanced Pooled Account decreased in value. Although the name of the Fund is the "Balanced Pooled Account," that does not mean that the Fund is invested in the same percentage in each investment category. As evidenced by the current allocation listed above, the percentage in equities (stocks) and fixed income securities (such as stable value funds and bonds) will vary. Although the percentage now shows a greater percentage investment in fixed income securities, the specific percentages could change. Moreover, the percentage in different types of equity investments (such as large companies (often described as "large cap") vs. small/ mid-size company investments) and/or fixed income could change. There is more of a possibility that there will be fluctuations in the value of the Fund than if it were invested only in fixed income investments or cash equivalents. Further, this Fund includes international investments, which involve additional risks, such as currency fluctuations, economic instability, and political developments. The Balanced Pooled Account is, however, considered less risky than Funds that invest only in stocks, and riskier than Funds that invest only in fixed income

securities. Notwithstanding the attempt of the Balanced Pooled Account to be diversified in its investments, that does not assure an increase in value or protect against loss.

To obtain information about the other investment options that are available under the Plan, please contact the Plan's Investment Consultant, Mammini Company, 440 Stevens Ave., Suite 350, Solana Beach, CA 92075, and by telephone: 1-888-547-6972. Additional information, including prospectuses, can be obtained at www.SMW104SPP.com.