Fee Disclosure
Northwest Sheet Metal Workers Supplemental Pension Plan
As of July 12, 2025

About This Information

Retirement plan sponsors are required by the Department of Labor to disclose the fees related to your plan. This document provides the required information.

Section One contains information covering your participation in the plan and plan-level fees that may be charged to your account. Section Two contains comparative fee and performance information for each investment option provided in your plan. If you have any questions about this information, you can either call 800.858.5420 to speak to a customer representative or talk to your plan administrator.

Section One - Participation and Plan-Level Fees

General Plan Information

Investment Instructions: To direct or make changes to how your account will be invested among the plan's designated investment options. If your plan offers the service, you can enroll or make changes to your directives online at **www.standard.com/retirement**. You may direct the investment of all funds held in your plan account.

Limitations on Instructions: You may give investment instructions on any day the New York Stock Exchange is open for business. Certain restrictions on trading may apply depending on the investment option. Many investment options, such as mutual funds, impose restrictions on frequent trading. The plan is not intended to facilitate frequent trades among investment options or provide “day trading” opportunities. Short-term trading adversely affects the plan’s operations and increases the expenses of both the plan and the investment options. The Standard’s agreements with our mutual fund alliance partners require us to adhere to trading rules mutually-agreed upon by Standard and the fund company. Section Two below provides more information on these restrictions.

The Standard’s Frequent Trading Restriction Procedures: In reviewing for frequent trading, Standard performs a weekly review of participant-directed transactions in order to identify participants who have more than one round-trip during a 90-day period (a “frequent trader”). If a participant has been identified as a frequent trader, a warning letter is sent to the participant. If frequent trading activity continues, the participant’s ability to trade via the participant website and the interactive voice response system will be suspended for 90 days. During this period, the participant will be required to submit written requests to trade. Each request will be evaluated, and executed only if it complies with frequent trading rules. After 90 days, the participant’s privileges are reinstated. If the participant has a subsequent violation, their trading privileges will be suspended indefinitely and they will be required to submit written requests to trade.

Certain mutual fund companies require us to follow different parameters. For specific details please call your customer representative at 800.858.5420 or your plan administrator.

Voting and Other Rights: The trustee will exercise any voting or other rights associated with ownership of investments held in your plan account.

Designated Investment Options: The plan provides designated investment options into which you can direct the investment of your account. The chart shown in Section Two of this notice lists the options and provides various information about them.

Designated Investment Manager: StanCorp Investment Advisers, Inc. is a designated investment manager with respect to assets held on The Standard’s recordkeeping platform.

Plan Administrative, Investment Advisory and Individual Plan Fees

There are certain fees and expenses associated with your plan, such as recordkeeping, compliance, consulting and accounting. Unless the plan sponsor, which is typically your employer, elects to pay some or all of those expenses, they will be paid from the plan assets, which will affect your account balance. The cost for these services fluctuates each year based on a variety of factors including the total amount of assets in your plan. These fees may be reduced by amounts paid by mutual fund companies to The Standard. The Standard passes these amounts back to the plan to reduce or offset fees. The fees shown in the Plan Administrative Fees Table are fees that are not part of the total annual operating expenses.

Other services may be provided periodically to the plan as necessary for consulting, compliance and custodial services. To the extent these expenses are not charged against forfeitures or paid by the employer, or reimbursed by a third party, the plan may charge these expenses against participant accounts.

Annual Plan Administrative Fees

Fee Name	Fee Amount
Plan Administrative Fees (including applicable recordkeeping, accounting, compliance and consulting services. The fees reflect an annual amount deduction proportionally on a quarterly basis)	0.04% assessed on total plan assets, allocated pro rata among participant accounts[1]

The Plan's Administrative fees vary based on the total amount of assets in the Plan. The Fee Amount shown reflects the rate charged as of the date of this notice.

Please refer to the end of this document for more details.

Individual Fees

The plan may also impose specific charges against individual participant accounts for certain transactions. These charges may arise based on your use of a feature available under the plan (such as taking a distribution or for processing a qualified domestic relations order in case of a divorce).

Additionally, buying or selling some investments may result in charges to your individual account, such as redemption fees. The Section Two charts below provide information on these investment charges.

Fee Name	Fee Amount
Qualified Domestic Relations Order	$200.00 minimum
Loan Maintenance	$60.00 annually
Overnight Delivery	$30.00 per event
Paper Distribution	$75.00 per event
Paper Loan	$165.00 per event
Paperless Distribution	$50.00 per event
Paperless Loan	$165.00 per event

Section Two—Comparative Fee and Performance Information

This section illustrates the performance of investment options and shows how these options have performed over time. Including all funds in comparative tables allows you to compare them with appropriate benchmarks for the same time periods. If you would like additional information about the investment options, you can go to the website below. You may also call a customer service representative at 800.858.5420 for a free paper copy of the information available on the website.

The tables below show, for the Variable Return Investments, the Total Annual Operating Expenses of each option. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. For Fixed Return Investments, the tables focus on the performance of the investment option. The tables also show shareholder-type fees, which are in addition to the Total Annual Operating Expenses. You may not be charged some of these shareholder-type fees, depending on the fund companies' policies with respect to qualified plans and your individual circumstances. In addition, mutual fund companies may make revenue-sharing payments in the form of asset based fees, which are collected for the benefit of your plan. These revenue-sharing payments may be applied to reduce the fees and expenses associated with your plan (whether the plan sponsor is billed for the services, or the amount is deducted from plan assets) and/or plan pricing, which includes The Standard's fees. Any revenue-sharing payments may also be allocated among participants. The amount of revenue-sharing payments differs among the mutual funds. Information about an option's principal risks and revenue-sharing as well as other important information is available in Personal Savings Center by visiting www.standard.com/retirement and selecting performance from the top menu bar.

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return while minimizing your overall risk of losing money.

Variable Return Investments

This Variable Return Investment Table focuses on the performance and costs of investment options that do not have a fixed or stated rate of return. The table below shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about the principal risks of each option is available on the website.

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 06/30/25				Benchmark				Mutual Fund Expenses	Total Operating Expenses		*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception		As a %	Per $1,000	
Cash Equivalent												
Morley Stable Value 20/Cash Equivalent	2.68%	2.16%	1.99%	3.49%	6.32%	0.74%	1.40%	3.13%	0.40%	0.4000 %	$4.00	
					USTREAS T-Bill Cnst Mat Rate 3 Yr							
Bond												
Vanguard Ttl Bd Mkt Ind Inst/Intermediate Bond	6.05%	-0.73%	1.77%	4.24%	6.08%	-0.73%	1.76%	4.29%	0.03%	0.0250 %	$0.25	
					BarCap US Agg Bond TR USD							

Variable Return Investments

Name/ Type of Option	Average Annualized Total Return provided as of 06/30/25				Benchmark					Mutual Fund Expenses	Total Operating Expenses		*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception			As a %	Per $1,000	
Dodge & Cox Income I/Intermediate Bond	6.51%	1.09%	2.90%	5.93%	6.51%	-0.15%	2.11%	—	BarCap US Universal TR USD	0.41%	0.4100 %	$4.10	
Loomis Sayles Bond Instl/Multisector Bond	10.92%	3.48%	3.01%	7.62%	6.51%	-0.15%	2.11%	5.11%	BarCap US Universal TR USD	0.65%	0.6500 %	$6.50	
Large Cap													
Vanguard Value Index Instl/Large Cap Value	12.64%	14.93%	10.61%	7.56%	13.70%	13.93%	9.19%	7.38%	Russell 1000 Value TR	0.04%	0.0400 %	$0.40	
Vanguard Instl Index Instl/Large Cap Blend	15.12%	16.60%	13.61%	10.74%	15.16%	16.64%	13.65%	—	S&P 500 TR	0.04%	0.0350 %	$0.35	
Vanguard Growth Index Adm/Large Cap Growth	17.92%	17.45%	16.18%	9.24%	17.22%	18.15%	17.01%	8.88%	Russell 1000 Growth TR	0.05%	0.0500 %	$0.50	
Small/Mid Cap													
Vanguard Mid Cap Val Idx Adm/Mid Cap Value	11.81%	13.97%	8.66%	11.78%	11.53%	13.71%	8.39%	11.44%	Russell Mid Cap Value TR	0.07%	0.0700 %	$0.70	
Vanguard MidCapGrwth Idx Adm/Mid Cap Growth	24.78%	12.21%	11.16%	13.07%	26.49%	12.65%	12.13%	13.93%	Russell Mid Cap Growth TR	0.07%	0.0700 %	$0.70	
Vanguard Small Cap Index Adm/Small Cap	10.14%	11.84%	8.57%	9.00%	9.65%	11.60%	7.65%	8.65%	Morningstar Small Cap TR USD	0.05%	0.0500 %	$0.50	
International Stock													
American Funds EUPAC R6/Foreign	13.86%	8.17%	6.52%	8.40%	14.15%	7.10%	6.35%	8.03%	MSCI ACWI Ex USA Growth NR USD	0.47%	0.4700 %	$4.70	
American Funds New World R6/Diversified Emerging Mkts	15.53%	8.82%	7.83%	8.97%	15.29%	6.81%	4.81%	6.40%	MSCI EM NR USD	0.57%	0.5700 %	$5.70	
Other													
Vanguard Wellesley Inc Adm/Moderately Conservative Alloc	9.76%	5.06%	5.88%	6.51%	10.68%	5.13%	5.36%	5.61%	Morningstar Moderately Cons Target Risk	0.16%	0.1600 %	$1.60	
Vanguard Target Retire Incm/Target-Date Retirement	9.66%	4.49%	4.71%	5.11%	10.20%	5.51%	5.03%	5.68%	Morningstar Lifetime Moderate Income	0.08%	0.0800 %	$0.80	

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 06/30/25				Benchmark				Mutual Fund Expenses	Total Operating Expenses		*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception		As a %	Per $1,000	
Vanguard Target Retire 2020/Target-Date 2020	10.23%	6.16%	6.06%	6.19%	10.73%	5.57%	5.73%	6.06%	0.08%	0.0800 %	$0.80	
					Morningstar Lifetime Moderate 2020							
Vanguard Target Retire 2025/Target-Date 2025	11.74%	7.48%	6.89%	6.86%	11.20%	6.17%	6.17%	7.34%	0.08%	0.0800 %	$0.80	
					Morningstar Lifetime Moderate 2025							
Vanguard Target Retire 2030/Target-Date 2030	12.61%	8.58%	7.52%	7.02%	11.86%	7.24%	6.78%	6.75%	0.08%	0.0800 %	$0.80	
					Morningstar Lifetime Moderate 2030							
Vanguard Target Retire 2035/Target-Date 2035	13.41%	9.67%	8.13%	7.75%	12.81%	8.76%	7.52%	8.21%	0.08%	0.0800 %	$0.80	
					Morningstar Lifetime Moderate 2035							
Vanguard Target Retire 2040/Target-Date 2040	14.12%	10.74%	8.73%	7.80%	13.88%	10.30%	8.19%	7.59%	0.08%	0.0800 %	$0.80	
					Morningstar Lifetime Moderate 2040							
Vanguard Target Retire 2045/Target-Date 2045	14.78%	11.80%	9.27%	8.49%	14.78%	11.36%	8.62%	8.80%	0.08%	0.0800 %	$0.80	
					Morningstar Lifetime Moderate 2045							
Vanguard Target Retire 2050/Target-Date 2050	15.57%	12.24%	9.48%	8.21%	15.29%	11.81%	8.77%	7.87%	0.08%	0.0800 %	$0.80	
					Morningstar Lifetime Moderate 2050							
Vanguard Target Retire 2055/Target-Date 2055	15.58%	12.24%	9.47%	10.45%	15.46%	11.87%	8.75%	9.68%	0.08%	0.0800 %	$0.80	
					Morningstar Lifetime Moderate 2055							
Vanguard Target Retire 2060/Target-Date 2060	15.57%	12.24%	9.47%	10.29%	15.49%	11.82%	8.68%	9.38%	0.08%	0.0800 %	$0.80	
					Morningstar Lifetime Mod 2060 TR USD							
Vanguard Balanced Index Inst/Balanced	11.96%	9.22%	8.63%	7.10%	12.92%	7.64%	6.82%	6.48%	0.06%	0.0600 %	$0.60	
					Morningstar Moderate Target Risk							
Vanguard Target Retire 2065/Target-Date 2065+	15.55%	12.24%	—	9.94%	15.49%	11.82%	8.68%	9.08%	0.08%	0.0800 %	$0.80	
					Morningstar Lifetime Mod 2060 TR USD							
Vanguard Target Retire 2070/Target-Date 2065+	15.54%	—	—	15.20%	15.49%	11.82%	8.68%	14.13%	0.08%	0.0800 %	$0.80	
					Morningstar Lifetime Mod 2060 TR USD							
Vanguard Real Estat Idx Adm/Specialty-Real Estate	10.33%	6.53%	5.94%	8.84%	10.80%	6.68%	6.01%	8.57%	0.13%	0.1300 %	$1.30	
					Morningstar SEC/Real Estate TR USD							

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 06/30/25				Benchmark				Mutual Fund Expenses	Total Operating Expenses		*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception		As a %	Per $1,000	

Values are rounded to the nearest ten thousandth.

*This table shows the fees elected by the fund. You may not be charged this full amount depending on individual circumstances.

In providing this information, The Standard makes no representation as to the completeness and accuracy of the current disclosure materials of the issuer of designated investment options or information replicated from such materials.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term cumulative effect of fees and expenses at https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf. Fees and expenses are only one of many factors you should consider when making your investment decision. Consideration should also be given to whether investment decisions, combined with your other investments held outside the plan, will help you achieve your financial goals.

If you need additional information about your investment options, you may call a customer service representative at 800.858.5420. You may also find information by logging into Personal Savings Center from www.standard.com/retirement.

[1]As noted above, your Administrative fees vary based on the total amount of assets in the Plan. Following are the table(s) of applicable asset-based rates:

Plan Administration

Tiered Rate :

From $.00 to $160,000,000.00	0.09%
From $160,000,000.01 to $210,000,000.00	0.08%
From $210,000,000.01 to $260,000,000.00	0.07%
From $260,000,000.01 to $310,000,000.00	0.06%
From $310,000,000.01 to $360,000,000.00	0.05%
From $360,000,000.01 to $410,000,000.00	0.04%
From $410,000,000.01 to $9,999,999,999,999.99	0.03%

Please visit Personal Savings Center at www.standard.com/retirement for a glossary of investment terms relevant to the investment options under this plan.

This glossary is intended to help you better understand your options.