

**Fee Disclosure**  
**C.A.T. Retirement and Savings Plan**  
As of July 17, 2021

**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](http://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:** Standard Insurance Company, as issuer of the group annuity contract that holds plan assets, exercises any voting or other rights associated with the 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. Generally, most of The Standard's fees are reflected in the total annual operating expenses of each investment option and are shown below with each investment option in Section Two. 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) | None       |

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  |
| Overnight Delivery   | \$30.00 per event |
| Paper Distribution   | \$75.00 per event |
| Paper Distributions upon Death/ Disability/ Retirement     | \$75.00 per event |
| Paperless Distribution                                     | \$50.00 per event |
| Paperless Distributions upon Death/ Disability/ Retirement | \$50.00 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 and The Standard's fees that are reflected in the investment's Total Annual Operating Expenses. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Where applicable, amounts shown in the column for The Standard's Asset Based fee include a credit for payments that fund companies pay to The Standard. 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](http://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.

| Name/<br>Type of Option                           | Average Annualized Total Return<br>provided as of<br>06/30/21 |       |       |                    | Benchmark |       |       | Mutual<br>Fund<br>Expenses | The<br>Standard's<br>Asset<br>Based<br>Fee <sup>1</sup> | Total<br>Operating<br>Expenses | *Shareholder Type Fees |                    |
|---|---|-------|-------|--------------------|-----------|-------|-------|----------------------------|---|--------------------------------|------------------------|--------------------|
|   | 1yr.  | 5yr.  | 10yr. | Since<br>Inception | 1yr.      | 5yr.  | 10yr. |                            |   |                                |                        | Since<br>Inception |
| <b>Bond</b>                                       |   |       |       |                    |           |       |       |                            |   |                                |                        |                    |
| Vanguard Int. Term Treas<br>Adm/Intermediate Bond | -1.24%  | 2.35% | 2.92% | 4.55%              | -3.10%    | 2.19% | 2.78% | 4.06%                      | 0.10%   | 0.91%                          | 1.01<br>%              | \$10.10            |
| Voya Intermediate Bond<br>I/Intermediate Bond     | 2.53%   | 3.97% | 4.52% | 4.88%              | 1.12%     | 3.48% | 3.74% | 4.76%                      | 0.36%   | 0.76%                          | 1.12<br>%              | \$11.20            |

| VARIABLE RETURN INVESTMENTS                             |   |        |        |                    |           |        |        |                            |  |                                |                        |                    |
|---|---|--------|--------|--------------------|-----------|--------|--------|----------------------------|--|--------------------------------|------------------------|--------------------|
| Name/<br>Type of Option                                 | Average Annualized Total Return<br>provided as of<br>06/30/21 |        |        |                    | Benchmark |        |        | Mutual<br>Fund<br>Expenses | The<br>Standard'<br>s Asset<br>Based<br>Fee <sup>1</sup> | Total<br>Operating<br>Expenses | *Shareholder Type Fees |                    |
|   | 1yr.  | 5yr.   | 10yr.  | Since<br>Inception | 1yr.      | 5yr.   | 10yr.  |                            |  |                                |                        | Since<br>Inception |
| <b>Large Cap</b>  |   |        |        |                    |           |        |        |                            |  |                                |                        |                    |
| DFA US Large Cap Value<br>I/Large Cap Value             | 50.50%  | 12.56% | 11.82% | 10.30%             | 43.68%    | 11.87% | 11.61% | 9.93%                      | 0.22%  | 0.91%                          | 1.13<br>%              | \$11.30            |
| Vanguard 500 Index Admiral<br>/Large Cap Blend          | 40.76%  | 17.61% | 14.80% | 7.84%              | 43.07%    | 17.99% | 14.90% | 8.11%                      | 0.04%  | 0.91%                          | 0.95<br>%              | \$9.50             |
| Harbor Capital Appreciation<br>I/Large Cap Growth       | 43.06%  | 26.48% | 18.46% | 13.16%             | 42.50%    | 23.66% | 17.87% | 12.04%                     | 0.67%  | 0.81%                          | 1.48<br>%              | \$14.80            |
| <b>Small/Mid Cap</b>                                    |   |        |        |                    |           |        |        |                            |  |                                |                        |                    |
| MFS Mid Cap Value R6/Mid<br>Cap Value                   | 50.15%  | 12.47% | 11.69% | 12.14%             | 53.06%    | 11.79% | 11.75% | 11.82%                     | 0.68%  | 0.91%                          | 1.59<br>%              | \$15.90            |
| JPMorgan Mid Cap Growth<br>R5/Mid Cap Growth            | 44.22%  | 23.59% | 16.44% | 18.75%             | 43.77%    | 20.52% | 15.13% | 17.10%                     | 0.79%  | 0.81%                          | 1.60<br>%              | \$16.00            |
| DFA US Targeted Value I/Small<br>Cap                    | 80.04%  | 13.10% | 11.00% | 11.50%             | 73.28%    | 13.62% | 10.85% | 10.26%                     | 0.33%  | 0.91%                          | 1.24<br>%              | \$12.40            |
| Vanguard Sm Cap Gr Idx<br>Adm/Small Cap                 | 45.75%  | 19.38% | 13.86% | 16.45%             | 51.36%    | 18.76% | 13.52% | 16.11%                     | 0.07%  | 0.91%                          | 0.98<br>%              | \$9.80             |
| <b>International Stock</b>                              |   |        |        |                    |           |        |        |                            |  |                                |                        |                    |
| Vanguard Dev Mkts Idx<br>Adm/Foreign                    | 35.81%  | 10.90% | 6.38%  | 4.94%              | 35.72%    | 11.08% | 5.45%  | 5.27%                      | 0.07%  | 0.91%                          | 0.98<br>%              | \$9.80             |
| <b>Other</b>  |   |        |        |                    |           |        |        |                            |  |                                |                        |                    |
| Vanguard Balanced Idx<br>Adm/Balanced                   | 24.78%  | 12.05% | 10.33% | 7.24%              | 23.92%    | 10.30% | 8.03%  | 6.93%                      | 0.07%  | 0.91%                          | 0.98<br>%              | \$9.80             |
| Vanguard Target Retir Inc<br>Inv/Target-Date Retirement | 12.02%  | 6.65%  | 5.81%  | 5.67%              | 15.66%    | 7.09%  | 5.77%  | 6.27%                      | 0.12%  | 0.91%                          | 1.03<br>%              | \$10.30            |
| Vanguard Target Retir 2015<br>Inv/Target Date           | 13.56%  | 7.76%  | 6.96%  | 6.52%              | 17.73%    | 8.47%  | 7.10%  | 7.57%                      | 0.12%  | 0.91%                          | 1.03<br>%              | \$10.30            |

**VARIABLE RETURN INVESTMENTS**

| Name/<br>Type of Option                       | Average Annualized Total Return<br>provided as of<br>06/30/21 |        |        |                    | Benchmark                               |       |       | Mutual<br>Fund<br>Expenses | The<br>Standard's<br>Asset<br>Based<br>Fee <sup>1</sup> | Total<br>Operating<br>Expenses |           | *Shareholder Type Fees |                |
|---|---|--------|--------|--------------------|---|-------|-------|----------------------------|---|--------------------------------|-----------|------------------------|----------------|
|   | 1yr.  | 5yr.   | 10yr.  | Since<br>Inception | 1yr.                                    | 5yr.  | 10yr. |                            |   | Since<br>Inception             | As a<br>% |                        | Per<br>\$1,000 |
| <b>Other</b>                                  |   |        |        |                    |   |       |       |                            |   |                                |           |                        |                |
| Vanguard Target Retir 2020<br>Inv/Target Date | 18.94%  | 9.39%  | 8.02%  | 7.00%              | 19.56%                                  | 9.21% | 7.68% | 7.08%                      | 0.13%   | 0.91%                          | 1.04<br>% | \$10.40                |                |
| Vanguard Target Retir 2025<br>Inv/Target Date | 22.72%  | 10.56% | 8.74%  | 7.52%              | Morningstar Lifetime Moderate 2020      |       |       |                            | 0.13%   | 0.91%                          | 1.04<br>% | \$10.40                |                |
| Vanguard Target Retir 2030<br>Inv/Target Date | 26.02%  | 11.49% | 9.33%  | 7.68%              | Morningstar Lifetime Moderate 2025      |       |       |                            | 0.14%   | 0.91%                          | 1.05<br>% | \$10.50                |                |
| Vanguard Target Retir 2035<br>Inv/Target Date | 29.32%  | 12.39% | 9.89%  | 8.32%              | Morningstar Lifetime Moderate 2030      |       |       |                            | 0.14%   | 0.91%                          | 1.05<br>% | \$10.50                |                |
| Vanguard Target Retir 2040<br>Inv/Target Date | 32.67%  | 13.30% | 10.39% | 8.32%              | Morningstar Lifetime Moderate 2035      |       |       |                            | 0.14%   | 0.91%                          | 1.05<br>% | \$10.50                |                |
| Vanguard Target Retir 2045<br>Inv/Target Date | 36.13%  | 13.93% | 10.70% | 8.97%              | Morningstar Lifetime Moderate 2040      |       |       |                            | 0.15%   | 0.91%                          | 1.06<br>% | \$10.60                |                |
| Vanguard Target Retir 2050<br>Inv/Target Date | 36.39%  | 13.97% | 10.72% | 8.56%              | Morningstar Lifetime Moderate 2045      |       |       |                            | 0.15%   | 0.91%                          | 1.06<br>% | \$10.60                |                |
| Vanguard Target Retir 2055<br>Inv/Target Date | 36.40%  | 13.96% | 10.72% | 11.79%             | Morningstar Lifetime Moderate 2050      |       |       |                            | 0.15%   | 0.91%                          | 1.06<br>% | \$10.60                |                |
| Vanguard Target Retir 2060<br>Inv/Target Date | 36.39%  | 13.96% | —      | 11.76%             | Morningstar Lifetime Moderate 2055      |       |       |                            | 0.15%   | 0.91%                          | 1.06<br>% | \$10.60                |                |
| Vanguard Target Retir 2065<br>Inv/Target Date | 36.34%  | —      | —      | 13.08%             | Morningstar Lifetime Mod 2060 TR<br>USD |       |       |                            | 0.15%   | 0.91%                          | 1.06<br>% | \$10.60                |                |

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

The Standards Asset Fee includes fees for consulting and an annual recordkeeping fee of .25%. Any concessions, such as revenue sharing payments from mutual funds, will be deducted from the recordkeeping fee.

## Fixed Return Investments

This Fixed Return Investments Table focuses on the performance and costs of investment options that have a fixed or stated rate of return. It shows the annual rate of return of each option, the term or length of time that you will earn this rate of return, and other information relevant to performance.

| FIXED RETURN INVESTMENTS                |        |         |   |                            |   |  |
|---|--------|---------|---|----------------------------|---|--|
| Name/<br>Type of Option                 | Return | Term    | Other   | Mutual<br>Fund<br>Expenses | The<br>Standard's<br>Asset<br>Based Fee | Shareholder Type Fees and Restrictions   |
| Standard Stable Asset A/Cash Equivalent | 2.20%  | 90 Days | The rate of return on 06/30/21 was 2.2 percent. This rate is fixed for 90 days but will never fall below a guaranteed minimum rate of 1.0 percent. Most current rate of return information is available on <a href="http://www.standard.com/retirement">www.standard.com/retirement</a> . | 0.10%                      | 0.91%                                   | Many fixed return investments include restrictions on withdrawals depending upon a variety of factors. For any applicable restrictions see the information provided on this fund by logging into Personal Savings Center from <a href="http://www.standard.com/retirement">www.standard.com/retirement</a> . |

The Standards Asset Fee includes fees for consulting and an annual recordkeeping fee of .25%. Any concessions, such as revenue sharing payments from mutual funds, will be deducted from the recordkeeping fee.

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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](http://www.standard.com/retirement).

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 (In Millions): | 0.66% |
| From \$0.00 and greater    |       |

Please visit Personal Savings Center at [www.standard.com/retirement](http://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.