

Fee Disclosure
C.A.T. Retirement and Savings Plan
As of October 14, 2023

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: 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 an hour with a \$200.00 minimum
Overnight Delivery	\$30.00 per event
Paper Distribution	\$100.00 per event
Paper Distributions upon Death/ Disability/ Retirement	\$100.00 per event
Paperless Distribution	\$75.00 per event
Paperless Distributions upon Death/ Disability/ Retirement	\$75.00 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 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 09/30/23				Benchmark			Mutual Fund Expenses	The Standard's Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees	
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.					Since Inception
Bond												
Vanguard Int. Term Treas Adm/Intermediate Bond	-0.03%	0.58%	0.90%	3.51%	-0.74%	-0.03%	0.65%	3.00%	0.10%	0.66%	0.76 %	\$7.60
Voya Intermediate Bond I/Intermediate Bond	1.55%	0.40%	1.75%	3.62%	1.61%	0.34%	1.43%	3.56%	0.36%	0.51%	0.87 %	\$8.70

VARIABLE RETURN INVESTMENTS													
Name/ Type of Option	Average Annualized Total Return provided as of 09/30/23			Benchmark			Mutual Fund Expenses	The Standard' s Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.					10yr.	Since Inception	As a %
Large Cap													
DFA US Large Cap Value I/Large Cap Value	16.56%	5.57%	8.65%	9.58%	14.44%	6.23%	8.45%	9.19%	0.21%	0.66%	0.87 %	\$8.70	
					Russell 1000 Value TR								
Vanguard 500 Index Admiral /Large Cap Blend	21.57%	9.88%	11.87%	7.19%	21.19%	9.63%	11.63%	7.31%	0.04%	0.66%	0.70 %	\$7.00	
					Russell 1000 TR								
Harbor Capital Appreciation I/Large Cap Growth	30.23%	10.37%	13.60%	11.84%	27.72%	12.42%	14.48%	11.24%	0.67%	0.56%	1.23 %	\$12.30	
					Russell 1000 Growth TR								
Small/Mid Cap													
MFS Mid Cap Value R6/Mid Cap Value	13.61%	7.21%	8.62%	9.64%	11.05%	5.18%	7.92%	8.69%	0.62%	0.66%	1.28 %	\$12.80	
					Russell Mid Cap Value TR								
JPMorgan Mid Cap Growth R5/Mid Cap Growth	15.47%	8.73%	11.05%	12.95%	17.47%	6.97%	9.94%	11.80%	0.79%	0.56%	1.35 %	\$13.50	
					Russell Mid Cap Growth TR								
DFA US Targeted Value I/Small Cap	17.47%	6.84%	8.26%	10.62%	7.84%	2.59%	6.19%	8.55%	0.29%	0.66%	0.95 %	\$9.50	
					Russell 2000 Value TR								
Vanguard Sm Cap Gr Idx Adm/Small Cap	10.57%	3.32%	7.31%	10.47%	9.59%	1.55%	6.72%	10.00%	0.07%	0.66%	0.73 %	\$7.30	
					Russell 2000 Growth TR								
International Stock													
Vanguard Dev Mkts Idx Adm/Foreign	24.01%	3.17%	4.01%	4.06%	20.39%	2.58%	3.35%	4.18%	0.07%	0.66%	0.73 %	\$7.30	
					MSCI AC World Ex USA NR USD								
Other													
Vanguard Balanced Idx Adm/Balanced	12.14%	5.74%	7.32%	6.21%	11.43%	3.98%	5.24%	5.77%	0.07%	0.66%	0.73 %	\$7.30	
					Morningstar Moderate Target Risk								

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/23				Benchmark			Mutual Fund Expenses	The Standard' s Asset Based Fee ¹	Total Operating Expenses		*Shareholder Type Fees	
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.			Since Inception	As a %		Per \$1,000
Other													
Vanguard Target Retire Incml/Target-Date Retirement	7.02%	2.69%	3.60%	4.56%	7.83%	3.08%	3.68%	5.13%	0.08%	0.66%	0.74 %	\$7.40	
Vanguard Target Retire 2020/Target Date	9.36%	3.58%	5.24%	5.53%	8.71%	3.09%	4.55%	5.34%	0.08%	0.66%	0.74 %	\$7.40	
Vanguard Target Retire 2025/Target Date	11.56%	4.06%	5.79%	6.16%	9.56%	3.24%	4.99%	6.75%	0.08%	0.66%	0.74 %	\$7.40	
Vanguard Target Retire 2030/Target Date	13.14%	4.46%	6.28%	6.11%	10.93%	3.57%	5.54%	5.92%	0.08%	0.66%	0.74 %	\$7.40	
Vanguard Target Retire 2035/Target Date	14.56%	4.92%	6.79%	6.91%	12.85%	4.06%	6.12%	7.49%	0.08%	0.66%	0.74 %	\$7.40	
Vanguard Target Retire 2040/Target Date	16.15%	5.37%	7.26%	6.73%	14.88%	4.57%	6.57%	6.55%	0.08%	0.66%	0.74 %	\$7.40	
Vanguard Target Retire 2045/Target Date	17.67%	5.87%	7.61%	7.53%	16.35%	4.91%	6.78%	7.91%	0.08%	0.66%	0.74 %	\$7.40	
Vanguard Target Retire 2050/Target Date	18.48%	5.99%	7.67%	6.99%	17.03%	5.03%	6.81%	6.69%	0.08%	0.66%	0.74 %	\$7.40	
Vanguard Target Retire 2055/Target Date	18.48%	5.99%	7.65%	9.11%	17.15%	5.00%	6.74%	8.34%	0.08%	0.66%	0.74 %	\$7.40	
Vanguard Target Retire 2060/Target Date	18.49%	5.98%	7.65%	8.77%	17.17%	4.93%	6.65%	7.84%	0.08%	0.66%	0.74 %	\$7.40	

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/23				Benchmark			Mutual Fund Expenses	The Standard' s Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.				
Other											
Vanguard Target Retire 2065/Target Date	18.47%	5.97%	—	7.02%	17.17%	4.93%	6.65%	6.12%	0.66%	0.74 %	\$7.40

*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/ Type of Option	Return	Term	Other	Mutual Fund Expenses	The Standard's Asset Based Fee	Shareholder Type Fees and Restrictions
Standard Stable Asset A/Cash Equivalent	2.95%	90 Days	The rate of return on 09/30/23 was 2.95 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 www.standard.com/retirement .	0.10%	0.66%	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 www.standard.com/retirement .

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-ebbsa/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.

¹As 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):

From \$0.00 to \$3.00	0.66%
From \$3.00 to \$5.00	0.41%
From \$5.00 to \$6.50	0.35%
From \$6.50 to \$8.00	0.30%
From \$8.00 and greater	0.25%

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.