

Flex Premium Plus Fixed Annuity Investment Options

Overview

Document Summary

This document includes important information that may help you compare the different investment options (if available) under your retirement plan. For additional information about your investment options, visit the Internet Web site address shown in the Tables below, contact your Plan Administrator or Trustee or call us at 1-800-796-3872 as representatives are available Monday through Friday from 6:00 AM to 4:30 PM Pacific Time to assist you. You can also receive a free paper

copy of the information available on the Web site or additional information about your annuity product, by contacting your Plan Administrator or Trustee or call us at 1-800-796-3872.

This document has 3 parts. Part I has a telephone number where you can call for your fixed interest rates. Part II shows you the fees and expenses. Part III contains information about the annuity options available in the product under your

retirement plan.

Please visit <https://www.symetra.com/glossary> 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

Part 1: Performance Information

Table 2

Table 2 shows contact information where you can call to get your fixed interest rate on your annuity product.

Part 2: Fee and Expense Information

Table 3

Table 3 shows fees associated with your fixed annuity product.

The cumulative effect of fees can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the long-term effect of fees and expenses at <https://www.dol.gov/agencies/ebsa/key-topics/retirement/401k-plans>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

Part 3: Annuity Information

Table 4

Table 4 focuses on the annuity options under your plan. Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at some future date, usually when you retire. The annuity in your plan is a deferred annuity meaning that you accumulate an account balance that can later be converted (at your choice) into an income stream. Annuities are issued by insurance companies. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

Flex Premium Plus Fixed Annuity Investment Options

Table 1: Variable Return Investments

Investment Option	Type of Option	Morningstar Style Box EQ FI	Average Annual Total Return % as of 12-31-23					Morningstar Rating	Morningstar Risk	Morningstar Return
			1-Yr	3-Yr	5-Yr	10-Yr	Since Inception			

NA

Flex Premium Plus Fixed Annuity Investment Options

Table 2: Fixed Return Investments

Investment Option	Type of Option	Return+	Term	Other
Flex Premium Plus Fixed Annuity	Fixed	Current Rate: 2.00% Guaranteed Rate for Contract Years 1-7: 2.00%* Guaranteed Rate for Contract Years 8 and thereafter: 1.50%*	12 months	For current interest rates, please call 1-800-796-3872 or go to https://www.symetra.com/customer-service/how-can-we-help-you/customer-service/#Annuities-and-retirement-plans . Representatives are available Monday through Friday from 6:00 AM to 4:30 PM Pacific Time. In addition, you may reference your most recent quarterly participant statement for the guaranteed minimum interest rate (GMIR) and the specific interest rate credited to your account.

Symetra® Life Insurance Company reserves the right to adjust the interest rate prospectively once the Term stated above is over. Adjusted rates will apply for at least 12 months, when the rate can be adjusted again.

*If your Contract's Guaranteed Minimum Interest Rate (GMIR) is higher than the Guaranteed Rate shown in this table, your Guaranteed Rate will be equal to your Contract's GMIR.

+ Rates as of 6/30/2023

This product is no longer available for sale.

Symetra® Life Insurance Company is a registered service mark of Symetra Life Insurance Company.

Flex Premium Plus Fixed Annuity Investment Options

Table 3: Fees and Expenses

Investment Option	Type of Option	Total Annual Operating Expense		Shareholder-type Fees
		(%)	Per \$1000	
NA				

NA

These charges are based on each Participant's balance invested in the product, and paid directly by each Participant.

Withdrawal Charge 7 Year Decreasing: 6, 6, 6, 6, 3, 3, 3% in excess of 10% withdrawn per contract year. The charge is a percentage of the amount withdrawn.

Annual Systematic Charge: \$25 if in the prior contract year you receive more than one repetitive withdrawal or more than one annuity payment under the Payments Based on a Number of Years option. This fee is waived if payments were made by electronic funds transfer.

Loan Net Interest Rate: Subject to your retirement plan's requirements, Participants may take a loan against their Contract Value. For any loan issued, the Loan Net Interest Rate is equal to 2.5% of the loan amount.

Please reference your quarterly participant statement for an explanation of fees specifically charged to your account.

Flex Premium Plus Fixed Annuity Investment Options

Table 4: Annuity Options

Investment Option	Objectives/ Goals	Pricing Factors	Restrictions/ Fees
<p>Flex Premium Plus Fixed Annuity https://www.symetra.com/customer-service/how-can-we-help-you/customer-service/#Annuities-and-retirement-plans</p>	<p>To provide a guaranteed stream of income for a period of time based on your contract value. This option is available through a fixed annuity contract your employer has with Symetra Life Insurance Company.</p> <p>You do not need to exercise this option and can receive a distribution equal to your contract value.</p>	<p>You have the right to elect fixed annuity payments in the form of a life annuity, life annuity with guaranteed period, joint and survivor life annuity and payments based on a number of years (PBNY). The payment amount will be based on many factors including the guarantees, if any; under the annuity option you choose, the frequency of annuity payments, the annuitant's age at the time you elect to annuitize your contract, and under some contracts, the annuitant's sex. There is no additional cost to begin receiving annuity payments under the contract.</p>	<p>If the amount applied to an annuity option is less than \$5000 we may pay you in a lump sum cash distribution where permitted by state law. If annuity payments are less than \$250, we may decrease the frequency so that each payment is at least \$250.</p> <p>Once you begin receiving annuity payments, the option you chose cannot be stopped or changed.</p> <p>The annual systematic Charge will continue to be deducted if you receive more than one annuity payment from the PBNY option in the prior contract year (currently waived).</p> <p>Employees should consult with their Plan Sponsor and Flex Premium Plus Contract prior to electing an annuity option.</p>