

Spinnaker Plus Variable Annuity Investment Options

This document amends the Spinnaker Variable Annuity disclosure document to which it is attached, and creates appropriate disclosure for Spinnaker Plus Variable Annuity contract owners.

The fifth sentence under the opening disclosure for Part 1: Performance Information - Table 1 is replaced with the following:

Information about an option's principal risks is available by going to <https://www.symetra.com/regulatoryreports>.

Table 1: Variable Return Investments

Not all variable investment options listed under Table 1 are available to Spinnaker Plus contract owners. Please refer to your last dated Notice Document for the available variable investment options.

Table 2: Fixed Return Investments is replaced in its entirety with the following:

| Investment Option | Type of Option | Return+ | Term | Other |
|-------------------|----------------|---|--------------|--|
| Fixed Account | Fixed | Current: 2.00% Guaranteed: 2.00% | 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 . Representative are available Monday through Friday from 6:00 AM to 4:30PM 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 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. The guaranteed rate shown above is the lowest of all such guaranteed rates that have been offered on the product. Depending on when a participant's contract was issued, this rate may be higher and will be shown on the contract's data page.

+Rates as of 06/30/2022

This product is no longer for sale.

Table 3: Fees and Expenses

Not all variable investment options listed under Table 3 are available to Spinnaker Plus contract owners. Please refer to your last dated Notice Document for the available variable investment options.

The disclosure regarding the product charges under Table 3: Fees and Expenses is amended as follows:

The disclosure regarding the Contingent Deferred Sales Charge, Annual Administrative Maintenance Charge and Asset Related Administrative charge are deleted in their entirety and do not apply to Spinnaker Plus Variable Annuity contract owners.

Table 4: Annuity Options

The disclosure under the column titled Investment Option is replaced with Spinnaker Plus Variable annuity <https://www.symetra.com/customer-service/how-can-we-help-you/customer-service/#Annuities-and-retirement-plans>.

The third paragraph under the column titled Restrictions/Fees is deleted in its entirety.

Spinnaker® Variable 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 1

Table 1 focuses on the performance of investment options that do not have a fixed or stated rate of return. Table 1 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 an option's principal risks is available by going to <https://www.symetra.com/customer-service/how-can-we-help-you/customer-service/#Annuities-and-retirement-plans> and selecting Spinnaker Variable Annuity from the first drop-down box and Performance and Portfolios from the second drop-down box. To provide investment instructions, please contact us at 1-800-796-3872. You can transfer money among the investment options 12 times per contract year free of charge. The minimum amount you can transfer out of an investment option is \$500, or the entire investment option if less. If a transfer will result in the remaining balance in an investment option being less than \$500, you must transfer the entire amount out of the investment option. The minimum amount you can transfer into an investment option is \$50. In addition, transfers out of the Fixed Account are limited to 10% of the Fixed Account value per Contract Year.

You have the right to exercise voting, tender and similar rights related to the variable investments offered under your retirement plan. You will receive information regarding such rights and how to exercise them at the time of a vote, tender or other event.

Table 2

Table 2 focuses on the performance of investment options that have a fixed or stated rate of return. Table 2 shows the annual rate of return of each such option, the term or length of time that you will earn this rate of return, and other information relevant to performance.

Part 2: Fee and Expense Information

Table 3

Table 3 shows fee and expense information for the investment options listed in Table 1 and Table 2. Table 3 shows the Total Annual Operating Expenses of the options in Table 1. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Table 3 also shows Shareholder-type Fees. These fees are in addition to Total Annual Operating Expenses.

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.

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Please visit <https://www.symetra.com/glossary> for a glossary of investment terms.

Spinnaker® Variable Annuity Investment Options

Table 1: Variable Return Investments

| Investment Option | Type of Option | Morningstar Style Box | | 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 | | | |
| Aggressive Allocation | | | | | | | | | | | |
| Morningstar Agrsv Gr ETF Asset Alloc II | VA | | | 16.88 | 6.29 | 10.04 | 7.06 | 5.31 | ★★★★ | Avg | Avg |
| Benchmark: DJ US Aggressive TR USD | | | | 21.08 | 7.87 | 13.94 | 10.32 | 8.94 | | | |
| Category: Aggressive Allocation | | | | 17.66 | 4.56 | 10.39 | 7.09 | 5.76 | | | |
| Commodities Broad Basket | | | | | | | | | | | |
| PIMCO VIT CommodityRealReturn® Strat Adm | VA | — | | -7.85 | 10.10 | 8.55 | -0.80 | 0.72 | ★★ | +Avg | Avg |
| Benchmark: Bloomberg Commodity TR USD | | | | -7.91 | 10.76 | 7.23 | -1.11 | -0.48 | | | |
| Category: Commodities Broad Basket | | | | -5.56 | 12.29 | 8.05 | -0.63 | — | | | |
| Conservative Allocation | | | | | | | | | | | |
| Morningstar Cnsvr ETF Asset Alloc II | VA | | — | 7.84 | -0.92 | 2.56 | 2.25 | 2.74 | ★★ | Avg | -Avg |
| Benchmark: DJ US Conservative TR USD | | | | 7.34 | -1.00 | 3.03 | 3.04 | 4.13 | | | |
| Category: Conservative Allocation | | | | 7.98 | -0.15 | 3.34 | 2.86 | 3.14 | | | |
| Diversified Emerging Mkts | | | | | | | | | | | |
| Templeton Developing Markets VIP 2 | VA | | — | 12.62 | -6.09 | 4.22 | 2.32 | 3.20 | ★★★★ | +Avg | Avg |
| Benchmark: MSCI EM NR USD | | | | 9.83 | -5.08 | 3.69 | 2.66 | — | | | |
| Category: Diversified Emerging Mkts | | | | 12.32 | -3.74 | 4.70 | 2.62 | 5.03 | | | |
| VY® JPMorgan Emerging Markets Equity I | VA | | — | 6.81 | -10.62 | 4.75 | 3.84 | 5.54 | ★★★★ | +Avg | Avg |
| Benchmark: MSCI EM NR USD | | | | 9.83 | -5.08 | 3.69 | 2.66 | 4.77 | | | |
| Category: Diversified Emerging Mkts | | | | 12.32 | -3.74 | 4.70 | 2.62 | 4.29 | | | |
| Foreign Large Blend | | | | | | | | | | | |
| Calvert VP EAFE International Index I | VA | | — | 17.77 | 3.71 | 7.83 | 3.81 | 5.96 | ★★★★ | Avg | Avg |
| Benchmark: MSCI EAFE NR USD | | | | 18.24 | 4.02 | 8.16 | 4.28 | 6.94 | | | |
| Category: Foreign Large Blend | | | | 16.25 | 2.43 | 7.62 | 3.98 | 6.23 | | | |
| Foreign Large Growth | | | | | | | | | | | |
| American Century VP International I | VA | | — | 12.57 | -2.70 | 8.29 | 4.07 | 5.67 | ★★★★ | Avg | Avg |
| Benchmark: MSCI EAFE NR USD | | | | 18.24 | 4.02 | 8.16 | 4.28 | 5.00 | | | |
| Category: Foreign Large Growth | | | | 16.18 | -2.05 | 8.42 | 5.02 | 5.12 | | | |
| DWS International Growth VIP B | VA | | — | 15.77 | -3.79 | 7.33 | 4.17 | 5.96 | ★★★★ | Avg | -Avg |
| Benchmark: MSCI World NR USD | | | | 23.79 | 7.27 | 12.80 | 8.60 | 8.07 | | | |
| Category: Foreign Large Growth | | | | 16.18 | -2.05 | 8.42 | 5.02 | 5.94 | | | |
| Invesco VI EQV International Equity I | VA | | — | 18.15 | 0.73 | 8.42 | 4.33 | 6.75 | ★★★★ | -Avg | Avg |
| Benchmark: MSCI EAFE NR USD | | | | 18.24 | 4.02 | 8.16 | 4.28 | 5.37 | | | |
| Category: Foreign Large Growth | | | | 16.18 | -2.05 | 8.42 | 5.02 | 5.64 | | | |
| Invesco VI EQV International Eq II | VA | | — | 17.87 | 0.48 | 8.15 | 4.07 | 6.66 | ★★★★ | -Avg | Avg |
| Benchmark: MSCI EAFE NR USD | | | | 18.24 | 4.02 | 8.16 | 4.28 | 6.11 | | | |
| Category: Foreign Large Growth | | | | 16.18 | -2.05 | 8.42 | 5.02 | 6.03 | | | |
| VIP Overseas Service 2 | VA | | — | 20.22 | 2.63 | 9.71 | 4.65 | 3.52 | ★★★★ | Avg | +Avg |
| Benchmark: MSCI EAFE NR USD | | | | 18.24 | 4.02 | 8.16 | 4.28 | 3.74 | | | |
| Category: Foreign Large Growth | | | | 16.18 | -2.05 | 8.42 | 5.02 | 3.12 | | | |
| Foreign Large Value | | | | | | | | | | | |
| DWS CROCI International VIP A | VA | | — | 18.95 | 4.10 | 7.11 | 2.14 | 4.90 | ★★ | Avg | -Avg |
| Benchmark: MSCI EAFE NR USD | | | | 18.24 | 4.02 | 8.16 | 4.28 | 4.98 | | | |
| Category: Foreign Large Value | | | | 17.51 | 6.01 | 7.44 | 3.36 | 6.32 | | | |
| Global Allocation | | | | | | | | | | | |
| DWS Global Income Builder VIP A | VA | | — | 14.89 | 2.72 | 7.12 | 5.19 | 8.02 | ★★★★★ | Avg | +Avg |
| Benchmark: Russell 1000 TR USD | | | | 26.53 | 8.97 | 15.52 | 11.80 | 11.97 | | | |
| Category: Global Allocation | | | | 10.72 | 2.67 | 6.09 | 4.02 | 8.75 | | | |

Spinnaker® Variable 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 | | | | Since Inception | Morningstar Rating | Morningstar Risk | Morningstar Return |
|--|----------------|--------------------------------|--|-------|-------|-------|-----------------|--------------------|------------------|--------------------|
| | | | 1-Yr | 3-Yr | 5-Yr | 10-Yr | | | | |
| Global Bond | | | | | | | | | | |
| Templeton Global Bond VIP 2 | VA | — ■■ | 2.88 | -2.42 | -2.13 | -0.66 | 4.79 | ★★★★ | Avg | -Avg |
| Benchmark: JPM GBI Global Traded TR USD | | | 4.02 | -6.97 | -1.31 | -0.11 | 2.78 | | | |
| Category: Global Bond | | | 6.57 | -4.32 | -0.07 | 0.00 | 3.21 | | | |
| Global Large-Stock Blend | | | | | | | | | | |
| Templeton Growth VIP 2 | VA | ■■ — | 21.01 | 3.94 | 6.47 | 3.24 | 4.83 | ★ | +Avg | Low |
| Benchmark: MSCI World NR USD | | | 23.79 | 7.27 | 12.80 | 8.60 | 6.02 | | | |
| Category: Global Large-Stock Blend | | | 18.12 | 5.31 | 10.60 | 7.23 | 6.87 | | | |
| Global Large-Stock Value | | | | | | | | | | |
| Voya Global High Dividend Low Vol Port S | VA | ■■ — | 6.43 | 6.78 | 7.89 | 5.90 | 4.11 | ★★★★ | -Avg | Avg |
| Benchmark: S&P North American Natural Resources TR | | | 3.66 | 24.82 | 13.13 | 2.85 | 2.93 | | | |
| Category: Global Large-Stock Value | | | 15.05 | 7.63 | 9.54 | 6.08 | 5.75 | | | |
| Global Real Estate | | | | | | | | | | |
| Invesco VI Global Real Estate I | VA | ■■ — | 9.05 | 0.96 | 2.11 | 3.10 | 6.26 | ★★ | Avg | -Avg |
| Benchmark: MSCI World NR USD | | | 23.79 | 7.27 | 12.80 | 8.60 | 6.18 | | | |
| Category: Global Real Estate | | | 10.24 | 0.68 | 3.58 | 3.68 | 5.93 | | | |
| Global Small/Mid Stock | | | | | | | | | | |
| DWS Global Small Cap VIP B | VA | ■■ — | 24.20 | 2.57 | 8.85 | 3.54 | 7.34 | ★★★★ | Avg | -Avg |
| Benchmark: S&P Developed Small TR USD | | | 15.90 | 2.93 | 9.83 | 6.91 | 8.33 | | | |
| Category: Global Small/Mid Stock | | | 13.63 | -2.50 | 9.78 | 5.73 | 7.30 | | | |
| Health | | | | | | | | | | |
| Invesco VI Health Care I | VA | ■■ — | 3.02 | 0.10 | 8.75 | 6.87 | 8.24 | ★★★★ | Avg | Avg |
| Benchmark: MSCI World GR USD | | | 24.42 | 7.79 | 13.37 | 9.18 | 7.49 | | | |
| Category: Health | | | 3.22 | -2.35 | 8.65 | 8.95 | 10.23 | | | |
| High Yield Bond | | | | | | | | | | |
| Federated Hermes High Income Bond II P | VA | ■■ — | 12.71 | 1.40 | 4.75 | 4.13 | 6.14 | ★★★★★ | Avg | +Avg |
| Benchmark: Bloomberg US HY 2% Issuer Cap TR USD | | | 13.44 | 1.98 | 5.35 | 4.59 | 6.71 | | | |
| Category: High Yield Bond | | | 12.08 | 1.88 | 4.70 | 3.68 | 5.36 | | | |
| Pioneer High Yield VCT II | VA | — ■■ | 10.99 | 1.20 | 3.85 | 3.04 | 4.90 | ★★ | +Avg | -Avg |
| Benchmark: ICE BofA US High Yield TR USD | | | 13.46 | 2.00 | 5.21 | 4.52 | 6.75 | | | |
| Category: High Yield Bond | | | 12.08 | 1.88 | 4.70 | 3.68 | 5.40 | | | |
| Inflation-Protected Bond | | | | | | | | | | |
| American Century VP Inflation Prot II | VA | — ■■ | 3.40 | -1.52 | 2.65 | 1.90 | 3.13 | ★★★★ | +Avg | Avg |
| Benchmark: Bloomberg US Treasury US TIPS TR USD | | | 3.90 | -1.00 | 3.15 | 2.42 | 3.85 | | | |
| Category: Inflation-Protected Bond | | | 2.82 | -0.76 | 2.93 | 1.98 | 3.23 | | | |
| Intermediate Core Bond | | | | | | | | | | |
| Calvert VP Investment Grade Bd Idx I | VA | — ■■ | 5.47 | -3.24 | 1.06 | 1.68 | 2.94 | ★★★★ | -Avg | Avg |
| Benchmark: Bloomberg US Agg Bond TR USD | | | 5.53 | -3.31 | 1.10 | 1.81 | 3.18 | | | |
| Category: Intermediate Core Bond | | | 5.59 | -3.27 | 1.05 | 1.66 | 2.89 | | | |
| Intermediate Core-Plus Bond | | | | | | | | | | |
| Pioneer Bond VCT I | VA | — ■■ | 6.96 | -2.70 | 1.82 | 2.25 | 5.33 | ★★★★★ | +Avg | +Avg |
| Benchmark: Bloomberg US Agg Bond TR USD | | | 5.53 | -3.31 | 1.10 | 1.81 | 5.45 | | | |
| Category: Intermediate Core-Plus Bond | | | 6.22 | -2.99 | 1.48 | 1.93 | 5.44 | | | |
| Pioneer Strategic Income VCT II | VA | — — | 8.06 | -1.42 | 2.41 | 2.41 | 4.67 | ★★★★★ | High | +Avg |
| Benchmark: Bloomberg US Universal TR USD | | | 6.17 | -2.97 | 1.44 | 2.08 | 3.48 | | | |
| Category: Intermediate Core-Plus Bond | | | 6.22 | -2.99 | 1.48 | 1.93 | 3.42 | | | |

Spinnaker® Variable Annuity Investment Options

Table 1: Variable Return Investments

| Investment Option | Type of Option | Morningstar Style Box | | 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 | | | |
| Intermediate Government | | | | | | | | | | | |
| Franklin US Government Securities VIP 2 | VA | — | ■ | 4.47 | -2.55 | 0.22 | 0.73 | 2.94 | ★★★ | -Avg | Avg |
| Benchmark: Bloomberg US Govt Intm TR USD | | | | 4.30 | -1.83 | 1.03 | 1.24 | 3.22 | | | |
| Category: Intermediate Government | | | | 4.42 | -3.26 | 0.27 | 0.96 | 2.90 | | | |
| Large Blend | | | | | | | | | | | |
| BNY Mellon Stock Index Service | VA | ■ | — | 25.60 | 9.45 | 15.09 | 11.47 | 7.26 | ★★★★ | Avg | +Avg |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 7.93 | | | |
| Category: Large Blend | | | | 22.32 | 8.83 | 14.26 | 10.55 | 6.53 | | | |
| BNY Mellon Sustainable US Eq Port Initl | VA | ■ | — | 23.82 | 6.64 | 15.13 | 10.46 | 8.77 | ★★★★ | Avg | Avg |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.15 | | | |
| Category: Large Blend | | | | 22.32 | 8.83 | 14.26 | 10.55 | 8.50 | | | |
| LVIP JPMorgan U.S. Equity Standard | VA | ■ | — | 27.16 | 10.17 | 17.15 | 12.44 | 9.23 | ★★★★★ | +Avg | High |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.19 | | | |
| Category: Large Blend | | | | 22.32 | 8.83 | 14.26 | 10.55 | 8.61 | | | |
| Neuberger Berman AMT Sustainable Eq S | VA | ■ | — | 26.57 | 8.24 | 13.69 | 9.74 | 8.49 | ★★★★ | -Avg | -Avg |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 9.78 | | | |
| Category: Large Blend | | | | 22.32 | 8.83 | 14.26 | 10.55 | 8.09 | | | |
| Pioneer Fund VCT I | VA | ■ | — | 28.93 | 9.93 | 16.74 | 12.22 | 8.56 | ★★★★★ | Avg | High |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 8.50 | | | |
| Category: Large Blend | | | | 22.32 | 8.83 | 14.26 | 10.55 | 7.05 | | | |
| VIP Growth & Income Initial | VA | ■ | — | 18.72 | 12.43 | 14.79 | 10.27 | 8.35 | ★★★★ | +Avg | Avg |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 9.14 | | | |
| Category: Large Blend | | | | 22.32 | 8.83 | 14.26 | 10.55 | 7.63 | | | |
| Large Growth | | | | | | | | | | | |
| American Century VP Ultra® I | VA | ■ | — | 43.51 | 6.13 | 19.24 | 14.64 | 8.88 | ★★★★ | +Avg | +Avg |
| Benchmark: Russell 1000 Growth TR USD | | | | 42.68 | 8.86 | 19.50 | 14.86 | 8.94 | | | |
| Category: Large Growth | | | | 36.74 | 4.68 | 15.74 | 12.03 | 7.06 | | | |
| American Century VP Ultra® II | VA | ■ | — | 43.27 | 5.97 | 19.07 | 14.47 | 9.59 | ★★★★ | +Avg | +Avg |
| Benchmark: Russell 1000 Growth TR USD | | | | 42.68 | 8.86 | 19.50 | 14.86 | 10.57 | | | |
| Category: Large Growth | | | | 36.74 | 4.68 | 15.74 | 12.03 | 8.52 | | | |
| BNY Mellon VIF Apprec Port Initl | VA | ■ | — | 20.97 | 8.01 | 16.23 | 11.09 | 9.80 | ★★★★ | -Avg | Avg |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.16 | | | |
| Category: Large Growth | | | | 36.74 | 4.68 | 15.74 | 12.03 | 9.14 | | | |
| Calvert VP Nasdaq 100 Index I | VA | ■ | — | 54.40 | 9.68 | 22.10 | 17.30 | 7.09 | ★★★★★ | +Avg | High |
| Benchmark: NASDAQ 100 PR USD | | | | 53.81 | 9.29 | 21.60 | 16.70 | 6.61 | | | |
| Category: Large Growth | | | | 36.74 | 4.68 | 15.74 | 12.03 | 5.58 | | | |
| DWS Capital Growth VIP B | VA | ■ | — | 38.17 | 5.34 | 17.27 | 13.28 | 8.62 | ★★★★ | Avg | +Avg |
| Benchmark: Russell 1000 Growth TR USD | | | | 42.68 | 8.86 | 19.50 | 14.86 | 9.23 | | | |
| Category: Large Growth | | | | 36.74 | 4.68 | 15.74 | 12.03 | 8.07 | | | |
| Franklin DynaTech VIP Fund - Class 2 | VA | ■ | — | 43.77 | 0.09 | 13.76 | 10.37 | 8.79 | ★★ | +Avg | -Avg |
| Benchmark: Russell 3000 Growth TR USD | | | | 41.21 | 8.08 | 18.85 | 14.33 | 11.52 | | | |
| Category: Large Growth | | | | 36.74 | 4.68 | 15.74 | 12.03 | 9.45 | | | |
| Invesco VI American Franchise I | VA | ■ | — | 40.93 | 2.81 | 16.16 | 11.70 | 10.12 | ★★★★ | +Avg | Avg |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 9.93 | | | |
| Category: Large Growth | | | | 36.74 | 4.68 | 15.74 | 12.03 | 8.93 | | | |
| Invesco VI American Franchise II | VA | ■ | — | 40.60 | 2.55 | 15.88 | 11.42 | 4.44 | ★★ | Avg | Avg |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 7.30 | | | |
| Category: Large Growth | | | | 36.74 | 4.68 | 15.74 | 12.03 | 5.62 | | | |
| VIP Contrafund Initial | VA | ■ | — | 33.45 | 7.92 | 16.65 | 11.61 | 11.50 | ★★★★ | -Avg | Avg |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.47 | | | |
| Category: Large Growth | | | | 36.74 | 4.68 | 15.74 | 12.03 | 9.46 | | | |

Spinnaker® Variable Annuity Investment Options

Table 1: Variable Return Investments

| Investment Option | Type of Option | Morningstar Style Box | 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 | | | | |
| VIP Growth Opportunities Init Benchmark: Russell 1000 Growth TR USD Category: Large Growth | VA | | — | 45.65 | 0.28 | 19.09 | 15.72 | 10.28 | ★★★★ | High | + Avg |
| | | | | 42.68 | 8.86 | 19.50 | 14.86 | 10.90 | | | |
| | | | | 36.74 | 4.68 | 15.74 | 12.03 | 9.46 | | | |
| VIP Growth Initial Benchmark: Russell 3000 Growth TR USD Category: Large Growth | VA | | — | 36.24 | 8.24 | 19.64 | 14.80 | 11.17 | ★★★★★ | Avg | High |
| | | | | 41.21 | 8.08 | 18.85 | 14.33 | 10.94 | | | |
| | | | | 36.74 | 4.68 | 15.74 | 12.03 | 9.69 | | | |
| Large Value | | | | | | | | | | | |
| American Century VP Large Company Val II Benchmark: Russell 1000 Value TR USD Category: Large Value | VA | | — | 3.78 | 7.88 | 10.37 | 7.58 | 6.90 | ★★★★ | -Avg | -Avg |
| | | | | 11.46 | 8.86 | 10.91 | 8.40 | 7.95 | | | |
| | | | | 11.63 | 9.74 | 11.37 | 8.39 | 7.43 | | | |
| American Century VP Value I Benchmark: Russell 3000 Value TR USD Category: Large Value | VA | | — | 9.10 | 10.95 | 11.87 | 8.53 | 8.79 | ★★★★ | +Avg | Avg |
| | | | | 11.66 | 8.81 | 10.84 | 8.28 | 8.66 | | | |
| | | | | 11.63 | 9.74 | 11.37 | 8.39 | 7.56 | | | |
| Franklin Mutual Shares VIP 2 Benchmark: S&P 500 TR USD Category: Large Value | VA | | — | 13.46 | 7.77 | 7.82 | 5.43 | 6.54 | ★ | Avg | Low |
| | | | | 26.29 | 10.00 | 15.69 | 12.03 | 7.42 | | | |
| | | | | 11.63 | 9.74 | 11.37 | 8.39 | 6.26 | | | |
| Pioneer Equity Income VCT II Benchmark: Russell 1000 Value TR USD Category: Large Value | VA | | — | 7.17 | 7.33 | 9.08 | 8.16 | 6.85 | ★★★★ | -Avg | Avg |
| | | | | 11.46 | 8.86 | 10.91 | 8.40 | 7.06 | | | |
| | | | | 11.63 | 9.74 | 11.37 | 8.39 | 6.35 | | | |
| VIP Equity-Income Initial Benchmark: Russell 3000 Value TR USD Category: Large Value | VA | | — | 10.65 | 9.51 | 12.30 | 8.58 | 9.19 | ★★★★★ | -Avg | Avg |
| | | | | 11.66 | 8.81 | 10.84 | 8.28 | 10.03 | | | |
| | | | | 11.63 | 9.74 | 11.37 | 8.39 | 8.89 | | | |
| Mid-Cap Blend | | | | | | | | | | | |
| BNY Mellon IP MidCap Stock Init Benchmark: S&P MidCap 400 TR Category: Mid-Cap Blend | VA | | — | 18.31 | 8.57 | 10.70 | 7.44 | 7.28 | ★★ | +Avg | -Avg |
| | | | | 16.44 | 8.09 | 12.62 | 9.27 | 9.62 | | | |
| | | | | 16.00 | 6.83 | 11.96 | 8.28 | 7.63 | | | |
| Calvert VP S&P MidCap 400 Index F Benchmark: S&P MidCap 400 TR Category: Mid-Cap Blend | VA | | — | 15.89 | 7.57 | 12.07 | 8.66 | 8.19 | ★★★★ | +Avg | Avg |
| | | | | 16.44 | 8.09 | 12.62 | 9.27 | 8.90 | | | |
| | | | | 16.00 | 6.83 | 11.96 | 8.28 | 7.02 | | | |
| VIP Mid Cap Service 2 Benchmark: S&P MidCap 400 TR Category: Mid-Cap Blend | VA | | — | 14.80 | 6.95 | 12.17 | 7.85 | 10.11 | ★★★★ | Avg | Avg |
| | | | | 16.44 | 8.09 | 12.62 | 9.27 | 9.63 | | | |
| | | | | 16.00 | 6.83 | 11.96 | 8.28 | 7.53 | | | |
| Mid-Cap Growth | | | | | | | | | | | |
| Franklin Small Mid Cap Growth VIP 2 Benchmark: Russell Mid Cap Growth TR USD Category: Mid-Cap Growth | VA | | — | 26.74 | -2.58 | 13.51 | 8.96 | 8.00 | ★★★★ | Avg | Avg |
| | | | | 25.87 | 1.31 | 13.81 | 10.57 | 8.37 | | | |
| | | | | 21.37 | -0.86 | 12.46 | 9.23 | 7.32 | | | |
| Invesco V.I. Discovery Mid Cap Growth I Benchmark: Russell Mid Cap Growth TR USD Category: Mid-Cap Growth | VA | | — | 13.15 | -2.39 | 12.77 | 9.79 | 9.51 | ★★★★ | Avg | Avg |
| | | | | 25.87 | 1.31 | 13.81 | 10.57 | — | | | |
| | | | | 21.37 | -0.86 | 12.46 | 9.23 | 9.91 | | | |
| Invesco V.I. Discovery Mid Cap Growth II Benchmark: Russell Mid Cap Growth TR USD Category: Mid-Cap Growth | VA | | — | 12.85 | -2.63 | 12.47 | 9.51 | 3.46 | ★★★★ | Avg | Avg |
| | | | | 25.87 | 1.31 | 13.81 | 10.57 | 7.00 | | | |
| | | | | 21.37 | -0.86 | 12.46 | 9.23 | 5.61 | | | |
| Neuberger Berman AMT Mid-Cap Growth S Benchmark: Russell Mid Cap Growth TR USD Category: Mid-Cap Growth | VA | | — | 17.96 | -1.82 | 11.86 | 8.69 | 10.50 | ★★★★ | Avg | Avg |
| | | | | 25.87 | 1.31 | 13.81 | 10.57 | 11.73 | | | |
| | | | | 21.37 | -0.86 | 12.46 | 9.23 | 9.94 | | | |
| Pioneer Select Mid Cap Growth VCT I Benchmark: Russell 2000 Growth TR USD Category: Mid-Cap Growth | VA | | — | 18.77 | -3.99 | 10.39 | 8.68 | 10.55 | ★★ | Avg | Avg |
| | | | | 18.66 | -3.50 | 9.22 | 7.16 | 7.52 | | | |
| | | | | 21.37 | -0.86 | 12.46 | 9.23 | 9.22 | | | |

Spinnaker® Variable Annuity Investment Options

Table 1: Variable Return Investments

| Investment Option | Type of Option | Morningstar Style Box | | 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 | | | |
| Mid-Cap Value | | | | | | | | | | | |
| LVIP JPMorgan Mid Cap Value Standard | VA | | — | 10.91 | 9.78 | 10.98 | 8.05 | 10.09 | ★★★★★ | -Avg | Avg |
| Benchmark: Russell Mid Cap Value TR USD | | | | 12.71 | 8.36 | 11.16 | 8.26 | 9.92 | | | |
| Category: Mid-Cap Value | | | | 13.94 | 10.44 | 11.76 | 7.70 | 8.69 | | | |
| Moderate Allocation | | | | | | | | | | | |
| Neuberger Berman AMT M/C Intrinsic Val S | VA | | — | 10.69 | 9.72 | 8.36 | 5.88 | 6.91 | ★ | +Avg | Low |
| Benchmark: Russell Mid Cap Value TR USD | | | | 12.71 | 8.36 | 11.16 | 8.26 | 8.81 | | | |
| Category: Mid-Cap Value | | | | 13.94 | 10.44 | 11.76 | 7.70 | 8.18 | | | |
| Moderately Aggressive Allocation | | | | | | | | | | | |
| Pioneer Mid Cap Value VCT I | VA | | — | 12.46 | 11.22 | 12.54 | 7.57 | 9.15 | ★★★★ | -Avg | Avg |
| Benchmark: Russell Mid Cap Value TR USD | | | | 12.71 | 8.36 | 11.16 | 8.26 | 10.74 | | | |
| Category: Mid-Cap Value | | | | 13.94 | 10.44 | 11.76 | 7.70 | 9.82 | | | |
| Moderately Conservative Allocation | | | | | | | | | | | |
| American Century VP Balanced I | VA | | | 16.41 | 3.69 | 8.50 | 6.55 | 7.04 | ★★★★ | -Avg | Avg |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.24 | | | |
| Category: Moderate Allocation | | | | 13.78 | 3.43 | 8.16 | 6.07 | 6.85 | | | |
| Calvert VP SRI Balanced I | VA | | — | 16.82 | 4.39 | 10.28 | 7.47 | 7.37 | ★★★★★ | Avg | +Avg |
| Benchmark: Morningstar Mod Agg Tgt Risk TR USD | | | | 15.98 | 3.78 | 9.30 | 6.92 | — | | | |
| Category: Moderate Allocation | | | | 13.78 | 3.43 | 8.16 | 6.07 | 7.12 | | | |
| Franklin Allocation VIP 2 | VA | | — | 14.61 | 2.45 | 7.57 | 4.75 | 4.02 | ★★ | +Avg | Avg |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 9.35 | | | |
| Category: Moderate Allocation | | | | 13.78 | 3.43 | 8.16 | 6.07 | 5.07 | | | |
| Morningstar Balanced ETF Asset Allc II | VA | | | 12.82 | 2.88 | 6.68 | 4.99 | 4.44 | ★★ | -Avg | -Avg |
| Benchmark: DJ US Moderate TR USD | | | | 13.67 | 3.60 | 8.71 | 6.98 | 6.76 | | | |
| Category: Moderate Allocation | | | | 13.78 | 3.43 | 8.16 | 6.07 | 5.14 | | | |
| VIP Asset Manager Initial | VA | | | 12.94 | 1.83 | 7.48 | 5.40 | 7.11 | ★★★★ | -Avg | -Avg |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.18 | | | |
| Category: Moderate Allocation | | | | 13.78 | 3.43 | 8.16 | 6.07 | 6.83 | | | |
| Moderately Aggressive Allocation | | | | | | | | | | | |
| Morningstar Growth ETF Asset Allc II | VA | | | 15.27 | 4.73 | 8.64 | 6.20 | 5.03 | ★★ | Avg | -Avg |
| Benchmark: DJ US Moderately Aggressive TR USD | | | | 17.12 | 5.84 | 11.40 | 8.68 | 7.86 | | | |
| Category: Moderately Aggressive Allocation | | | | 15.36 | 4.45 | 9.17 | 6.58 | 5.27 | | | |
| Moderately Conservative Allocation | | | | | | | | | | | |
| Franklin Income VIP 2 | VA | | | 8.62 | 6.23 | 6.98 | 5.01 | 6.65 | ★★★★★ | High | High |
| Benchmark: S&P 500 TR USD | | | | 26.29 | 10.00 | 15.69 | 12.03 | 7.42 | | | |
| Category: Moderately Conservative Allocation | | | | 10.43 | 1.35 | 5.40 | 4.16 | 4.06 | | | |
| Morningstar Inc & Gr ETF Asset Allc II | VA | | | 10.59 | 0.98 | 4.74 | 3.67 | 3.61 | ★★ | -Avg | -Avg |
| Benchmark: DJ US Moderately Conservative TR USD | | | | 10.40 | 1.37 | 5.98 | 5.18 | 5.54 | | | |
| Category: Moderately Conservative Allocation | | | | 10.43 | 1.35 | 5.40 | 4.16 | 3.91 | | | |
| Money Market-Taxable | | | | | | | | | | | |
| Fidelity VIP Government MMKT Service 2 | VA | — | — | 4.29 | 1.84 | 1.51 | 0.94 | 1.59 | — | — | — |
| 7-Day Yield %: 4.91 | | | | | | | | | | | |
| Benchmark: ICE BofA US 3M Trsy Bill TR USD | | | | 5.01 | 2.15 | 1.88 | 1.25 | 1.77 | | | |
| Category: Money Market-Taxable | | | | 4.72 | 2.00 | 1.62 | 1.01 | 1.48 | | | |
| Real Estate | | | | | | | | | | | |
| Vanguard VIF Real Estate Index | VA | | — | 11.70 | 4.90 | 7.18 | 7.29 | 9.10 | ★★★★ | Avg | Avg |
| Benchmark: MSCI US IMI/Real Estate 25-50 GR USD | | | | 11.96 | 5.15 | 7.44 | — | — | | | |
| Category: Real Estate | | | | 12.03 | 4.63 | 6.83 | 6.82 | 8.93 | | | |
| Small Blend | | | | | | | | | | | |
| Calvert VP Russell 2000 Small Cap Idx F | VA | | — | 16.36 | 1.81 | 9.48 | 6.54 | 7.02 | ★★ | Avg | -Avg |
| Benchmark: Russell 2000 TR USD | | | | 16.93 | 2.22 | 9.97 | 7.16 | 7.76 | | | |
| Category: Small Blend | | | | 16.18 | 6.32 | 10.86 | 7.17 | 7.17 | | | |

Spinnaker® Variable Annuity Investment Options

Table 1: Variable Return Investments

| Investment Option | Type of Option | Morningstar Style Box | | 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 | | | |
| Invesco VI Small Cap Equity II Benchmark: S&P 500 TR USD Category: Small Blend | VA | | — | 16.26 | 3.44 | 12.14 | 6.28 | 8.21 | ★★★★ | -Avg | Avg |
| | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.09 | | | |
| | | | | 16.18 | 6.32 | 10.86 | 7.17 | 8.22 | | | |
| Small Value | | | | | | | | | | | |
| Franklin Small Cap Value VIP 2 Benchmark: Russell 2500 Value TR USD Category: Small Value | VA | | — | 12.75 | 8.33 | 11.06 | 7.04 | 9.11 | ★★★★ | -Avg | Avg |
| | | | | 15.98 | 8.81 | 10.79 | 7.42 | 9.00 | | | |
| | | | | 16.86 | 11.29 | 11.87 | 6.92 | 8.80 | | | |
| Tactical Allocation | | | | | | | | | | | |
| Federated Hermes Managed Volatility II P Benchmark: S&P 500 TR USD Category: Tactical Allocation | VA | | | 8.68 | 3.57 | 6.15 | 4.19 | 5.52 | ★★★★ | Avg | Avg |
| | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.16 | | | |
| | | | | 10.74 | 2.13 | 6.23 | 4.26 | 5.27 | | | |
| PIMCO VIT All Asset Adv Benchmark: Bloomberg US Trsy Infl Note 1-10Y TR USD Category: Tactical Allocation | VA | | | 8.02 | 3.37 | 5.90 | 3.93 | 5.18 | ★★★★ | Avg | Avg |
| | | | | 4.36 | 0.73 | 3.43 | 2.31 | 3.35 | | | |
| | | | | 10.74 | 2.13 | 6.23 | 4.26 | 4.04 | | | |
| Target-Date 2000-2010 | | | | | | | | | | | |
| VIP Freedom® 2010 Service 2 Benchmark: Bloomberg US Agg Bond TR USD Category: Target-Date 2000-2010 | VA | | | 9.08 | -0.18 | 5.26 | 4.29 | 5.17 | ★★★★ | Avg | Avg |
| | | | | 5.53 | -3.31 | 1.10 | 1.81 | 3.13 | | | |
| | | | | 10.30 | 0.70 | 5.22 | 4.27 | 4.46 | | | |
| Target-Date 2015 | | | | | | | | | | | |
| VIP Freedom® 2015 Service 2 Benchmark: S&P 500 TR USD Category: Target-Date 2015 | VA | | | 10.64 | 0.41 | 6.29 | 4.93 | 5.67 | ★★★★ | +Avg | +Avg |
| | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.07 | | | |
| | | | | 11.07 | 1.10 | 5.91 | 4.75 | 4.75 | | | |
| Target-Date 2020 | | | | | | | | | | | |
| VIP Freedom® 2020 Service 2 Benchmark: S&P 500 TR USD Category: Target-Date 2020 | VA | | | 12.22 | 1.00 | 7.22 | 5.48 | 6.00 | ★★★★★ | +Avg | +Avg |
| | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.07 | | | |
| | | | | 11.87 | 1.37 | 6.31 | 5.05 | 5.08 | | | |
| Target-Date 2025 | | | | | | | | | | | |
| VIP Freedom® 2025 Service 2 Benchmark: S&P 500 TR USD Category: Target-Date 2025 | VA | | | 13.32 | 1.46 | 7.98 | 5.93 | 6.52 | ★★★★★ | +Avg | +Avg |
| | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.07 | | | |
| | | | | 12.76 | 1.64 | 6.93 | 5.40 | 5.60 | | | |
| Target-Date 2030 | | | | | | | | | | | |
| VIP Freedom® 2030 Service 2 Benchmark: S&P 500 TR USD Category: Target-Date 2030 | VA | | | 14.46 | 2.08 | 9.02 | 6.59 | 6.83 | ★★★★★ | +Avg | +Avg |
| | | | | 26.29 | 10.00 | 15.69 | 12.03 | 10.07 | | | |
| | | | | 14.40 | 2.40 | 8.04 | 6.06 | 5.88 | | | |
| Target-Date Retirement | | | | | | | | | | | |
| VIP Freedom® Income Service 2 Benchmark: Bloomberg US Agg Bond TR USD Category: Target-Date Retirement | VA | | | 7.65 | -0.90 | 3.68 | 3.13 | 3.77 | ★★ | -Avg | -Avg |
| | | | | 5.53 | -3.31 | 1.10 | 1.81 | 3.13 | | | |
| | | | | 10.04 | 0.41 | 4.55 | 3.63 | 4.08 | | | |
| Technology | | | | | | | | | | | |
| BNY Mellon IP Technology Growth Init Benchmark: S&P 500 TR USD Category: Technology | VA | | — | 59.42 | -1.17 | 15.59 | 13.22 | 6.94 | ★★ | +Avg | Avg |
| | | | | 26.29 | 10.00 | 15.69 | 12.03 | 7.42 | | | |
| | | | | 43.43 | 1.00 | 17.29 | 15.14 | 6.91 | | | |

Spinnaker® Variable Annuity Investment Options

Table 2: Fixed Return Investments

| Investment Option | Type of Option | Return+ | Term | Other |
|-------------------|----------------|------------------------------------|--------|--|
| Fixed Account | Fixed | Current: 2.00% Guaranteed 2.00% | 1 Year | 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.

The guaranteed rate shown above is the lowest of all such guaranteed rates that have been offered on the product. Depending on when a participant's contract was issued, this rate may be higher and will be shown on the contract's data page.

+ 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.

Spinnaker® Variable Annuity Investment Options

Table 3: Fees and Expenses

| Investment Option | Type of Option | Total Annual Operating Expense | | Shareholder-type Fees |
|--|----------------|--------------------------------|------------|-------------------------|
| | | (%) | Per \$1000 | |
| Aggressive Allocation | | | | |
| Morningstar Agrsv Gr ETF Asset Allc II | VA | 0.89 | 8.90 | Please see notes below. |
| Commodities Broad Basket | | | | |
| PIMCO VIT CommodityRealReturn® Strat Adm | VA | 1.50 | 15.00 | Please see notes below. |
| Conservative Allocation | | | | |
| Morningstar Cnsrv ETF Asset Allc II | VA | 0.94 | 9.40 | Please see notes below. |
| Diversified Emerging Mkts | | | | |
| Templeton Developing Markets VIP 2 | VA | 1.38 | 13.80 | Please see notes below. |
| VY® JPMorgan Emerging Markets Equity I | VA | 1.26 | 12.60 | Please see notes below. |
| Foreign Large Blend | | | | |
| Calvert VP EAFE International Index I | VA | 0.72 | 7.20 | Please see notes below. |
| Foreign Large Growth | | | | |
| American Century VP International I | VA | 1.20 | 12.00 | Please see notes below. |
| DWS International Growth VIP B | VA | 1.66 | 16.60 | Please see notes below. |
| Invesco VI EQV International Equity I | VA | 0.91 | 9.10 | Please see notes below. |
| Invesco VI EQV International Eq II | VA | 1.16 | 11.60 | Please see notes below. |
| VIP Overseas Service 2 | VA | 1.02 | 10.20 | Please see notes below. |
| Foreign Large Value | | | | |
| DWS CROCI International VIP A | VA | 0.95 | 9.50 | Please see notes below. |
| Global Allocation | | | | |
| DWS Global Income Builder VIP A | VA | 0.66 | 6.60 | Please see notes below. |
| Global Bond | | | | |
| Templeton Global Bond VIP 2 | VA | 0.79 | 7.90 | Please see notes below. |
| Global Large-Stock Blend | | | | |
| Templeton Growth VIP 2 | VA | 1.18 | 11.80 | Please see notes below. |
| Global Large-Stock Value | | | | |
| Voya Global High Dividend Low Vol Port S | VA | 0.90 | 9.00 | Please see notes below. |
| Global Real Estate | | | | |
| Invesco VI Global Real Estate I | VA | 1.02 | 10.20 | Please see notes below. |
| Global Small/Mid Stock | | | | |
| DWS Global Small Cap VIP B | VA | 1.38 | 13.80 | Please see notes below. |
| Health | | | | |
| Invesco VI Health Care I | VA | 0.96 | 9.60 | Please see notes below. |
| High Yield Bond | | | | |
| Federated Hermes High Income Bond II P | VA | 0.87 | 8.70 | Please see notes below. |
| Pioneer High Yield VCT II | VA | 1.42 | 14.20 | Please see notes below. |
| Inflation-Protected Bond | | | | |
| American Century VP Inflation Prot II | VA | 0.77 | 7.70 | Please see notes below. |
| Intermediate Core Bond | | | | |
| Calvert VP Investment Grade Bd Idx I | VA | 0.48 | 4.80 | Please see notes below. |

Spinnaker® Variable Annuity Investment Options

Table 3: Fees and Expenses

| Investment Option | Type of Option | Total Annual Operating Expense | | Shareholder-type Fees |
|--|----------------|--------------------------------|------------|-------------------------|
| | | (%) | Per \$1000 | |
| Intermediate Core-Plus Bond | | | | |
| Pioneer Bond VCT I | VA | 0.55 | 5.50 | Please see notes below. |
| Pioneer Strategic Income VCT II | VA | 1.36 | 13.60 | Please see notes below. |
| Intermediate Government | | | | |
| Franklin US Government Securities VIP 2 | VA | 0.76 | 7.60 | Please see notes below. |
| Large Blend | | | | |
| BNY Mellon Stock Index Service | VA | 0.51 | 5.10 | Please see notes below. |
| BNY Mellon Sustainable US Eq Port Initl | VA | 0.68 | 6.80 | Please see notes below. |
| LVIP JPMorgan U.S. Equity Standard | VA | 0.67 | 6.70 | Please see notes below. |
| Neuberger Berman AMT Sustainable Eq S | VA | 1.18 | 11.80 | Please see notes below. |
| Pioneer Fund VCT I | VA | 0.76 | 7.60 | Please see notes below. |
| VIP Growth & Income Initial | VA | 0.52 | 5.20 | Please see notes below. |
| Large Growth | | | | |
| American Century VP Ultra® I | VA | 0.89 | 8.90 | Please see notes below. |
| American Century VP Ultra® II | VA | 1.04 | 10.40 | Please see notes below. |
| BNY Mellon VIF Apprec Port Initl | VA | 0.83 | 8.30 | Please see notes below. |
| Calvert VP Nasdaq 100 Index I | VA | 0.60 | 6.00 | Please see notes below. |
| DWS Capital Growth VIP B | VA | 0.76 | 7.60 | Please see notes below. |
| Franklin DynaTech VIP Fund - Class 2 | VA | 0.97 | 9.70 | Please see notes below. |
| Invesco VI American Franchise I | VA | 0.89 | 8.90 | Please see notes below. |
| Invesco VI American Franchise II | VA | 1.14 | 11.40 | Please see notes below. |
| VIP Contrafund Initial | VA | 0.60 | 6.00 | Please see notes below. |
| VIP Growth Opportunities Init | VA | 0.63 | 6.30 | Please see notes below. |
| VIP Growth Initial | VA | 0.61 | 6.10 | Please see notes below. |
| Large Value | | | | |
| American Century VP Large Company Val II | VA | 0.98 | 9.80 | Please see notes below. |
| American Century VP Value I | VA | 0.85 | 8.50 | Please see notes below. |
| Franklin Mutual Shares VIP 2 | VA | 0.94 | 9.40 | Please see notes below. |
| Pioneer Equity Income VCT II | VA | 1.03 | 10.30 | Please see notes below. |
| VIP Equity-Income Initial | VA | 0.51 | 5.10 | Please see notes below. |
| Mid-Cap Blend | | | | |
| BNY Mellon IP MidCap Stock Init | VA | 0.86 | 8.60 | Please see notes below. |
| Calvert VP S&P MidCap 400 Index F | VA | 0.64 | 6.40 | Please see notes below. |
| VIP Mid Cap Service 2 | VA | 0.86 | 8.60 | Please see notes below. |
| Mid-Cap Growth | | | | |
| Franklin Small Mid Cap Growth VIP 2 | VA | 1.10 | 11.00 | Please see notes below. |
| Invesco V.I. Discovery Mid Cap Growth I | VA | 0.86 | 8.60 | Please see notes below. |
| Invesco V.I. Discovery Mid Cap Growth II | VA | 1.11 | 11.10 | Please see notes below. |
| Neuberger Berman AMT Mid-Cap Growth S | VA | 1.21 | 12.10 | Please see notes below. |
| Pioneer Select Mid Cap Growth VCT I | VA | 0.87 | 8.70 | Please see notes below. |

Spinnaker® Variable Annuity Investment Options

Table 3: Fees and Expenses

| Investment Option | Type of Option | Total Annual Operating Expense | | Shareholder-type Fees |
|---|----------------|--------------------------------|------------|-------------------------|
| | | (%) | Per \$1000 | |
| Mid-Cap Value | | | | |
| LVIP JPMorgan Mid Cap Value Standard | VA | 0.76 | 7.60 | Please see notes below. |
| Neuberger Berman AMT M/C Intrinsic Val S | VA | 1.28 | 12.80 | Please see notes below. |
| Pioneer Mid Cap Value VCT I | VA | 0.78 | 7.80 | Please see notes below. |
| Moderate Allocation | | | | |
| American Century VP Balanced I | VA | 0.90 | 9.00 | Please see notes below. |
| Calvert VP SRI Balanced I | VA | 0.64 | 6.40 | Please see notes below. |
| Franklin Allocation VIP 2 | VA | 0.86 | 8.60 | Please see notes below. |
| Morningstar Balanced ETF Asset Allc II | VA | 0.88 | 8.80 | Please see notes below. |
| VIP Asset Manager Initial | VA | 0.60 | 6.00 | Please see notes below. |
| Moderately Aggressive Allocation | | | | |
| Morningstar Growth ETF Asset Allc II | VA | 0.87 | 8.70 | Please see notes below. |
| Moderately Conservative Allocation | | | | |
| Franklin Income VIP 2 | VA | 0.71 | 7.10 | Please see notes below. |
| Morningstar Inc & Gr ETF Asset Allc II | VA | 0.90 | 9.00 | Please see notes below. |
| Money Market-Taxable | | | | |
| Fidelity VIP Government MMKT Service 2 | VA | 0.49 | 4.90 | Please see notes below. |
| Real Estate | | | | |
| Vanguard VIF Real Estate Index | VA | 0.26 | 2.60 | Please see notes below. |
| Small Blend | | | | |
| Calvert VP Russell 2000 Small Cap Idx F | VA | 0.78 | 7.80 | Please see notes below. |
| Invesco VI Small Cap Equity II | VA | 1.20 | 12.00 | Please see notes below. |
| Small Value | | | | |
| Franklin Small Cap Value VIP 2 | VA | 0.92 | 9.20 | Please see notes below. |
| Tactical Allocation | | | | |
| Federated Hermes Managed Volatility II P | VA | 1.08 | 10.80 | Please see notes below. |
| PIMCO VIT All Asset Adv | VA | 1.75 | 17.45 | Please see notes below. |
| Target-Date 2000-2010 | | | | |
| VIP Freedom® 2010 Service 2 | VA | 0.65 | 6.50 | Please see notes below. |
| Target-Date 2015 | | | | |
| VIP Freedom® 2015 Service 2 | VA | 0.69 | 6.90 | Please see notes below. |
| Target-Date 2020 | | | | |
| VIP Freedom® 2020 Service 2 | VA | 0.73 | 7.30 | Please see notes below. |
| Target-Date 2025 | | | | |
| VIP Freedom® 2025 Service 2 | VA | 0.76 | 7.60 | Please see notes below. |
| Target-Date 2030 | | | | |
| VIP Freedom® 2030 Service 2 | VA | 0.79 | 7.90 | Please see notes below. |
| Target-Date Retirement | | | | |
| VIP Freedom® Income Service 2 | VA | 0.60 | 6.00 | Please see notes below. |
| Technology | | | | |
| BNY Mellon IP Technology Growth Init | VA | 0.78 | 7.80 | Please see notes below. |

Spinnaker® Variable Annuity Investment Options

Table 3: Fees and Expenses

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

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

Annual Administrative Maintenance Charge: \$30 each Contract Year. The charge is waived if the Contract Value is \$50,000 or more. The charge will never be more than \$35 for Contracts issued before 2005 and \$50 for those issued thereafter, please consult your Contract.

Contingent Deferred Sales Charge: 8 Year Decreasing (CDSC): 8, 7, 6, 5, 4, 3, 2, 1% in excess of 10% withdrawn per contract year. The charge is a percentage of the amount withdrawn.

Mortality & Expense Risk Charge: Equal on an annual basis to 1.25% of the average daily net asset value of each Sub-account invested in.

Asset Related Administrative charge: Equal on an annual basis to 0.15% of the average daily net asset value of each Sub-account invested in.

Withdrawal Charge: \$25 or 2.0% of the amount withdrawn, whichever is less, for each withdrawal after the first in a contract year.

Transfer Charge: \$10 or 2.0% of the amount transferred, whichever is less, for each transfer after the 12th transfer in a contract year.

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.

Spinnaker® Variable Annuity Investment Options

Table 4: Annuity Options

| Investment Option | Objectives/ Goals | Pricing Factors | Restrictions/ Fees |
|--|---|---|---|
| <p>Spinnaker Variable 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 variable 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 account value.</p> | <p>You have the right to elect annuity payments in the form of a life annuity, life annuity with guaranteed period, joint and survivor life annuity, joint and survivor life annuity with guaranteed period, payments based on a number of years (PBNY), and period certain. You can choose to have fixed or variable payments, or both, for all options other than period certain options. You may choose only fixed payments for period certain annuity options. 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 investment performance, if you choose variable 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. Table 3 lists the Total Annual Operating expenses of the investment options as well as the contract level charges deducted under the contract.</p> <p>In addition, there is no additional cost for the death benefit available under the contract and payable to your named beneficiary. This benefit is generally the return of all deposits less subsequent withdrawals. Your death benefit does not continue after you have elected an annuity payment option.</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>Annual Administration Maintenance Charge is still deducted for PBNY if Contract was under \$50,000 at time of election (currently waived). No other charges apply.</p> <p>Employees should consult with their Plan Sponsor prior to electing an annuity option.</p> |