

# DISCLOSURE OF PLAN-RELATED INFORMATION

3/31/2026

This document includes important information to help you compare the investment options under the ADP TotalSource Retirement Savings Plan (the "Plan"). If you want additional information about your investment options (including more current performance information) or to request a free paper copy of such information, you can go to the Plan's website address at <https://adptotalsource.voya.com>. You can also contact the ADP TotalSource Retirement Savings Plan Service Center at Voya via phone at **1-855-646-7549**, or by mail at Voya Attn: ADP TotalSource, Plan Administration, P.O. Box 389, Hartford, CT 06141.

## Document Summary

This summary is intended for the sole purpose of complying with the disclosure requirements of Department of Labor regulations under §2550.404a-5. Please refer to the Plan's Summary Plan Description and other disclosure materials prior to making investment decisions.

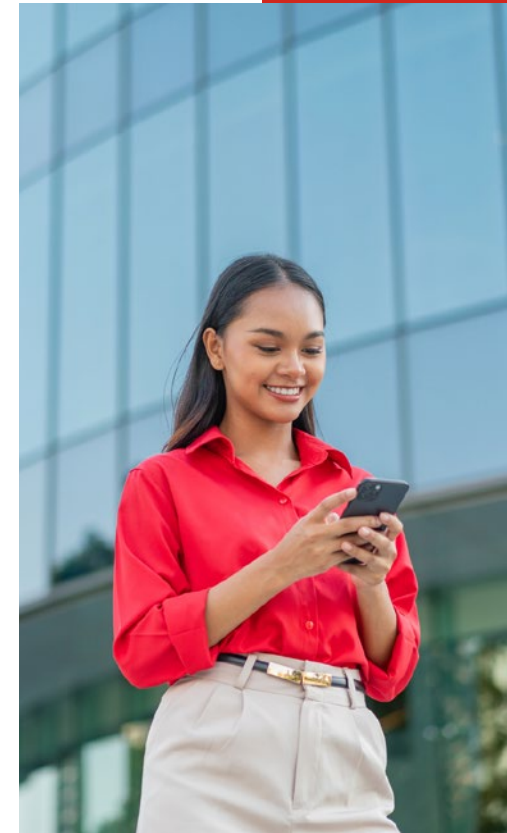
The table on the following pages consists of performance information for plan investment options and shows you how well the investments have performed in the past. The table also shows you the fees and expenses you will pay if you invest in an option.

## Performance Information

The Performance Information portion of the table shows how the 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 can lose money. None of the Plan's investment options have a fixed or stated rate of return. Information about an option's principal risks is available on the Plan's website, which is <https://adptotalsource.voya.com>.

## Fee and Expense Information

The Fee and Expense Information portion of the table shows the Total Annual Operating Expenses, some of which may be used for certain plan related expenses. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. The table also shows any Shareholder-type Fees and Fund Restrictions. These fees are in addition to Total Annual Operating Expenses. Please note that the Total Annual Operating Expenses may not include any waiver or adjustment that a fund may have in effect for the investment option. To find additional information about your investments, please see applicable fund information in the appropriate documents made available to you on the Plan's website (e.g. prospectus, fund fact sheet, fund information section). The website address is <https://adptotalsource.voya.com>.



**Name / Type of Option / Benchmark**

**Variable Return Investments**

**Fees and Expenses as of 3/31/2026**

ASSET ALLOCATION	Performance History as of 3/31/2026				Total Gross Annual Operating Expenses		
	1 Year	5 Year	10 Year	Inception to Date	As a %	Per \$1000	Shareholder Type Fees/Fund Restrictions
Voya Target Solution Income Trust	8.17%	3.05%	4.87%	4.95%	0.49%	\$4.90	
S&P Target Date Retirement Income Index	9.23%	4.02%	5.03%	5.09%			
Voya Target Solution Trust: 2030	11.47%	5.17%	7.78%	7.77%	0.49%	\$4.90	
S&P Target Date 2030 Index	13.39%	6.17%	8.14%	8.14%			
Voya Target Solution Trust: 2035	13.13%	6.03%	8.64%	8.43%	0.49%	\$4.90	
S&P Target Date 2035 Index	15.18%	7.03%	9.04%	8.80%			
Voya Target Solution Trust: 2040	14.99%	7.01%	9.52%	9.06%	0.49%	\$4.90	
S&P Target Date 2040 Index	16.82%	7.81%	9.75%	9.30%			
Voya Target Solution Trust: 2045	16.59%	7.78%	10.11%	9.58%	0.49%	\$4.90	
S&P Target Date 2045 Index	18.11%	8.36%	10.22%	9.63%			
Voya Target Solution Trust: 2050	17.13%	7.96%	10.20%	9.62%	0.49%	\$4.90	
S&P Target Date 2050 Index	18.42%	8.57%	10.47%	9.82%			
Voya Target Solution Trust: 2055	17.29%	8.03%	10.29%	9.72%	0.49%	\$4.90	
S&P Target Date 2055 Index	18.86%	8.68%	10.59%	9.94%			
Voya Target Solution Trust: 2060	17.21%	8.04%	10.33%	Not Available	0.49%	\$4.90	
S&P Target Date 2060+ Index	18.84%	8.67%	10.66%	11.14%			
Voya Target Solution Trust: 2065	17.34%	8.13%	Not Available	10.86%	0.49%	\$4.90	
S&P Target Date 2065+ Index	18.99%	8.81%	Not Available	12.36%			
Voya Target Solution Trust: 2070	Not Available	Not Available	Not Available	4.66%	0.49%	\$4.90	
S&P Target Date 2065+ Index	18.99%	8.81%	Not Available	5.27%			

STABILITY OF PRINCIPAL

Stable Value Fund	2.73%	2.03%	1.74%	4.07%	0.56%	\$5.60	
Stable Custom Benchmark <sup>1</sup>	3.99%	2.68%	2.05%	1.45%			

**Name / Type of Option / Benchmark**
**Variable Return Investments**
**Fees and Expenses as of 3/31/2026**

Name / Type of Option / Benchmark	Performance History as of 3/31/2026					Total Gross Annual Operating Expenses	
	1 Year	5 Year	10 Year	Inception to Date	As a %	Per \$1000	Shareholder Type Fees/Fund Restrictions
<b>BONDS</b>							
<b>BlackRock US Debt Index</b>	4.14%	0.09%	1.46%	4.05%	0.25%	\$2.50	
Barclays U.S. Aggregate Index	4.35%	0.31%	1.70%	4.33%			
<b>Fidelity Advisor® Total Bond<sup>2</sup></b>	4.64%	1.05%	2.71%	3.92%	0.50%	\$5.00	
Barclays U.S. Aggregate Index	4.35%	0.31%	1.70%	3.29%			
<b>BALANCED</b>							
<b>Vanguard Balanced Index Fund</b>	12.68%	6.47%	8.74%	6.99%	0.26%	\$2.61	
Balanced Composite Index <sup>3</sup>	12.88%	6.87%	9.22%	7.21%			
<b>LARGE CAP VALUE</b>							
<b>American Funds Washington Mutual</b>	13.20%	11.45%	12.71%	13.68%	0.48%	\$4.81	
Russell 1000 Value Index	15.87%	9.43%	10.58%	12.29%			
<b>LARGE CAP BLEND</b>							
<b>BlackRock Russell 3000 Index Fund</b>	17.82%	10.61%	13.46%	7.64%	0.23%	\$2.33	
Russell 3000 Index	18.09%	10.87%	13.72%	7.89%			
<b>LARGE CAP GROWTH</b>							
<b>American Century U.S. Premier Large Cap Grwth Tr - Cl III<sup>4</sup></b>	16.43%	9.72%	Not Available	20.71%	0.53%	\$5.34	
Russell 1000 Growth Index	18.81%	12.76%	16.83%	14.87%			
<b>SMALL/MID/SPECIALTY</b>							
<b>John Hancock Disciplined Value Mid Cap Trust<sup>5</sup></b>	14.46%	8.37%	10.26%	12.08%	0.65%	\$6.53	
Russell Mid Cap Value Index	17.62%	7.94%	9.75%	11.18%			
<b>T.Rowe Price Mid Cap Growth Fund</b>	6.90%	2.33%	9.44%	9.04%	0.85%	\$8.53	
Russell Mid Cap Growth Index	9.56%	5.37%	11.69%	11.08%			
<b>DFA US Small Cap Value I<sup>6</sup></b>	25.85%	9.71%	10.61%	11.06%	0.53%	\$5.34	
Russell 2000 Value Index	28.09%	5.79%	9.61%	10.40%			
<b>Neuberger Berman Small Cap Growth Collective Fund II<sup>7</sup></b>	23.36%	Not Available	Not Available	17.35%	0.79%	\$7.94	
Russell 2000 Growth Index	23.58%	1.62%	9.79%	19.73%			

Name / Type of Option / Benchmark	Variable Return Investments				Fees and Expenses as of 3/31/2026		
	Performance History as of 3/31/2026				Total Gross Annual Operating Expenses		
	1 Year	5 Year	10 Year	Inception to Date	As a %	Per \$1000	Shareholder Type Fees/Fund Restrictions
GLOBAL / INTERNATIONAL							
BlackRock MSCI ACWI ex US Index	26.68%	7.34%	8.52%	6.84%	0.28%	\$2.81	
MSCI ACWI ex-US Index	24.91%	7.02%	8.38%	6.98%			
Fidelity Total International Equity Fund <sup>8</sup>	25.29%	8.05%	9.93%	4.73%	0.91%	\$9.10	
MSCI ACWI ex-US Index	24.91%	7.02%	8.38%	3.58%			

**Please read these important disclaimers concerning benchmark performance data:**

Source: MSCI. Neither MSCI nor any other party involved in or related to compiling, computing or creating the MSCI data makes any express or implied warranties or representations with respect to such data (or the results to be obtained by the use thereof), and all such parties hereby expressly disclaim all warranties of originality, accuracy, completeness, merchantability or fitness for a particular purpose with respect to any of such data. Without limiting any of the foregoing, in no event shall MSCI, any of its affiliates or any third party involved in or related to compiling, computing or creating the data have any liability for any direct, indirect, special, punitive, consequential or any other damages (including lost profits) even if notified of the possibility of such damages. No further distribution or dissemination of the MSCI data is permitted without MSCI's express written consent.

<sup>1</sup> 50% Citigroup 3-Month T-Bill plus 50% Merrill Lynch 1-3 Year Treasury Index. Prior to 2007, the benchmark was 50% 90 T-Bill plus 50% Merrill Lynch 1-3 Year Treasury Index.

<sup>2</sup> Effective March 2, 2025, the Fund's operating expense will initially include 0.25% for general administrative expenses, with 0.03% being credited back to participants invested in the Fund after the end of each calendar quarter. This reimbursement is not reflected in the performance results shown in this table, but will impact the actual performance results for each quarter during which the 0.03% credit is applied.

<sup>3</sup> Made up of two unmanaged benchmarks, weighted 60% Dow Jones U.S. Total Stock Market Index (formerly known as the Dow Jones Wilshire 5000 Index) and 40% Lehman Brothers U.S. Aggregate Bond Index through May 31, 2005; 60% MSCI US Broad Market Index and 40% Barclays U.S. Aggregate Bond Index through December 31, 2009; 60% MSCI US Broad Market Index and 40% Barclays U.S. Aggregate Float Adjusted Index through January 14, 2013; and 60% CRSP US Total Market Index and 40% Barclays U.S. Aggregate Float Adjusted Index thereafter.

<sup>4</sup> Effective September 29, 2023, the Voya Large Cap Growth Portfolio was replaced with the American Century U.S. Premier Large Cap Growth Trust III. The share class of the American Century U.S. Premier Large Cap Growth Trust available under the ADP TotalSource Retirement Savings Plan (Class III) was inception on September 29, 2023 and has an investment expense ratio of 0.31%. A different share class of the American Century U.S. Premier Large Cap Growth Trust was inception on March 20, 2020, and has an expense ratio of 0.34%. The performance history shown includes the historical returns of the original share class inception on March 20, 2020 (without adjustment to reflect the lower fees for the share class inception on September 29, 2023, for the period prior to inception).

<sup>5</sup> Effective December 19, 2025, the John Hancock Disciplined Value Mid Cap Fund was replaced by the John Hancock Disciplined Value Mid Cap Trust Class BP5, which is a collective investment trust vehicle for the same investment strategy. The performance history shown includes the historical returns of the original fund inception on September 1, 2011 (without adjustment to reflect the lower fees for the fund inception on September 3, 2025, for the period prior to inception).

<sup>6</sup> Effective October 25, 2024, the Columbia Trust Integrated Small Cap Value fund was replaced with the DFA US Small Cap Value fund.

<sup>7</sup> Effective September 29, 2023, Victory RS Small Cap Growth was replaced with the Neuberger Small Cap Growth Collective Fund II. The inception date for the Neuberger Berman Small Cap Growth II CIT is September 29, 2023; therefore, prior performance history is not available.

<sup>8</sup> Effective December 19, 2025, the American Funds EUPAC Fund was replaced by the Fidelity Total International Equity fund. The Fund's operating expense will initially include 0.25% for general administrative expenses, with 0.03% being credited back to participants invested in the Fund after the end of each calendar quarter. This reimbursement is not reflected in the performance results shown in this table, but will impact the actual performance results for each quarter during which the 0.03% credit is applied.

For each Fund in the above table, the Total Gross Annual Operating Expense includes 0.22% which is credited to the Plan to pay the Plan's general administrative expenses (e.g., for services such as legal, trustee/custodial, accounting and recordkeeping). The Total Gross Annual Operating Expense minus the 0.22% general administrative expense equals the investment management expense, which is charged by the fund manager and varies based on investment strategy and other factors. As examples, the investment management expense of the Voya Target Solution Trust series is 0.27%, which is 0.49% minus 0.22%, and the investment management expense of the BlackRock Russell 3000 Index Fund is 0.01%, which is 0.23% minus 0.22%.

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 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 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.

Please visit <https://adptotalsource.voya.com> 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.

## Does your plan offer a self-directed brokerage account?

The ADP TotalSource Retirement Savings Plan (the "Plan") permits you, as a participant or beneficiary, to choose how your funds in the Plan are invested. The Plan offers you a Self-Directed Brokerage Account (SDBA) option for experienced investors through Schwab PCRA. It affords more flexibility in choosing your own investments by allowing you to invest in more than 8,700 no-load mutual funds from over 600 well-known fund families, including over 2,700 funds typically available only to institutional clients. Over 3,800 mutual funds are available with no-loads and no-transaction fees.<sup>1</sup> Other investments also include individual stocks from all the major exchanges, bonds and other fixed income investments, CDs, and money market funds. All listed ETFs, stocks and base options on the U.S. exchanges are commission-free across all mobile, automated phone and web trading channels (subject to any Plan restrictions).<sup>2</sup>

In order to open an SDBA, you must have a balance of at least \$10,000 in your core investments. After a minimum initial transfer of at least \$5,000 from your core plan investments, there is a \$1,000 minimum on subsequent transfers. You may invest up to 50% of your account balance in the SDBA. To invest in the SDBA, you must first transfer money from your core investment account to your SDBA. The money that comes out of your paycheck cannot go directly into the SDBA. Loans, withdrawals and distributions cannot be made directly from the SDBA.

## Opening your Schwab PCRA

If you have Non-Roth and Roth investments, you will need to open an account for each. Once your account is opened, it will be ready to be funded in approximately one business day. In three (3) business days, your new brokerage account should be linked to your retirement account. You will know your account is linked when the status changes to Enrolled.

1. Log in to [adptotalsource.voya.com](http://adptotalsource.voya.com) and select Investments & Research > Self-Directed Brokerage-Account.
2. Select Open an account for either Non-Roth Brokerage or Roth Brokerage. Read and agree to the Terms and Conditions.
3. Follow the steps to complete the online Roth or Non-Roth PCRA Application.

Once your brokerage account is opened, you may make your initial transfer and subsequent transfers through the Manage Investments section of the Plan website and by selecting Fund Transfer. To transact within your brokerage account, you can access your PCRA directly from the Plan website or by calling Schwab directly at 888-393-PCRA (888-393-7272) from 9:00 a.m. to 7:30 p.m., ET / 6:00 a.m. to 4:30 p.m., PT, Monday-Friday, except for New York Stock Exchange holidays.

Please see attached Schwab Personal Choice Retirement Account® (PCRA) Pricing Summary for more information.

Schwab Personal Choice Retirement Account® (PCRA) is offered through Charles Schwab & Co., Inc., a registered broker-dealer, which also provides other brokerage and custody services to its customers.

The Charles Schwab Corporation provides services to retirement and other benefit plans and participants through its separate but affiliated companies and subsidiaries: Charles Schwab Bank, SSB; Charles Schwab Trust Bank; Charles Schwab & Co., Inc. ("Schwab"), Member SIPC; Charles Schwab Investment Management, Inc.; Schwab Retirement Plan Services, Inc.; and Schwab Retirement Technologies, Inc.® ("Schwab RT"). Trust, custody, deposit and lending products and services are offered by Charles Schwab Bank, SSB and Charles Schwab Trust Bank, Members of FDIC. Brokerage products and services are offered by Charles Schwab & Co., Inc. Charles Schwab Investment Management, Inc. (CSIM) is the investment advisor for Schwab's proprietary mutual funds and ETFs. Schwab Retirement Plan Services, Inc. provides recordkeeping and related services with respect to retirement plans. Schwab RT is engaged in developing and licensing proprietary retirement plan recordkeeping systems to independent third-party administrators.

Charles Schwab & Co., Inc. and Voya Financial are not affiliated and are not responsible for the products and services provided by the other.

<sup>1</sup> For participants who utilize the Personal Choice Retirement Account (PCRA), the following fees and conditions may apply: Trades in no-load mutual funds available through Mutual Funds OneSource service (including Schwab Funds) as well as certain other funds, are available without transaction fees when placed through [schwab.com](http://schwab.com) or our automated phone channels. Schwab reserves the right to change the funds we make available without transaction fees and to reinstate fees on any funds. Funds are also subject to management fees and expenses.

Charles Schwab & Co., Inc., member SIPC, receives remuneration from fund companies for record keeping, shareholder services and other administrative services for shares purchased through its Mutual Fund OneSource service. Schwab also may receive remuneration from transaction fee fund companies for certain administrative services.

<sup>2</sup> The standard electronic \$0 commission does not apply to over-the-counter (OTC) equities, transaction-fee mutual funds, futures, fixed-income investments, or trades placed directly on a foreign exchange or in the Canadian market. Options trades will be subject to the standard \$0.65 per-contract fee. Service charges apply for trades placed through a broker (\$25). Exchange process, ADR, and Stock Borrow fees still apply. See the Charles Schwab Pricing Guide for Retirement Plan Accounts for full fee and commission schedules.

### Under what circumstances may I give investment instructions?

The ADP TotalSource Retirement Savings Plan (the "Plan") permits you, as a participant or beneficiary, to choose how your funds in the Plan are invested. The Plan offers you a variety of investment fund options from which to choose. You can select the investment mix that you think best meets your individual goals.

You may direct the investment of your existing account balance daily by accessing the Plan's website at <https://adptotalsource.voya.com>. You will need your Login and Password to access your account. You may also direct your investments by calling the ADP TotalSource Retirement Savings Plan Service Center at Voya Financial® at **1-855-646-7549**.

### What are the fees that are deducted from my Plan account?

The Plan will charge against your individual account the following fees:

Fee Type	Fee	Note
Non-residential loan	\$50	Each occurrence
Loan request via paper form	\$100	Each occurrence; residential loan
Distribution	\$40	Each occurrence
Expedited mail of check	\$25	Each occurrence
Qualification of domestic order	\$450	Includes up to two reviews and a final qualification. Additional reviews will result in a new fee.
Subpoena processing/joinder acknowledgement fee	\$125	Each occurrence
SDBA maintenance fee	\$100	Annual fee, assessed monthly from non-SDBA balance
SDBA general plan administrative fee	0.22% of SDBA balance	Annual fee, assessed monthly from non-SDBA balance, effective 3/3/2025

You will receive a confirmation statement for these transaction fees. You may also access your account information by logging onto the Plan's website or by reviewing your most recent account statement. The Plan reserves the right to change fees at any time upon prior notice.

In addition to the fees stated above, the Plan pays amounts each year for general administrative expenses of the Plan, including amounts paid to certain outside providers for services such as legal, trustee/custodial, accounting and recordkeeping services. As an example, the annual record keeping fees paid by the Plan are calculated using a flat fee of \$49 per participant. The general administrative expenses of the Plan, estimated at 0.22% for periods on and after March 3, 2025, are paid from the total annual operating expenses of each designated investment alternative. In other words, on and after March 3, 2025, each fund's total annual operating expense will include 0.22% for general administrative expenses. With the exception of the SDBA general administrative expense reflected in the last line of the above table, no additional administrative expenses are deducted from Plan accounts and the Plan administrator does not intend to do so in the foreseeable future.

### Does the Plan have any designated investment managers?

The Plan has made available to you the Professional Account Manager program through Voya Retirement Advisors, LLC. Professional Management is an optional service that provides personal guidance, investment strategy, and ongoing account management for a monthly fee that will be deducted directly from your account. There is no charge or obligation for an initial consultation, and the service can be cancelled at any time. For participants that elect to use Professional Management, the program fees are detailed below:

Your account balance	Annual rate	Monthly amount
Up to \$100,000	0.45%	\$3.75 per \$10,000
Between \$100,000 and \$250,000	0.40%	\$3.33 per \$10,000
Over \$250,000	0.20%	\$1.67 per \$10,000

## ADP TotalSource® Retirement Savings Plan

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# Schwab Personal Choice Retirement Account® (PCRA)

## Pricing Summary

Schwab provides a broad range of value-added services, some of which have associated fees. This document provides you with a summary of your plan-specific commissions and transaction fees for trade orders placed in your Schwab PCRA. This pricing summary supersedes any prior pricing summaries, pricing guides, and notices that you may have received. Schwab reserves the right to change or waive fees at our discretion.

### Commissions and Transaction Fees<sup>1</sup>

#### Equities

	Trading Channel	Commission <sup>2</sup>
U.S. Exchange-Listed Securities per Executed Trade*	Electronic <sup>2</sup>	\$0
	Broker-Assisted	\$25
Canadian Stock Transactions** executed on local exchanges or OTC	Electronic <sup>2</sup>	\$6.95
	Broker-Assisted	Electronic commission + \$25
U.S. Over-the-Counter (OTC) Market Securities Commissions per Executed Trade**	Electronic <sup>2</sup>	\$6.95
	Broker-Assisted	Electronic commission + \$25

\*Limited to National Market System (NMS) securities, excluding standardized options.

\*\*Applies to Non-NMS Securities.

#### Mutual Funds<sup>1</sup>

Some funds may also charge sales and/or redemption fees. Please read the prospectuses for details. You can buy shares directly from a fund company or its principal underwriter or distributor without paying Schwab's transaction or services charges (except Schwab Funds®).

	Trading Channel	Transaction Fee
No-Transaction-Fee Funds (includes funds available through the Mutual Fund OneSource® service)	Electronic	\$0
	Broker-Assisted	\$25 service charge per trade may apply
	Broker-Assisted	Automatic Investment Plan (AIP): \$0
Transaction-Fee Funds	Electronic	\$49.95 per buy, \$0 per sell
	Broker-Assisted	Electronic fee, + \$25 service charge per trade
	Broker-Assisted	Automatic Investment Plan (AIP): Up to \$10 per transaction*

\*AIP Transaction fees apply to AIP-enrolled mutual funds.

**Note:** For information about offshore funds (funds registered outside the U.S. for purchase by non-U.S. persons only), please call the Schwab PCRA Call Center.

**Note:** Per-trade transaction fees will not exceed 8.5% of principal, up to \$49.95. Trades below \$100 in principal are exempt from the transaction fee.

Investors should carefully consider information contained in the prospectus, including investment objectives, risks, trading policies, charges, and expenses. You can request a prospectus by calling Schwab's dedicated PCRA Call Center at 1-888-393-PCRA (7272). Please read the prospectus carefully before investing.

## Options<sup>3</sup>

	Trading Channel	Commission
Options per Executed Trade	Electronic	\$0 base commission, + \$0.65 per contract
	Broker-Assisted	\$25 + \$0.65 per contract

**Note:** There are no commissions or per-contract fees assessed on transactions resulting from options exercises and assignments.

**Note:** Per-contract fees are waived for buy-to-close options trades executed online for \$.05 or less.

## Equities - Foreign Stock

	Trading Channel	Transaction Fee
Foreign Stock Transactions*	Electronic	\$50 foreign transaction fee
Trades Placed on the U.S. Over-The-Counter Market and Trades Placed Directly on a Foreign Exchange	Broker-Assisted	\$75: \$25 for broker assistance, + a \$50 foreign transaction fee

\*These fees also apply to trades of foreign ordinary shares placed directly on a foreign exchange or on the U.S. over-the-counter market.

Non U.S. ETFs are available for eligible non-U.S. residents as broker-assisted trades, subject to a \$50 transaction fee. For non U.S. ETF orders, please contact the Global Services team from inside the U.S. at 1-800-992-4685 and from outside the U.S. at +1-415-667-8400.

## Fixed Income Investments<sup>4,5</sup>

	Electronic Commission or Mark-up	Broker-Assisted Commission or Mark-up
New issues, including Certificates of Deposit	\$0 (a selling concession is included in the original offering price)	
Treasury Bills, Notes, Bonds, and TIPS (Secondary and Auction)	\$0	\$25
Secondary transactions for Corporate Bonds, Municipal Bonds, Government Agencies, Zero-Coupon Treasuries (including STRIPS), and Certificates of Deposit	\$1 per bond (\$10 minimum/\$250 maximum)	Electronic commission, plus \$25 per trade
Preferred REITS	Stock commissions and minimums apply for secondary transactions.	
Commercial Paper, Foreign Bonds, Asset-Backed Securities, Mortgage-Backed Securities and Unit Investment Trusts	These are specialty products - please call 1-888-393-PCRA for information.	

## Industry Fee

This is a fee Schwab charges to offset fees imposed on us directly or indirectly by national securities exchanges, self-regulatory organizations, or U.S. option exchanges. Schwab shall have the right to determine the amount of such fees in its reasonable discretion, and such fees may differ from or exceed the actual third-party fees properly paid by Schwab in connection with any transaction. These differences may be caused by various internal and external factors, including, among other things, the rounding methodology used, the use of allocation accounts, transactions or settlement movements for which a fee may not be assessed, timing differences in changes, third-party rate caps and floors, calculation errors, and various other anomalous reasons.

The Securities and Exchange Commission (SEC) assesses transaction fees on national securities exchanges and self-regulatory organizations based on the aggregate dollar amount of sales of certain securities. The SEC recalculates the amount of this fee periodically—at least once per year but sometimes more often. National securities exchanges and self-regulatory organizations offset the transaction fees by charging their member broker-dealers such as Schwab, and we, in turn, offset this fee by charging you an Industry Fee for covered sell transactions.

U.S. option exchanges charge Schwab and other broker-dealers per-contract fees for purchase and sales of exchange-listed options. The exchanges may charge these fees even on transactions executed on other exchanges, which can result in multiple fees being imposed on Schwab for a single transaction. Schwab offsets these fees by charging you a single Industry Fee for each covered transaction.

Any Industry Fee that appears on your trade confirmation for a sale of an exchange-listed option will combine the offset for the fees

charged both by the U.S. option exchanges national securities exchanges, and self-regulatory organizations.

**Schwab's Industry Fee will rise or fall periodically depending upon the rate set by the SEC, by self-regulatory organizations, or by the U.S. option exchanges, as applicable.**

## Notes:

- This pricing summary applies only to the PCRA accounts held at Charles Schwab & Co., Inc., and established on behalf of retirement plan participants. You can obtain more information about PCRA commissions and transaction fees by calling Schwab's dedicated PCRA Call Center at 1-888-393-PCRA (7272), Monday through Friday, 8:00 am through 7:30 pm (ET). Or, view the current Charles Schwab Pricing Guide for Retirement Plan Accounts on [www.schwab.com/cbrspricingguide](http://www.schwab.com/cbrspricingguide) for a more complete description of all other commissions and transaction fees.
- Your PCRA is a cash-up-front account. For all purchases, we require cleared funds in the account. When you're selling, we require securities on deposit. It is your responsibility to avoid overspending your account. If your account becomes overspent, Schwab reserves the right to liquidate a portion of your account to cover the debit balance. Broker-assisted fees will apply.

**Investment and Insurance Products Are: Not FDIC Insured • Not Insured by Any Federal Government Agency • Not a Deposit or Other Obligation of, or Guaranteed by, the Bank or any of its Affiliates • Subject to Investment Risks, Including Possible Loss of Principal Amount Invested**

<sup>1</sup> For participants who utilize the Personal Choice Retirement Account (PCRA), the following fees and conditions may apply: Trades in no-load mutual funds available through Mutual Funds OneSource service (including Schwab Funds) as well as certain other funds, are available without transaction fees when placed through [schwab.com](http://schwab.com) or our automated phone channels. Schwab reserves the right to change the funds we make available without transaction fees and to reinstate fees on any funds. Funds are also subject to management fees and expenses.

Charles Schwab & Co., Inc., member SIPC, receives remuneration from fund companies for record keeping, shareholder services and other administrative services for shares purchased through its Mutual Fund OneSource service. Schwab also may receive remuneration from transaction fee fund companies for certain administrative services.

<sup>2</sup> The standard electronic \$0 commission does not apply to large block transactions requiring special handling, restricted stock transactions, trades placed directly on a foreign exchange, transaction-fee mutual funds, futures, or fixed income investments. Options trades will be subject to the standard \$.65 per-contract fee. Service charges apply for trades placed through a broker (\$25). Industry fees, ADR fees, foreign transaction fees for trades placed on the US OTC market, and Stock Borrow fees still apply. See the Charles Schwab Pricing Guide for Retirement Plan Accounts for full fee and commission schedules.

<sup>3</sup> Options carry a high level of risk and are not suitable for all investors. Certain requirements must be met to trade options through Schwab. Please read the Options Disclosure Document titled "Characteristics and Risks of Standardized Options" before considering any option transaction. Supporting documentation for any claims or statistical information is available upon request.

<sup>4</sup> Schwab reserves the right to act as principal on any fixed income transaction. When Schwab acts as principal in a secondary market transaction, the bond price includes our transaction fee (as outlined in the Charles Schwab Pricing Guide) and may also include a markup that reflects the bid-ask spread and is not subject to a minimum or maximum. When trading as principal, Schwab may also be holding the security in its own account prior to selling it to you and, therefore, may make (or lose) money depending on whether the price of the security has risen or fallen while Schwab has held it. When Schwab acts as agent, a commission will be charged on the transaction.

<sup>5</sup> Fixed income securities are subject to increased loss of principal during periods of rising interest rates. Fixed income investments are subject to various other risks including changes in credit quality, market valuations, liquidity, prepayments, early redemption, corporate events, tax ramifications, and other factors.

Schwab Personal Choice Retirement Account (PCRA) is offered through Charles Schwab & Co., Inc. (Member SIPC), the registered broker/dealer, which also provides other brokerage and custody services to its customers.

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