

SUMMARY ANNUAL REPORT

For the NorthWestern Energy Flexible Compensation Plan

This is a summary of the annual report of the NorthWestern Energy Flexible Compensation Plan, EIN 46-0172280, Plan No. 530, for period January 1, 2023 through December 31, 2023. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with Lincoln National Life Insurance Company pay life insurance, supplemental and dependent life insurance, long-term disability and accidental death and dismemberment claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2023 were \$2,404,009.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$19,661,164 as of December 31, 2023, compared to \$17,859,038 as of January 1, 2023. During the plan year the plan experienced an increase in its net assets of \$1,802,126. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$35,249,453, including employer contributions of \$26,064,481, employee contributions of \$5,808,217, and earnings from investments of \$3,376,755.

Plan expenses were \$33,447,327. These expenses included \$1,395,132 in administrative expenses, and \$32,052,195 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant's report;
- financial information;
- assets held for investment;
- transactions in excess of 5% of the plan assets;
- insurance information, including sales commissions paid by insurance carriers;
- information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates

To obtain a copy of the full annual report, or any part thereof, write or call the office of Employee Benefit Administration Committee in care of NorthWestern Energy Benefits Department at 11 East Park Street, Butte, MT 59701-1711, or by telephone at (888) 236-6656. There is no charge for copying costs for either the full annual report, or for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan (NorthWestern Energy, 11 East Park Street, Butte, MT 59701-1711) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website www.efast.dol.gov.