

Heating, Piping, and Refrigeration Pension Fund

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Administered by
Welfare & Pension Administration Service, Inc.

December 12, 2025

Summary of Material Modifications Heating, Piping and Refrigeration Pension Fund

This is a Summary of Material Modification describing changes to your health plan recently adopted by the Board of Trustees. Please read this notice carefully and keep this document with your Summary Plan Description Booklet.

The Board of Trustees of the Heating, Piping and Refrigeration Pension Fund ("Fund") is pleased to announce the following changes to the Plan:

For Active Participants in the Fund as of September 1, 2024, the Accrued Benefit Rate for each year of service for Plan Years beginning September 1, 2009 and ending on August 31, 2019, will be retroactively increased from \$100.00 to \$137.00, and for each year of service for Plan Years beginning September 1, 2019 through August 31, 2021, will be increased from \$125.00 to \$137.00. Thus, the Accrued Benefit Rate for each year of service for Plan Years beginning September 1, 2009 through August 31, 2022, will be \$137.00 for Active Participants in the Fund as of September 1, 2024.

For Pensioners who retired on or after September 2, 2024, and received their first pension benefit payment on or after October 1, 2024, and who are currently receiving benefit payments, you will receive an adjustment to your next and future monthly benefit payment to reflect the increased Accrued Benefit, as well as a one-time payment reflecting the increase in your monthly benefit payment retroactive to your effective date of benefits. For example, if your pension application was approved as of September 15, 2024, and your effective date of benefits and first monthly pension payment was issued on October 1, 2024, you will receive a retroactive payment reflecting the increase for monthly benefit payments issued from October 1, 2024 through January 1, 2026. You will receive the retroactive payment, and your increased monthly pension payment, with the February 2026 pension payment. Significantly, Participants who retired on or before September 1, 2024 previously received a 6% increase to their monthly pension benefit. Participants who retired on or after October 1, 2024, were not eligible for the 6% increase to their monthly pension benefit.

For Pensioners, effective January 1, 2026:

- All Pensioners receiving a pension benefit from the Fund on January 1, 2026 will be eligible to receive a 7% increase to their monthly pension benefit amount. The 7% increase will be implemented on February 1, 2026 and will be applied to any payments received on and after the implementation date – *i.e.*, on and after January 1, 2026.
- Alternate payees receiving a monthly pension benefit as a result of a shared interest Qualified Domestic Relations Order ("QDRO"), will be eligible to receive the increase, provided the Participant is an eligible Pensioner meeting the below criteria. Alternate Payees who are receiving a monthly benefit as a result of a separate interest Qualified Domestic Relations Order, will NOT receive the increase, unless the QDRO explicitly requires that the Alternate Payee receive a share of such payment.

In addition, included with the February 1, 2026 monthly pension benefit amount, the Fund will make a **one-time payment** to Pensioners who meet the requirements set forth below, and any surviving spouses receiving a regular monthly pension payment from the Pension Fund irrespective of the requirements set forth below:

1. The Pensioner must have originally retired as an active Participant. For this purpose, the Pensioner must have worked in Covered Employment for at least one hour at any time during the period that consists of the Plan Year in which they retired plus the preceding two Plan Years; or
2. The Pensioner must have retired on the basis of Total and Permanent Disability at any time before age 62 and began receiving a Disability Pension at the time of retirement; and
3. The Pensioner must also have been sent a regular monthly pension payment for December 1, 2025, and have been alive on that date.

Each recipient will be sent a one-time, non-recurring payment equal to the greater of: 1) their current monthly benefit; or 2) a minimum amount of \$1,200.00. Alternate payees receiving a monthly pension benefit as a result of a shared interest Qualified Domestic Relations Order (“QDRO”), will receive a portion of the payment to the Participant, provided the Participant is an eligible Pensioner meeting the above criteria. The alternate payee’s share of the payment made to the Participant will be equal to the percentage of the Participant’s pension benefit granted to the alternate payee under the shared interest QDRO. Alternate Payees who are receiving a monthly benefit as a result of a separate interest Qualified Domestic Relations Order, will NOT receive any portion of the payment to an eligible Pensioner, unless the QDRO explicitly requires that the Alternate Payee receive a share of such payment.

If you have any questions about the contents of this notice, please feel free to contact the Fund Office at (800) 618-2879. In the event of a discrepancy between this notice and the official Plan documents, the official Plan documents, as interpreted and applied solely by the Trustees pursuant to their exclusive discretionary authority, will prevail.

Sincerely,

The Board of Trustees