

The Steamfitters' Industry Fund Office

Construction & Metal Trades Divisions

27-08 40th Ave, 2nd Floor
Long Island City, NY 11101-3727
212.465.8888
FundOffice@steamny.com

Summary of Material Modifications

To: All Participants

From: Board of Trustees of the Steamfitters' Industry Security Benefit Fund

Date: October 2025

Re: Important Information Regarding your Benefits

This document is a Summary of Material Modifications ("SMM") intended to notify you of important changes and clarifications to the plan of benefits (the "Plan") of the Steamfitters' Industry Security Benefit Fund ("the Fund"). Please read this SMM carefully and keep it with the copy of the Fund's Summary Plan Description ("SPD") that was previously provided to you. If you need another copy of the SPD or if you have any questions regarding this notice, please contact the Fund Office at (212) 465-8888. You may also contact the Employee Benefit Security Administration, U.S. Department of Labor at 1-866-444-3272.

HOLIDAY BENEFIT

Effective January 1, 2025, the Plan is amended to include a new Holiday Benefit. A Participant is eligible to apply for payment of all unpaid holidays listed in the Collective Bargaining Agreement or Project Labor Agreement for the previous calendar year.

The Participant may apply for wages and vacation fringes, once per calendar year, for all holidays (covered under the agreements listed above) in the previous calendar year. For example, in 2026, you may apply for all unpaid holidays in calendar year 2025.

To be eligible, a Participant must work two days in either the week of, the week prior, or the week after the holiday. All applications must include pay stubs reflecting those days worked. Additionally, you must not have been paid for the holiday for which you are applying. If you cannot provide pay stubs, foreman's reports will be reviewed to see if you are eligible for payment. If no paystubs are provided, and foreman reports are unavailable, your benefit will be denied.

The Trustees reserve the right to request additional documentation or evidence to determine whether you are entitled to this benefit.

If you have any questions regarding the information in this notice, please do not hesitate to contact the Fund Office at 212-465-8888, Option 8

Sincerely,
The Board of Trustees

**THE BOARD OF TRUSTEES OF THE STEAMFITTERS' INDUSTRY
SECURITY BENEFIT FUND**

Robert J. Bartels, Jr.

Shane McMorrow

Vincent Gaynor

Joseph Furelli

Michael Koebel

Marcel Ramalho

ERISA Information

Plan Sponsor: Board of Trustees of the Steamfitters' Industry Security Benefit Fund

27-08 40th Avenue, 2nd Floor Long Island City, NY 11101-3725

(212) 465-8888, option 8.

Sponsor's EIN Number: 13-6149681

Plan Number: 504

Plan Year: January 1-December 31st

This SMM is intended to provide you with an easy-to-understand description of certain changes and/or clarifications to the Plan. While every effort has been made to make this description as complete and as accurate as possible, this SMM, of course, cannot contain a full restatement of the terms and provisions of the Plan. If any conflict should arise between this SMM and the Plan, or if any point is not discussed in this SMM or is only partially discussed, the terms of the Plan will govern in all cases.

The Board of Trustees or its duly authorized designee, reserves the right, in its sole and absolute discretion, to amend or modify Plan, at any time and for any reason, in accordance with the applicable amendment procedures established under the Plan and the Agreement and Declaration of Trust establishing the Plan (the "Trust Agreement"). The Trust Agreement is available at the Fund Office and may be inspected by you free of charge during normal business hours.

No individual other than the Board of Trustees (or its duly authorized designee) has any authority to interpret the Plan documents, make any promises to you about benefits under the Plan, or to change any provision of the Plan. Only the Board of Trustees (or its duly authorized designee) has the exclusive right and power, in its sole and absolute discretion, to interpret the terms of the Plan and decide all matters arising under the Plan.