



SHEET METAL WORKERS' NATIONAL PENSION FUND

SUMMARY OF MATERIAL MODIFICATIONS & ANNUAL UPDATE

This notice contains a Summary of Material Modifications to the 2024 Summary Plan Description (SPD) and additional important information concerning the Sheet Metal Workers' National Pension Fund. It should be read and kept for future reference. For more information about your benefit or to review the SPD, go to the Fund's website at www.smwnpf.org.

JULY 2025

SUMMARY OF MATERIAL MODIFICATIONS

This Summary notifies you of material modifications that were made to the National Pension Fund's Plan Document between September 1, 2024, and May 31, 2025. This Summary also has information about the NPF that you may find helpful, including changes to information found in the SPD. You may have been notified already about some of the modifications or changes described in this Summary.

This Summary is intended to be consistent with the terms of the Plan Document. However, if there is any conflict or inconsistency between the terms of the Plan Document and the terms of this Summary, **the terms of the Plan Document will always control**. For a copy of the Plan Document, or the SPD, a Participant or Beneficiary should write to the Fund Office at the address below or go to www.smwnpf.org. Additionally, Participants and Beneficiaries may inspect the Plan Document and other pertinent documents, including Collective Bargaining Agreements, at the Fund Office during normal business hours.

Not all the information summarized here affects every Participant and Beneficiary. Whether a modification or change affects an individual Participant or Beneficiary will depend upon the individual's circumstances. If you have any questions about how the information summarized below may affect you, please write to the Fund Office at the address below or go to www.smwnpf.org and click on "Contact Us" found at the top of the Fund's homepage.

VARIABLE BENEFIT ACCRUAL RATE (VBAR) FOR 2025 CONTRIBUTION HOURS

Under the VBAR formula, your benefit is based on a percentage of contributions required to be made on your behalf to the Fund, and that percentage, called the "Applicable Percentage" may vary from year to year because it is based on historical investment returns. Specifically, the formula uses a historical 3-year average market value investment return percentage, as reported in the prior year's Actuarial Valuation.

Each year, the Fund's actuary issues an Actuarial Valuation, which, among other things, reports the average market value investment return for the three preceding years. Effective for hours worked on and after January 1, 2024, the Board improved the VBAR formula so that the average market value investment return will fall between ranges shown in the table below. Under VBAR, the Applicable Percentage is shown in the table below:

Average Market Value Investment Return	Applicable Percentage for Normal Retirement Pension
9.5% or higher	1.25%*
8.0% or more but less than 9.5%	1.0%*
6.0% or more but less than 8.0%	0.75%*
Less than 6.0%	0.5%*

*If a 55/30 Rate applies, for hours worked on or after January 1, 2025, the Applicable Percentage is only applied to 80% of your Contribution Rate (called the "Benefit Rate"). You can find the VBAR Normal Retirement Pension formula under Section 5.02 (g) of the Plan Document, which can be viewed from the NPF's website at www.smwnpf.org (under "About the Fund").

The 2024 Actuarial Valuation is used to determine the Applicable Percentage for 2025. It shows the market value investment return percentages for 2021, 2022, and 2023 (the three preceding years) as follows:

2021	14.20%
2022	-11.43%
2023	13.77%

The average of those investment return percentages is **5.51%**. Because that percentage is less than 6%, the Applicable Percentage is **0.50%*** for 2025 Contribution Hours.

REQUIRED INCREASES

Under the former Funding Improvement Plan certain early retirement subsidies, in addition to other adjustable benefits offered under the First Alternate Option, e.g., 55/30 Pension and Special Early Retirement Pension, and Second Alternative Option, e.g., 60/30 Pension and Age 62 Pension were offered provided the bargaining parties increased the NPF Contribution Rates as required under the Plan. The Plan was amended to require the following increases to keep these benefits:

Former First Alternative Option:

- 2025 Plan Year Increase: 2% times the Contribution Rate in effect on 12/31/2024.

Former Second Alternative Option:

- 2025 Plan Year Increase: 1% times the Contribution Rate in effect on 12/31/2024.

55/30 RATE

If you are working under a Collective Bargaining agreement that participates in the 55/30 Pension, the Contribution Rate remitted on your behalf is made up of a Benefit Rate and a 55/30 Rate. The part of the Contribution Rate designated as the Benefit Rate is the amount used to calculate your monthly benefit under the VBAR formula. For hours worked on and after January 1, 2025, the portion of your Contribution Rate designated as the Benefit Rate was increased from 70% to 80% of the Contribution Rate. The remaining 20%, referred to as the 55/30 Rate, is not used in this calculation. This change results in an increase in Normal Retirement Pension benefits earned under the Plan.

DISCONTINUANCE OF THE 55/30 PENSION

Effective January 1, 2025, a Participating Local Union can choose to discontinue participation in the 55/30 Pension

provided the local union certifies in writing the change in the form and manner acceptable to the Fund. If such a change is approved by the membership, the 55/30 Rate will no longer apply the month following receipt of the certification and meeting minutes at which such action was approved.

COLLECTIVE BARGAINING AGREEMENTS WHICH HAVE DISCONTINUED PARTICIPATION IN THE 55/30 PENSION

Local Union	Collective Bargaining Agreement	Effective Date
012	TMP Manufacturing Company, Inc.	7/1/2025
032	Local 32 Building Trades Agreement (West Palm Beach)	6/1/2025

A PARTICIPANT'S INADVERTENT AND IMMATERIAL MISTAKE

Effective January 1, 2024, an inadvertent and immaterial mistake in a Participant's application for a benefit will not nullify and void an application for pension but rather deem the requested Effective Date of Pension as deferred to the next earliest date.

WORK FOR WITHDRAWN / TERMINATED EMPLOYERS

To earn pension benefits with the Fund, you must work in Covered Employment for an NPF Contributing Employer. If you work for an employer that is no longer obligated to contribute to the Fund (i.e., has withdrawn from the Fund or has been terminated as a Contributing Employer), you will not earn additional pension benefits for any work with that employer. Working for a withdrawn employer instead of a Contributing Employer can have other adverse consequences, such as delaying the start of Early Retirement Pension benefits or losing eligibility for a 55/30 Pension (if applicable). With that in mind, the employers listed below no longer have an obligation to contribute to the Fund.

If you are employed by any of these employers on or after the date specified above, you will not earn any additional benefits from the Fund for any work you perform for these businesses, and you will not be credited with any type of service under the Plan for that work, including, but not limited to Future Service Credit and Hours of Work in Covered Employment (relevant to Vested Status, Breaks in Service and other eligibility requirements).

Local Union	Employer	Date
1	Kimpling Inc.	3/1/2025
5	Tac Fabrication LLC.	5/1/2024
5	McLain Heating & Cooling	7/1/2018
9	Blue Phoenix	12/18/2024
10	R & S Heating & A/C	9/1/2016
10	Southern Mn High Pressure Piping LLC.	12/19/2023
10	LBP Mechanical Inc.	11/6/2023
10	Area Mechanical, LLC.	11/6/2023
10	Apple General Contractors	11/6/2023
10	AMAXX Mechanical LLC.	7/31/2024
10	Cities 1 Plumbing & Heating	12/31/2024
10	Sun Mechanical Inc.	12/31/2024
10	DP Fab	4/22/2025
10	Twisted Mech	4/22/2025
15	Metalfab Inc.	11/1/2023
16	Brawn Mechanical Corp	11/20/2023
16	Columbia Pacific BCTC	11/13/2024
18	Tri-City RFG, HTG & Cooling	8/14/2023
18	Elite Balancing, LLC.	2/25/2025
19	E Z Signs LLC.	2/26/2025
20	NWI Heating and Air Solutions LLC.	2/3/2023
24	Trame Mechanical Inc..	6/1/2023
24	Clarks Metal Designs	11/30/2023
27	Architectural Sheet Metal Inc.	3/1/2023
28	SCH Sheet Metal Inc.	10/19/2023
28	New York HVAC Specialist Corp.	2/11/2023
28	Premiere Duct	12/1/2023
28	Xenomax Ltd	4/22/2025
28	C&F Fabricators	2/13/2025
28	Midtown HVAC Enterprises Ltd.	12/1/2023
33	Phoenix Balance Co.	10/19/2023
33	Ricks Affordable Heating and Air	1/1/2024

33	Michy Mechanical	1/19/2024
33	Law Heating & Cooling	6/1/2022
33	Alpha Indoor Env & Refrigeration LLC.	4/1/2024
33	State Heating and Air Conditioning, Inc.	4/1/2024
33	R&R Comfort Systems LLC.	5/6/2024
33	Simplified Living, LLC.	10/1/2024
33	Caraballo Heating and Air Conditioning, LLC.	4/30/2025
38	Bell Energy Management	5/20/2022
44	Mike Bevilacqua SM Inc.	10/31/2023
46	Updegraff Management LLC.	12/31/2021
66	J & L Mechanical LLC.	10/31/2020
91	Olde Town HVAC Inc.	8/8/2024
103	R G O Inc.	7/1/2024
104	Orson Mechanical Company Inc.	11/1/2021
104	Otavilla Mechanical Contractors Inc.	3/27/2023
105	KSB Mechanical Inc.	11/1/2023
105	So. Cal A/C Services	7/28/2021
112	R. Hadley Associates	1/1/2022
124	Pro Stainless & SM	6/30/2023
124	Built Environ System Testing LLC.	8/1/2024
137	Sign Acquisition Corp DBA TJ Signs Inc.	9/1/2022
137	Bergen Sign Erectors	5/1/2024
137	Metpar Corp	1/1/2025
214	Hercules Sheet Metal	5/1/2019
265	Bradbury Plumbing Heating & Air, LLC.	12/1/2024
265	Major Heating & A/C	1/13/2025
265	Bam Decking Inc.	9/1/2024
265	Lockwood Furnace Co	2/4/2025
268	Russell HVAC LLC.	11/1/2023
268	EA Clarke Mech Heating & Air	1/24/2024
268	Green's Heating & Cooling	7/31/2019
268	Heritage Heating & Cooling	6/30/2024

268	Elm Sheet Metal Heating & A/C Co	6/6/2025
359	Artic Air Heating & Cooling	9/22/2023
359	Lambert Air Conditioning LLC.	7/1/2024
068, 085	Proficient Tab, LLC.	2/24/2025

GREEN ZONE STATUS

The NPF's actuary continues to certify that the Fund is in the "Green Zone." You can find a copy of the 2025 Actuarial Certification of Plan Status at www.smwnpf.org under Plan Documents.

NOTICE OF NPF BENEFIT STATEMENT AVAILABILITY

Enclosed with this Summary please find an annual notice about the availability of a pension benefit statement to our active and inactive Participants. The enclosed notice explains how you can request an estimate of your accrued benefit and your vested status.