Industry And Local 338
Pension Fund

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SUMMARY OF MATERIAL MODIFICATIONS

Date Issued: November 2025

This document is a Summary of Material Modifications ("SMM") intended to notify you of a change made to the Industry and Local 338 Pension Fund Summary Plan Description dated October 2019 (the "SPD"). Please contact Associated Administrators, LLC at (855) 412-3797 (toll free) if you have any questions about these changes.

Special Retiree Work Rule for HP Hood LLC

The Board of Trustees has adopted the following changes to the Plan's Suspension of Benefits Rules.

For the period from November 1, 2023 through December 31, 2026, any Pensioner working an overtime relief shift for HP Hood LLC ("Hood") for which no contributions are required to be made to the Fund will continue to be considered retired and entitled to a pension if the following eligibility requirements are satisfied:

a. The Pensioner must be employed by Hood in an overtime relief position for which no contributions are required to be paid to the Fund.

b. The Pensioner must have retired on a Pension and must have received benefits for at least three (3) months prior to the start of such employment.

c. The maximum number of hours worked under this Special Retiree Work Rule must not exceed 32 hours per week during the period from November 1, 2023 through December 31, 2026.

This SMM is intended to provide you with an easy-to-understand description of changes to the SPD. The Board of Trustees reserves the right, in its sole and absolute discretion, to amend, modify or terminate the Plan in accordance with the requirements of the Employee Retirement Income Security Act of 1974, as amended, the Internal Revenue Code, and the applicable amendment procedures established under the Fund. Only the Board of Trustees has the exclusive right and power, in its sole and absolute discretion, to interpret the terms of the Pension Plan and decide all matters, legal and/or factual, arising under the Pension Plan.