IRONWORKERS DISTRICT COUNCIL OF NEW ENGLAND WELFARE, PENSION AND VACATION FUNDS

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Fund Administrator

Iron Workers District Council of New England Pension Fund
Annual Funding Notice-Supplemental Information

Dear Participant:

In April of each year, we provide you with information about the funded status of the Iron Workers District Council of New England Pension Fund. Multiemployer pension plans are required by law to provide all Plan participants with a notice each year regarding plan funding. The enclosed "**Annual Funding Notice**" provides information on the Plan for the last three plan years and explains the legislation that has been put in place to protect plans like ours.

In addition to providing you the enclosed Annual Funding Notice for the 2025 Plan Year, we inform you of the funded status of the Fund at the beginning of the year. Federal pension guidelines set forth three categories related to a pension plan's funding status - not endangered, critical, or critical and declining. **A plan that is not in one of these categories is in the Green Zone.** We are very pleased to report to you that as of January 1, 2026, the Fund remains in the "Green Zone."

The Board of Trustees is committed to protecting the long-term financial stability of the Plan. If you have any questions, please contact the Plan Administrator by calling (617) 265-3757.

Sincerely,

The Board of Trustees

2025 ANNUAL FUNDING NOTICE
For
Iron Workers District Council of New England Pension Fund

Introduction

This notice provides key details about your multiemployer pension plan (the "Plan") for the plan year beginning January 1, 2025 and ending December 31, 2025 ("Plan Year").

This is an informational notice. You do not need to respond or take any action.

This notice includes:

- Information about your Plan's funding status.
- Details on your benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency.

What if I have questions about this notice, my Plan, or my benefits?

Contact your plan administrator at:

- William Hurley
- Phone: (617) 265-3757
- Address:
  161 Granite Avenue
  Dorchester, MA 02124
- Email:
  BHurley@iwnefunds.com.

To better assist you, provide your plan administrator with the following information when you contact them:

- Plan Number: 001
- Plan Sponsor Name: Iron Workers District Council of New England Pension Fund
- Employer Identification Number: 04-2591016.

What if I have questions about PBGC and the pension insurance program guarantees?

Visit www.pbgc.gov/employers-practitioners/multiemployer for more information. For specific information about your pension plan or pension benefits, you should contact your employer or plan administrator as PBGC does not have that information.

Federal law requires all traditional pension plans, also known as defined benefit pension plans, to provide this notice every year regardless of funding status. This notice does not mean your Plan is terminating.

How well funded is your plan?

The law requires the Plan's administrator to explain how well the Plan is funded, using a measure called the "funded percentage." The funded percentage is calculated by dividing Plan assets by Plan liabilities. In general, the higher the percentage, the better funded the plan. The chart below shows the Plan's funded percentage for the Plan Year and the two preceding plan years. It also lists the value of the Plan's assets and liabilities for those years.

Funded Percentage

	2025 Plan Year	2024 Plan Year	2023 Plan Year
Valuation Date	January 1, 2025	January 1, 2024	January 1, 2023
Funded Percentage	99 %	96%	93%
Value of Assets	$705,037,795	$671,539,340	$626,259,978
Value of Liabilities	$713,594,463	$702,639,800	$675,847,573

Year-end fair market value of assets

To provide further insight into the Plan's financial position, the chart below shows the fair market value of the Plan's assets on the last day of the Plan Year and each of the two preceding plan years as compared to the actuarial value of the Plan's assets on January 1.

- **Actuarial values (shown in the chart above)** account for market fluctuations over time. Unlike market values, actuarial values do not change daily with stock or market shifts.
- **Market values (shown in the chart below)** fluctuate based on investment performance, providing a more immediate snapshot of the plan's funding status.

	December 31, 2025	December 31, 2024	December 31, 2023
Fair Market Value of Assets[1]	$746,327,221	$682,263,988	$638,798,854

Endangered, critical, or critical and declining status

Under federal pension law, a plan's funding status determines the steps a plan must take to strengthen its finances and continue paying benefits:

- **Endangered:** The plan's funded percentage drops below 80 percent. The plan's trustees must adopt a funding improvement plan.
- **Critical:** The plan's funded percentage falls below 65 percent or meets other financial distress criteria. The plan's trustees must implement a rehabilitation plan.
- **Critical and Declining:** A plan in critical status is also designated as critical and declining if projected to become insolvent—meaning it will no longer have enough assets to pay out benefits—within 15 years (or within 20 years under a special rule). The plan's trustees must continue to implement the rehabilitation plan. The plan's sponsor may seek approval to amend the plan, including reducing current and future benefits.

[1] December 31, 2025 amount is estimated and subject to change.

The Plan was not in endangered, critical, or critical and declining status in the 2025 or 2026 Plan Years. In other words, the Plan is in the Green zone.

Participant and beneficiary information

The following chart shows the number of participants and beneficiaries covered by the Plan on the last day of the Plan Year and the two preceding plan years. The numbers for the Plan Year reflect the plan administrator's reasonable, good faith estimate.

	Number of participants and beneficiaries on last day of relevant plan year	2025 Plan Year[2]	2024 Plan Year	2023 Plan Year
1.	Last day of plan year	December 31	December 31	December 31
2.	Participants currently employed	1,885	2,142	2,297
3.	Participants and beneficiaries receiving benefits	2,187	2,148	2,132
4.	Participants and beneficiaries entitled to future benefits (but not receiving benefits)	790	703	643
5.	**Total number of covered participants and beneficiaries (Lines 2 + 3 + 4 = 5)**	**4,862**	**4,993**	**5,072**

Funding & investment policies

Funding policy

Every pension plan must establish a funding policy to meet its objectives. The funding policy relates to how much money is needed to pay promised benefits. The Plan's funding policy is to assure that annual contributions to the Plan will be made in an amount not less than the ERISA minimum funding requirement and not more than the amount that would be deductible for federal income tax purposes. Contributions to the Plan are made by participating employers at rates established by collective bargaining agreements with the unions that represent Plan participants.

Investment policy

Pension plans also have investment policies that provide guidelines for making investment management decisions. The Investment Policy Statement ("IPS") of the Pension Fund is a written document which the Board of Trustees has adopted to establish a framework for investing the assets in a manner consistent with the fiduciary standards of ERISA. The IPS provides that the Trustees have the responsibility to prudently guide the Fund's investment program, establishing its investment policies and a suitable asset allocation, and to invest the assets in a manner consistent with the Fund's investment objectives, asset allocation policy, tolerance for risk, appropriate portfolio diversification and liquidity needs. The IPS also provides that the Trustees will select appropriate professionals to invest assets, and to assist in prudently measuring and evaluating investment performance on a regular basis.

[2] The participant counts as of December 31, 2025 are estimated and subject to change.

The long term investment objectives set forth in the Investment Policy are several: to maintain sufficient income, liquidity, diversification and controlled volatility to facilitate the payment of benefits and expenses; to earn a long term, competitive rate of return that equals or exceeds the Fund's policy index (pre-established percentages of market indices that represent the Fund's asset allocation); and to establish an asset allocation that is reasonably designed to achieve a rate of return that equals or exceeds the actuarially assumed return. The Fund's target asset allocations are as follows:

Investment Category	Target Allocation
Domestic Equity	23%
Developed Market Equity	0%
Emerging Market Equity	4%
Global Equity	19%
Real Estate	9%
Infrastructure	8%
Fixed Income	25%
Private Equity	12%
Cash Equivalents	0%

As of the end of the Plan Year, the Plan's assets were allocated among the following investment categories as percentages of total assets:

	Asset Allocations	Percentage
1.	Cash (interest and non-interest bearing)	3.09%
2.	U.S. Government securities	0.00%
3.	Corporate debt instruments (other than employer securities):	
	Preferred	0.00%
	All other	0.00%
4.	Corporate stocks (other than employer securities):	
	Preferred	0.00%
	Common	15.17%
5.	Partnership/joint venture interests	42.32%
6.	Real estate (other than employer real property)	0.00%
7.	Loans (other than to participants)	0.00%
8.	Participant loans	0.00%
9.	Value of interest in common and collective trusts	26.63%
10.	Value of interest in pooled separate accounts	1.39%
11.	Value of interest in master trust investment accounts	0.00%
12.	Value of interest in 103-12 investment entities	0.00%

Asset Allocations	Percentage
13. Value of interest in registered investment companies, like mutual funds	8.98%
14. Value of funds held in insurance company general account (unallocated contracts)	0.00%
15. Employer-related investments:	0.00%
Employer securities	0.00%
Employer real property	0.00%
16. Buildings and other property used in plan operation	0.00%
17. Other	2.42%

For information about the Plan's investment in any of the following types of investments common-/collective trusts, pooled separate accounts, or 103-12 investment entities - contact

William Hurley
Iron Workers District Council of New England Pension Fund
161 Granite Avenue
Dorchester, MA 02124
Phone: (617) 265-3757
BHurley@iwnefunds.com.

The average return on assets for the Plan Year was 12.10%.

Right to request a copy of the annual report

Pension plans must file an annual report, called the Form 5500, with the U.S. Department of Labor. The Form 5500 includes financial and other information about these pension plans.

You can get a copy of your Plan’s Form 5500:

- **Online:** Visit www.efast.dol.gov/ to search for your Plan’s Form 5500.
- **By Mail:** Submit a written request to your plan administrator.
- **By Phone:** Call 202-693-8673 to speak with a representative of the U.S. Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room.

The Form 5500 does not include personal information, such as your accrued benefits. For details about your accrued benefits, contact your plan administrator.

Summary of rules governing insolvent plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by PBGC, below), the plan must apply to PBGC for financial assistance. PBGC will loan the plan

the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan's financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

Benefit payments guaranteed by PBGC

Only vested benefits—those that you've earned and cannot forfeit—are guaranteed.

What PBGC guarantees

PBGC guarantees "basic benefits" including:

- Pension benefits at normal retirement age.
- Most early retirement benefits.
- Annuity benefits for survivors of plan participants.
- Disability benefits for disabilities that occurred before the earlier of the date the plan terminated or the sponsor's bankruptcy date.

What PBGC does not guarantee

PBGC does not guarantee certain types of benefits, including the following:

- A participant's pension benefit or benefit increase until it has been part of the plan for 60 full months. Any month in which the multiemployer plan was insolvent or terminated due to mass withdrawal does not count toward this 60-month requirement.
- Any benefits above the normal retirement benefit.
- Disability benefits in non-pay status.
- Non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

Determining guarantee amounts

The maximum benefit PBGC guarantees is set by law. Your plan is covered by PBGC's multiemployer program. The maximum PBGC guarantee is $35.75 per month, multiplied by a participant's years of credited service.

PBGC guarantees a monthly benefit based on the plan's monthly benefit accrual rate and your years of credited service. The guarantee is calculated as follows:

1. Take 100 percent of the first $11 of the Plan's monthly benefit accrual rate.
2. Take 75 percent of the next $33 of the accrual rate.
3. Add both amounts together.
4. Multiply the total by your years of credited service to determine your guaranteed monthly benefit.

Example 1: Participant with a Monthly $600 Benefit and 10 Years of Service.

1. Find the accrual rate: $600/10 = $60 accrual rate.
2. Apply PBGC formula:
   Take 100 percent of the first $11= $11
   Take 75 percent of the next $33 = $24.75
3. Add the two amounts together: $11 + $24.75 = $35.75
4. Multiply by years of credited service: $35.75 x 10 years = $357.50 In this example, the participant's guaranteed monthly benefit is $357.50.

Example 2: Participant with a $200 Monthly Benefit and 10 Years of Service.

1. Find the accrual rate: $200/10 = $20 accrual rate.
2. Apply PBGC formula:
   Take 100 percent of the first $11= $11
   Take 75 percent of the next $9 = $6.75
3. Add the two amounts together: $11 + $6.75 = $17.75
4. Multiply by years of credited service: $17.75 x 10 years = $177.50 In this example, the participant's guaranteed monthly benefit is $177.50