



Western Conference of Teamsters Pension Plan

January 1, 2026 Actuarial Valuation

Prepared by:

Milliman, Inc.

Lead Consultants:

Grant Camp, FSA, EA, MAAA

Joel Stewart, FSA, EA, MAAA

Supporting Actuaries:

Noah Llanda, FSA, EA, MAAA

Penny Fletcher, ASA, EA, MAAA

Joseph Haines, ASA, EA, MAAA

Actuarial Analysts:

Efren Hurtado III

Greg Pappas

Eli Weissend

Ashley Wagner

Milliman, Inc.
19200 Von Karman Avenue, Suite 950
Irvine, CA 92612
Tel +1 714 634 8337
Fax +1 714 634 4458
milliman.com



19200 Von Karman Avenue
Suite 950
Irvine, CA 92612
USA

Tel +1 714 634 8337
Fax +1 714 634 4458

milliman.com

August 27, 2026

Board of Trustees
Western Conference of Teamsters Pension Plan

Dear Trustees:

As requested, we performed an actuarial valuation of the Western Conference of Teamsters Pension Plan as of January 1, 2026, for the Plan Year ending December 31, 2026. Our findings are set forth in this actuary's report.

In preparing this report, we relied, without audit, on information supplied by the administrative office, the Plan's independent auditor and the Plan's attorney. This information includes, but is not limited to, Plan documents and provisions, employee data, and financial information. The financial information was taken from a draft of the audit report and is, hence, subject to finalization. We found this information to be reasonably consistent and comparable with information used for other purposes. The valuation results depend on the integrity of this information. If any of this information is inaccurate or incomplete our results may be different and our calculations may need to be revised.

For actuarial requirements under ERISA, all costs, liabilities, rates of interest, and other factors under the Plan (except when mandated directly by the Internal Revenue Code and its regulations) have been determined on the basis of actuarial assumptions and methods which are individually reasonable (taking into account the experience of the Plan and reasonable expectations) and which, in combination, offer our best estimate of anticipated experience under the Plan and are expected to have no significant bias. The valuation results were developed using models intended for valuations that use standard actuarial techniques.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as, but not limited to, the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of future measurements.

Actuarial computations under ERISA are to determine the minimum required, and maximum deductible funding amounts, and the unfunded vested benefit liability for withdrawal liability for an ongoing plan. Actuarial computations under FASB ASC Topic 960 are to fulfill plan accounting requirements. The calculations in this report are based on our understanding of:

- ERISA and the related sections of the tax code.
- IRS minimum funding requirements as amended by subsequent legislation and reflecting all regulations and guidance to date.
- FASB ASC Topic 960.

Determinations for other purposes may be significantly different than the results in this report. Other calculations may be needed for other purposes, such as judging benefit security at termination.

Milliman's work is prepared solely for the internal business use of the Trust and its Trustees and employees (for their use in administering the Trust). Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not intend to benefit or create a legal duty to any third-party recipient of its work product. Milliman's consent to release its work product to any third party may be conditioned on the third party signing a Release; subject to the following exceptions:

- (a) The Trust may provide a copy of Milliman's work, in its entirety, to the Trust's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit the Trust.
- (b) The Trust may distribute certain work products that Milliman and the Trust mutually agree are appropriate for distribution to participating employers, pension participants and other parties as may be required by law.

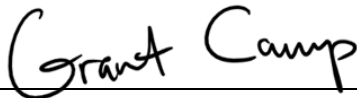
No third-party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.

The consultants who worked on this assignment are actuaries. Milliman's advice is not intended to be a substitute for qualified legal, investment, or accounting counsel.

On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the principles prescribed by the Actuarial Standards Board and the *Code of Professional Conduct and Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion* in the United States published by the American Academy of Actuaries. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein.

We respectfully submit the following report, and we look forward to discussing it with you.

Sincerely,



Grant Camp, FSA, EA, MAAA
Principal and Consulting Actuary



Joel Stewart, FSA, EA, MAAA
Principal and Consulting Actuary

Table of Contents

	<u>Page</u>
LETTER OF CERTIFICATION	
SECTION 1 – Summary of Valuation Results	1
SECTION 2 – Introduction	12
SECTION 3 – Trust Fund Activity	13
Exhibit 3.1 – Market Value of Assets	14
Exhibit 3.2 – Receipts and Disbursements	16
Exhibit 3.3 – Investment Return	17
Exhibit 3.4 – Actuarial Value of Assets	18
Exhibit 3.5 – Net Cash Flow for Total Fund	19
SECTION 4 – Contribution Requirements and Amortization Period	20
Exhibit 4.1 – Actuarial Balance Sheet	22
Exhibit 4.2 – Analysis of Change in the Unfunded Actuarial Liability	23
Exhibit 4.3 – Normal Cost	24
Exhibit 4.4 – Funding Standard Account as of Prior Year End	25
Exhibit 4.5 – Projected Funding Standard Account for Current Year End	26
Exhibit 4.6 – Maximum Tax-Deductible Contribution	28
Exhibit 4.7 – Amortization Period	30
SECTION 5 – Funded Status	32
Exhibit 5.1 – Statement of Actuarial Present Value of Accumulated Plan Benefits	33
Exhibit 5.2 – Statement of Changes in Actuarial Present Value of Accumulated Plan Benefits	34
Exhibit 5.3 – Unfunded Vested Benefit Liability	35
SECTION 6 – Risk Disclosure, History, and Projections	36
Exhibit 6.1 – Historical Statistics	43
Exhibit 6.2 – Plan Maturity Measures	45
Exhibit 6.3 – Projected Benefit Payments	47
Appendix A – Summary of the Plan	50
Appendix B – Participant Statistics	57
Appendix C – Actuarial Assumptions and Cost Methods	77

Summary of Valuation Results

Overview of Results
(\$ in thousands)

Actuarial Valuation for Plan Year Beginning
January 1, 2025 January 1, 2026

Assets

Market Value of Assets (MV)	\$55,778,144	\$59,096,198
Actuarial Value of Assets (AV)	\$57,376,818	\$60,029,147
Ratio of AV to MV	102.9%	101.6%
Investment Return (Non-Dedicated assets)		
Market Value of Assets	3.08%	7.92%
Actuarial Value of Assets	4.08%	5.07%

Funded Status

Actuarial Liability	\$60,021,816	\$62,743,369
Market Funded Percentage	92.9%	94.1%
Actuarial (Pension Protection Act) Funded Percentage	95.5%	95.6%

Withdrawal Liability

Present Value of Vested Benefits	\$57,026,846	\$59,771,540
Assets for Withdrawal Liability	\$57,376,818	\$60,029,147
Unfunded Vested Benefit Liability (UVBL)	\$0	\$0

Credit Balance and Contribution Requirements

Actuarial Liability	\$60,021,816	\$62,743,369
Actuarial Value of Assets	\$57,376,818	\$60,029,147
Unfunded Actuarial Liability	\$2,644,998	\$2,714,222
Credit Balance at End of Prior Year	\$6,330,958	\$6,229,076
Normal Cost (including expenses) ⁽¹⁾	\$2,104,962	\$2,099,977
Net Amortization Payment	\$965,335	\$1,005,086
Total Annual Cost (Beginning of Year)	\$3,070,297	\$3,105,063
Anticipated Contributions	\$2,700,000	\$2,680,000
Maximum Deductible Contribution	\$73,005,164	\$65,202,621
Minimum Required Contribution	\$0	\$0
Actual Contributions	\$2,681,202	To Be Determined

⁽¹⁾ The Normal Cost for 2025 and 2026 are based on a 1.6% accrual.

Amortization Period

Market Value of Assets	5.9 years	7.1 years
Actuarial Value of Assets	3.6 years	5.8 years

Participant Data

Retirees & Beneficiaries	247,964	250,880
Vested Inactive Participants	166,134	165,315
Active Participants	<u>228,092</u>	<u>228,517</u>
Total Participants in Valuation	642,190	644,712

Certification Status

Green	Green
-------	-------

A. Purpose of this Report

This report has been prepared for the Western Conference of Teamsters Pension Plan as of January 1, 2026 to:

- Review the Plan's funded status as of January 1, 2026.
- Review the experience for the plan year ending December 31, 2025, including the Plan's trust fund activity and investment return, and changes in plan participant demographics that impact liabilities.
- Calculate the Plan's funding requirements under ERISA for the plan year beginning January 1, 2026.
- Determine the Plan's Amortization Period as of January 1, 2026.
- Determine the Plan's Unfunded Vested Benefit Liability for withdrawal liability purposes as of December 31, 2025, in accordance with the Multiemployer Pension Plan Amendments Act of 1980.
- Determine the actuarial present value of accumulated plan benefits as of December 31, 2025, for purposes of disclosing the Plan's liabilities under FASB ASC Topic 960.

B. Plan Provisions

The valuation reflects the plan provisions in effect on January 1, 2026. In particular, we have reflected the following:

- A change in the benefit accrual rate for hours worked in 2026 to 1.60% of contributions from 1.20% of contributions. Hours worked in years after 2026 are credited at 1.20%. The change in benefit accrual rate had no impact on the Plan's actuarial liability as of January 1, 2026. The change increased the Plan's normal cost for 2026 by approximately \$487 million.

C. Actuarial Methods and Assumptions

Changes in Assumptions

Other than the assumptions mandated by the IRS, the following changes were made to the assumptions for this valuation in order to reflect recent and anticipated plan experience:

- The employee termination assumption was updated based on experience through December 31, 2025 to better reflect anticipated plan experience. This change decreased the actuarial liability by approximately \$46.1 million.
- The form of payment assumption was updated based on experience through December 31, 2025 to better reflect anticipated plan experience. This change increased the actuarial liability by approximately \$9.5 million.
- The disability retirement assumption was updated based on experience through December 31, 2025 to better reflect anticipated plan experience. This change decreased the actuarial liability by approximately \$126.0 million.
- Additional bond dedications during the 2025 plan year for the San Diego County Teamsters Plan merger resulted in an increase in liability by approximately \$0.3 million for the lower assumed investment return on the dedicated bond portfolio. Continued post-merger off-benefit contributions are paying off the additional actuarial cost of the dedication for the merged group.
- Factors utilized in the calculation of the benefit adjustment option forms of payment were updated to reflect the mortality and segment rates prescribed by IRS notices 2025-40 and 2025-47 respectively. Similarly, the Employee and Spouse forms of payment factors were updated for the mortality table change. These updates decreased the actuarial liability by approximately \$15.8 million.
- The assumed annual administrative expense assumption was increased from \$144 million to \$157 million, payable mid-year, to better reflect anticipated plan experience. This change has no impact on

the actuarial liability of the Plan but increases the net charge to the Funding Standard Account by \$13 million.

- The anticipated annual employer contributions were decreased to \$2.680 billion for purposes of projecting the 2026 Funding Standard Account and determining the Amortization Period.

Details on the updated assumptions can be found in Appendix C of this report.

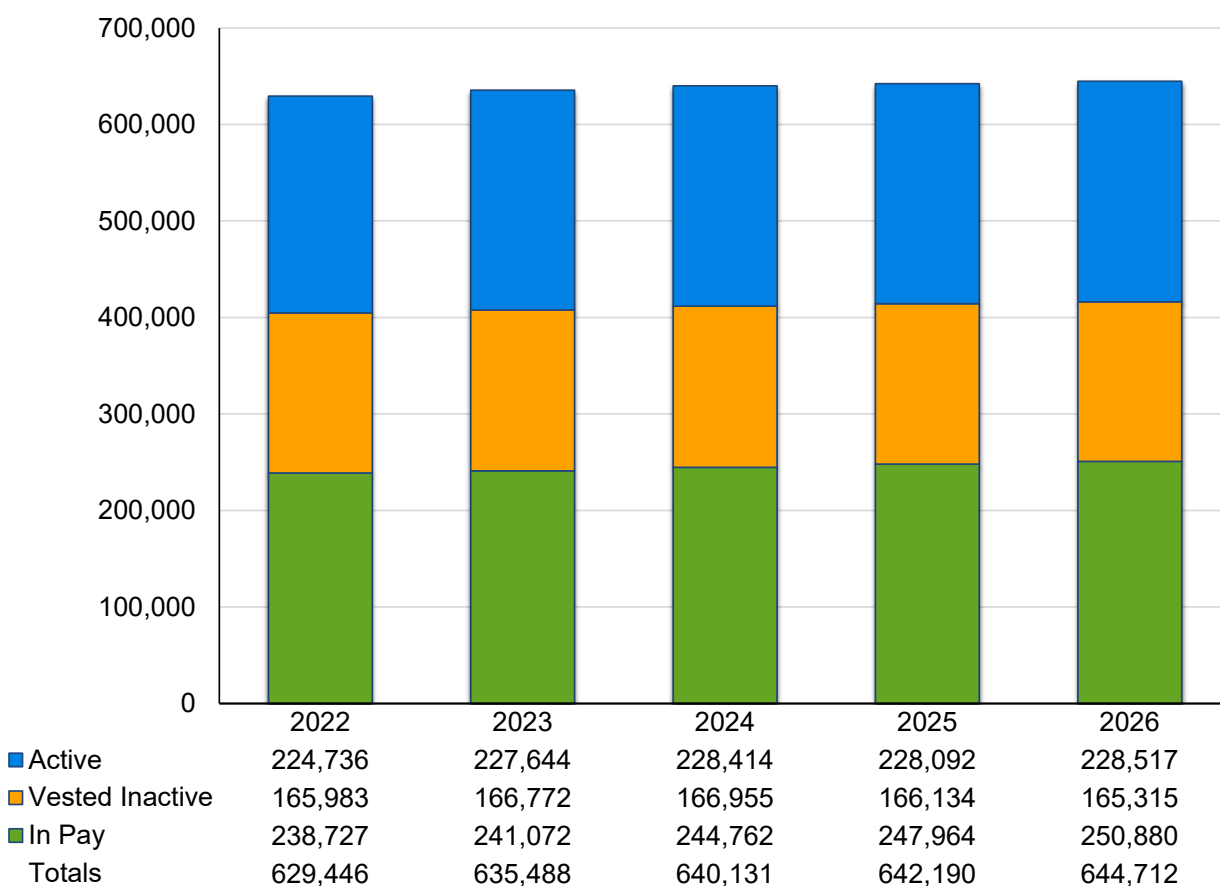
Changes in Actuarial Methods

There were no changes in the actuarial funding method for the January 1, 2026 valuation.

D. Participant Information

Participant Counts

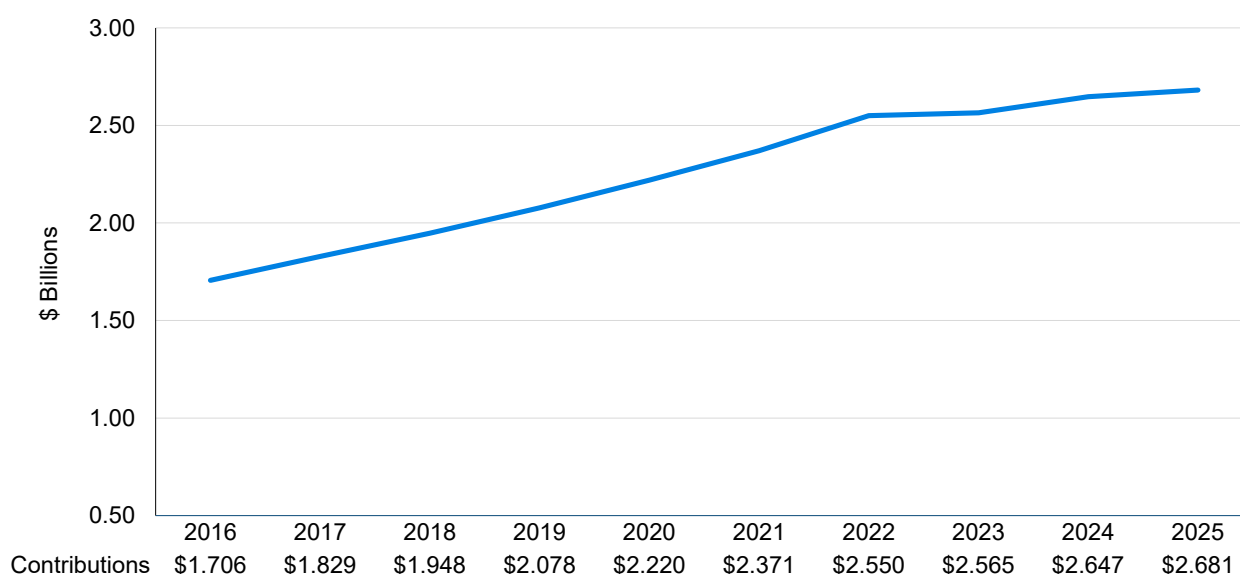
The following chart shows the number of participants included in this valuation, along with comparable information from the last several valuations. Participant counts are based on the full census data file for all years.



For valuation purposes, an active participant is not retired, terminated or deceased on the valuation date, has satisfied the participation requirements of the Plan, and worked at least 250 hours in the plan year immediately prior to the valuation date, or worked at least one hour in the plan year immediately prior to the valuation date and worked at least 250 hours in the second plan year preceding the valuation date.

Contributions

Contributions for the plan year beginning January 1, 2026, are expected to be \$2.680 billion based on the assumed hours and the contribution rates in effect at January 1, 2026, scaled for anticipated experience during 2026. The graph below shows the Plan's historical level of contributions.



E. Plan Assets

The Plan's market value of assets is the value of net assets available for benefits as shown on the Plan's audit less the withdrawal liability receivable amounts. The Plan's assets are split into dedicated assets and non-dedicated assets. The dedicated assets are further split into pre-2024 dedicated assets and post-2023 dedicated assets.

The pre-2024 dedicated assets are contained in the Strategic Bond Account (SBA). The market value of the Fixed Dollar Account (FDA) and 1982/84 Annuity Account (82/84 Account) are combined with non-dedicated assets for purposes of determining the actuarial value of assets. The post-2023 dedicated assets are the assets held in the Western Conference of Teamsters Dedicated Bond Portfolio account (WDBP).

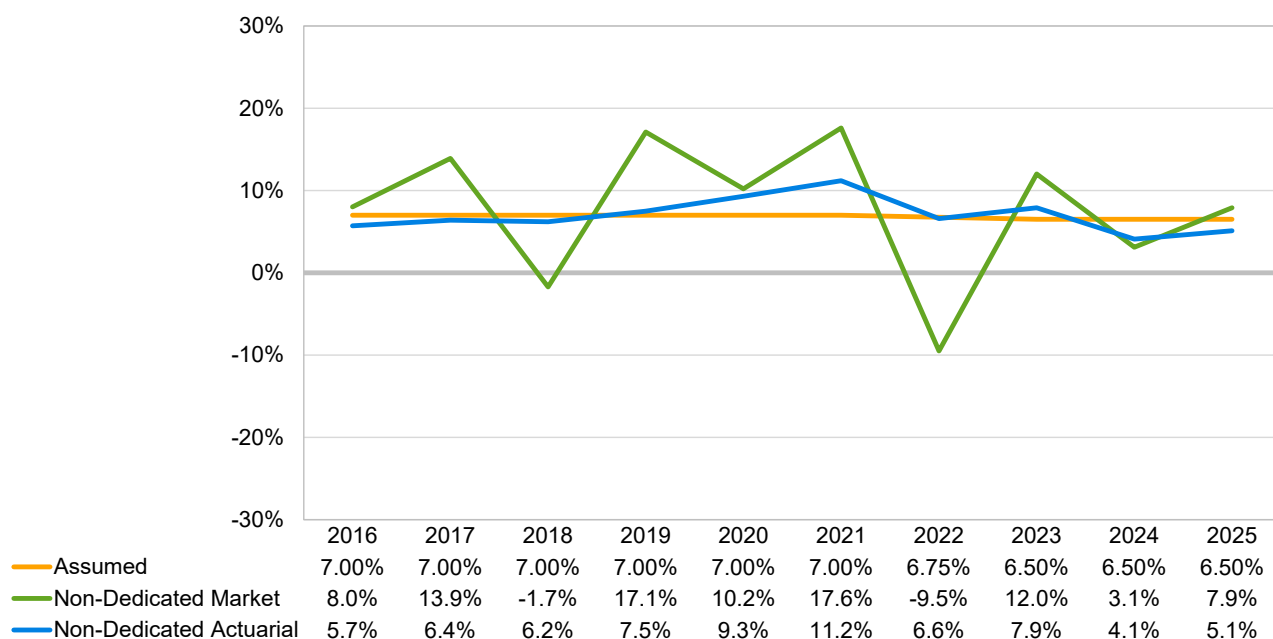
The Plan uses an asset smoothing method on the non-dedicated portion of the assets that recognizes market value investment gains and losses over a period of five years.

The sum of the amortized cost of the pre-2024 dedicated assets, the market value of the post-2023 dedicated assets, and the smoothed value of non-dedicated assets is called the actuarial value of assets, and is used for determining the PPA funded percentage, the minimum and maximum contributions under ERISA, computation of the Amortization Period, and determination of Unfunded Vested Benefit Liability. The table below shows these values along with the Plan's rate of investment return, net of investment expenses, over the past five years on total plan assets.

January 1,	Prior Year Rate of Return on Total Plan Assets		(\$ in thousands)		
	Market	Actuarial	Market Value of Assets	ERISA Actuarial Value of Assets	Assets for Withdrawal Liability
2026	7.89%	6.49%	\$59,096,198	\$60,029,147	\$60,029,147
2025	1.98	3.45	55,778,144	57,376,818	57,376,818
2024	11.78	7.63	55,630,382	56,393,978	56,393,978
2023	-9.93	6.03	50,600,310	53,244,768	53,244,768
2022	15.45	9.88	56,967,832	50,943,160	50,943,160

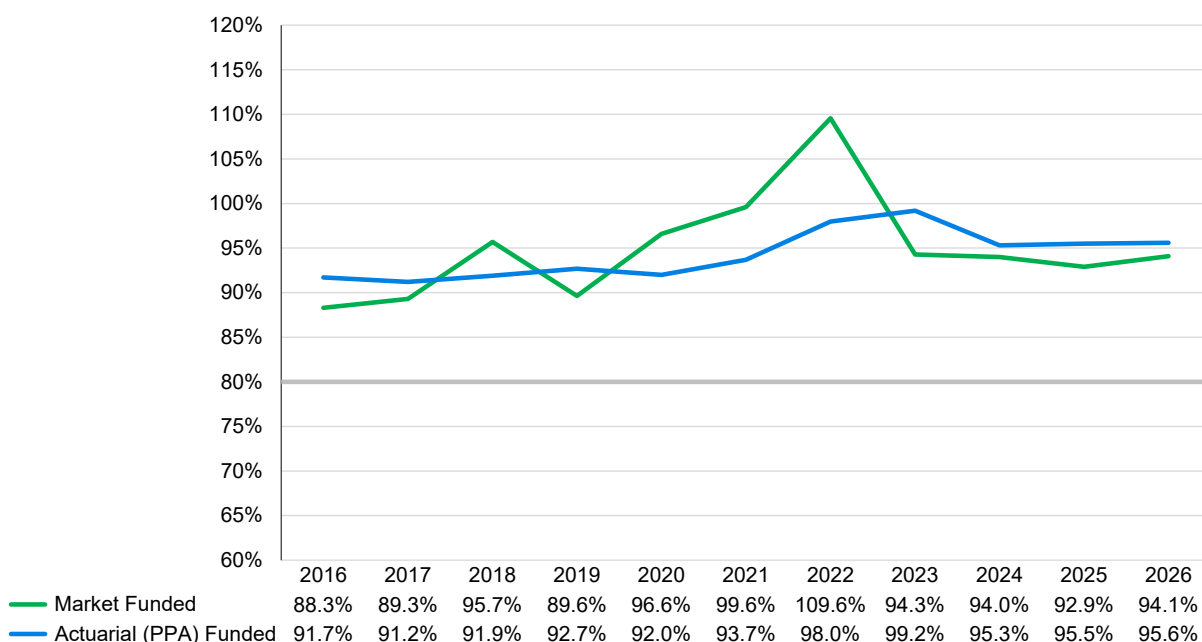
Over the past 10 years, the Plan's total assets have averaged a 7.12% return on a market value basis, net of investment expenses. The Plan's non-dedicated assets have averaged a 7.53% return on a market value basis, net of investment expenses over the same time period. The numerical history can be found on Exhibit 3.3 in this report.

The graph below shows the Plan's annual returns on the non-dedicated assets over the last ten years, compared with the Plan's investment return assumption.



F. Funded Status

An important indicator of the Plan's funded status is the ratio of the Plan's *market value of assets* to the Plan's liability for all benefits earned to date, called the actuarial liability. For purposes of determining the Plan's zone status under the PPA, the Plan's *actuarial value of assets* is compared with this liability measurement. Below is a chart showing a historical comparison of these measurements at the beginning of each plan year.



Below is a table that details the relevant information for the past several valuations.

January 1,	Actuarial Liability (\$ in thousands)				Market Value Funded %	Actuarial Value (PPA) Funded %
	Retirees & Beneficiaries	Vested Inactive	Active	Total		
2026	\$35,480,731	\$6,228,859	\$21,033,779	\$62,743,369	94.1%	95.6%
2025	33,488,225	6,133,230	20,400,361	60,021,816	92.9	95.5
2024	33,395,562	6,043,090	19,707,737	59,146,389	94.0	95.3
2023	29,600,385	5,879,547	18,193,794	53,673,726	94.3	99.2
2022	28,771,176	5,779,913	17,445,656	51,996,745	109.6	98.0

The **Annual Funding Notice** to participants must be distributed within 120 days of the end of the plan year and will include the actuarial (PPA) funded percentage for 2024, 2025, and 2026, as shown above.

G. Contribution Requirements

Actuarial Liability

For computing ERISA minimum and maximum funding requirements, the actuarial cost method takes into account benefits that are earned to date. The resulting liability is called the actuarial liability, and is compared with the actuarial value of assets, as shown below.

January 1,	(\$ in thousands)		
	Actuarial Liability	Actuarial Value of Assets	Unfunded Actuarial Liability
2026	\$62,743,369	\$60,029,147	\$ 2,714,222
2025	60,021,816	57,376,818	2,644,998
2024	59,146,389	56,393,978	2,752,411
2023	53,673,726	53,244,768	428,958
2022	51,996,745	50,943,160	1,053,585

Development of Minimum Required Contribution and Credit Balance

The Plan's minimum required contribution consists of two components:

- Gross normal cost, which includes the cost of benefits allocated to the next plan year and non-investment expenses expected to be paid in the next plan year, and
- Amortization payments to the unfunded actuarial liability.

If contributions do not meet these costs, the Plan's credit balance, which was created by contributions in excess of minimum required contributions in past years, may be used to offset the costs. The table below summarizes the Plan's contribution requirements, actual contributions, and credit balance over the last several years.

(\$ in thousands)					
December 31,	Normal Cost ⁽¹⁾	Net Amortization Payment	Annual Cost, Middle of Year	Actual Contribution	Credit Balance, End of Year
2026	\$2,099,977	\$1,005,086	\$3,204,389	\$2,680,000 ⁽²⁾	6,093,248 ⁽²⁾
2025	2,104,962	965,335	3,168,511	2,681,202	6,229,076
2024	2,000,884	933,497	3,028,247	2,647,104	6,330,958
2023	1,976,730	651,315	2,712,112	2,564,792	6,325,043
2022	1,857,453	657,169	2,595,061	2,549,891	6,093,208
⁽¹⁾ Accrual rate for hours worked: 2022 through 2026 - 1.6%					
⁽²⁾ Expected based on contribution assumption for valuation.					

H. Amortization Period

The Plan's amortization period is a measure of the long-term financial solvency of the Plan. The amortization period is the number of years necessary for a level excess of anticipated employer contributions over the normal cost to pay off the unfunded actuarial liability or funding shortfall. The unfunded actuarial liability is the difference between the actuarial liability and the actuarial value of assets. The funding shortfall is the difference between the actuarial liability and the market value of assets.

After the enactment of the Pension Protection Act of 2006 (PPA), changes in the unfunded actuarial accrued liability related to changes in plan amendments, actuarial assumptions, and experience gains and losses are amortized over 15 years. Prior to PPA, these changes were amortized over 30 years. Changes related to the actuarial cost method or asset valuation method are amortized over 10 years. In addition, the Trustees elected to amortize net investment loss for the plan year ending December 31, 2008 over the 29-year period beginning with the loss year as provided by the Pension Relief Act of 2010. The average amortization period at any point in time under ERISA without special relief provisions is generally between 10 to 15 years. Therefore, based on the unfunded actuarial liability, an amortization period of less than 10 years is desired.

Amortization Period (\$ in thousands)		
	January 1, 2025	January 1, 2026
Unfunded Actuarial Liability (UAL)	\$ 2,644,998	\$ 2,714,222
Expected Employer Contributions	2,700,000	2,680,000
Initial Expense Assumption	144,000	157,000
Normal Cost (payable monthly)	2,003,646	2,015,489
Excess Contributions at 1.60% accrual ⁽¹⁾	522,354	507,511
Excess Contributions in future years ⁽¹⁾	\$ 1,030,765	\$ 1,011,383
Years to Amortize UAL	3.6	5.8
Funding Shortfall on a Market Value basis	\$ 4,243,672	\$ 3,647,171
Years to Amortize Funding Shortfall on a Market Value basis	5.9	7.1

⁽¹⁾ Excess contribution based on accrual rates of 1.6% in 2025 and 1.2% thereafter for January 1, 2025, and 1.6% in 2026 and 1.2% thereafter for January 1, 2026.

I. Unfunded Vested Benefit Liability

Withdrawing employers are assessed a portion of the Plan's unfunded vested benefit liability for withdrawal liability, which is determined by subtracting the Plan's assets (calculated in Exhibit 3.4) from the liability for all vested benefits earned to date. The assets for withdrawal liability are identical to the actuarial value of assets since December 31, 2017. The table below summarizes this information for the past several years.

(\$ in thousands)			
December 31,	Present Value of Vested Benefits	Assets For Withdrawal Liability	Unfunded Vested Benefit Liability
2025	\$59,771,540	\$60,029,147	\$ 0
2024	57,026,846	57,376,818	0
2023	53,257,511	56,393,978	0
2022	50,966,890	53,244,768	0
2021	49,498,039	50,943,160	0

J. Zone Status

The following chart shows the Plan's Zone Status that has been reported in the Actuarial Certification since PPA became effective beginning in 2008. The Plan has been certified as neither endangered nor critical (i.e. "Green") every year since 2008, including the most recent certification for January 1, 2026.

Plan Year Beginning January 1,	Zone Status
2008 - 2026	Green

K. Plan Experience

Initial Observations

We note the following comparisons from last year's valuation:

- Employer contributions increased from \$2.647 billion in 2024 to \$2.681 billion in 2025, or 1.3%.
- Benefit payments increased from \$3.46 billion in 2024 to \$3.57 billion in 2025, or 3.4%.
- Operating expenses in 2025 amounted to 5.5% of total employer contributions compared to 5.2% of total contributions in 2024.

Impact of Plan Experience during Prior Plan Year

Actuarial gains are produced from more favorable experience than assumed in the previous valuation while actuarial losses are produced from experience less favorable than assumed. The most important of these gains and losses are shown below and described in the paragraphs that follow.

Investment Return

The estimated investment return on the total market value of assets was approximately 7.89% for 2025. The corresponding returns for 2024 and 2023 were 1.98% and 11.78%, respectively.

The estimated market value investment return for 2025 on non-dedicated assets was about 7.92%, resulting in a gain of approximately \$343 million when compared to the assumed net investment return for 2025 of 6.50%. This amount will be recognized over five years in the actuarial value of assets smoothing method.

The investment return on the actuarial value of total assets was estimated to be 6.49%. The investment return for the WDBP was estimated to be 8.07%. This resulted in an actuarial gain of about \$318 million, primarily due to the gain on the WDBP of approximately \$733 million.

The experience gain on assets was offset by changes in the value of liabilities covered by the dedications. The internal rate of return, net of expenses, for the SBA Dedication changed from 4.00% at January 1, 2025 to 4.08% at January 1, 2026, which decreased liabilities by approximately \$5 million. The internal rate of return, net of expenses, for the WDBP changed from 5.585% at January 1, 2025 to 5.225% at January 1, 2026, which increased liabilities by approximately \$771 million.

Demographic Experience

The gains and losses due to all non-investment experience during 2025 (excluding data updates) increased the Plan's actuarial liability by approximately \$91 million, or about 0.2% of total liability. Data updates resulted in an increase in liability of approximately \$24 million. The commentary below identifies the major components of the demographic gains and losses experienced during 2025.

Contribution Rates and Hours Expectations

Lower than assumed contributions to the Plan, due to decreased hours worked under the Plan, reduced the level of benefits earned during 2025 from what we anticipated in the prior valuation. We estimate a decrease in the actuarial liability of about \$16 million due to these factors.

New Entrants

Actual new entrants also displayed different demographic characteristics than expected and earned larger benefits than expected under the new entrant assumption. We estimate the increase in liability due to new entrants, beyond the new entrant assumption in the prior valuation, to be approximately \$43 million.

Other Demographic Losses

The Plan experienced a demographic loss this year due to increases in active participant benefits that were not attributable to increased contributions during the year. These increases are likely due to accrual of past service benefits, changes in PEER level, and other data revisions. In addition, there was a demographic loss due to increases in benefits for participants in pay status. These increases are likely due to working retirees accruing additional benefits.

Demographic Gains

Sources of demographic gains include fewer participants retiring from active status, more terminations of active participants, and fewer active participants becoming disabled than assumed. These gains are consistent with the Plan's experience in recent years.

Comments

The overall \$91 million demographic loss is small, relative to the overall size of the Plan. Based on our annual review of the demographic experience of the Plan and updates resulting from that review, we believe

the assumptions are individually reasonable and in combination, offer our best estimate of anticipated experience under the Plan and are expected to have no significant bias.

Sensitivity of Results

The results presented in this report are dependent upon the actuarial assumptions being realized in the future. To the extent that actual Plan experience differs from the assumptions, future actuarial costs will differ from those presented in this report. For example, actuarial gains and losses emerge in plan years where actual contribution amounts differ from those anticipated by our assumptions. Section 6 has additional information on the risks faced by the Plan.

SECTION 2

Introduction

The purpose of this actuarial valuation is to review last year's activity, compute this year's cost, and test the Plan's funded status. Specifically:

- In Section 3, we summarize the Plan's trust fund activity and measure its investment return.
- In Section 4, we evaluate the Plan's contribution requirements, determine the appropriate charges and credits to the ERISA minimum Funding Standard Account for the plan year ending December 31, 2025, and estimate the credit balance at the end of this year. We also calculate the maximum tax-deductible contribution for the plan year ending December 31, 2026, and the Amortization Period as of January 1, 2026.
- In Section 5, we determine the Plan's funded status by comparing the market value of assets with the actuarial present value of accumulated plan benefits, computed in accordance with FASB ASC Topic 960. We also summarize the Plan's Present Value of Vested Benefits in Exhibit 5.3 and calculate the Plan's Unfunded Vested Benefit Liability for withdrawal liability purposes.
- In Section 6, we identify and assess the risks that may be significant to the Plan. We also disclose various historical measures of the Plan and project the next 50 years of benefit payments on a closed group basis.

The appendices present a summary of the Plan, participant statistics (active, retired, inactive vested), a description of the unit credit actuarial cost method, and a summary of our actuarial assumptions.

SECTION 3

Trust Fund Activity

In this section, we show the present status of the Plan's trust fund, trust activity over the past year, and historical investment return.

Exhibit 3.1 lists the types of assets held and their market value.

Exhibit 3.2 summarizes the fund's receipts and disbursements during the past year.

Exhibit 3.3 summarizes the fund's investment return, net of investment-related expenses. The exhibit displays annual rates of return at market value on all assets and non-dedicated assets for each of the last 20 years.

Exhibit 3.4 develops the actuarial value of assets as of December 31, 2025. This asset value is the same as that used to determine employer liability upon withdrawal from the Plan during 2026. This exhibit also presents the recognition of investment gains and losses on a market value basis over actuarial expectation.

Exhibit 3.5 presents the progress of the fund balance for the past 20 years in terms of employer contributions, benefit payments, operating expenses, and net investment income.

Exhibit 3.1

Market Value of Assets (December 31, 2025)

ASSETS	2025
INVESTMENTS - at fair value	<u>\$ 59,106,918,254</u>
Securities on loan	
Equity securities	0
Insurance company contracts	<u>0</u>
	0
Fair value of collateral held for securities on loan	<u>0</u>
Total investments	59,106,918,254
RECEIVABLES	
Due from broker for securities sold	23,101,042
Contributions due from employers - net	185,800,000
Withdrawal liability receivable - net ¹	0
Accrued investment income	286,642,594
Forward foreign currency contracts	0
Swaps receivable from counterparties	<u>50,100,834</u>
Total receivables	545,644,470
OTHER ASSETS	13,938,817
CASH	<u>11,010,194</u>
Total assets	<u>\$ 59,677,511,735</u>
LIABILITIES AND NET ASSETS	
LIABILITIES	
Liability to return collateral held for securities on loan	0
Securities sold, not yet purchased	527,997,252
Due to broker for securities purchased	36,728,390
Accrued tax expense	0
Accounts payable and accrued expenses	16,588,182
Forward foreign currency contracts	0
Swaps payable to counterparties	<u>0</u>
Total liabilities	581,313,824
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 59,096,197,911</u>

¹ For valuation purposes, receivable Withdrawal liability payments are excluded from assets.

Exhibit 3.1 (Continued)

(\$ in thousands)		
	Year Ending December 31, 2024	Year Ending December 31, 2025
a. Strategic Bond Account	\$ 1,589,195	\$ 1,471,226
b. WDBP	30,804,078	30,535,575
c. All Remaining Assets	<u>23,384,871</u>	<u>27,089,397</u>
d. Net Assets Available for Plan Benefits	\$ 55,778,144	\$ 59,096,198

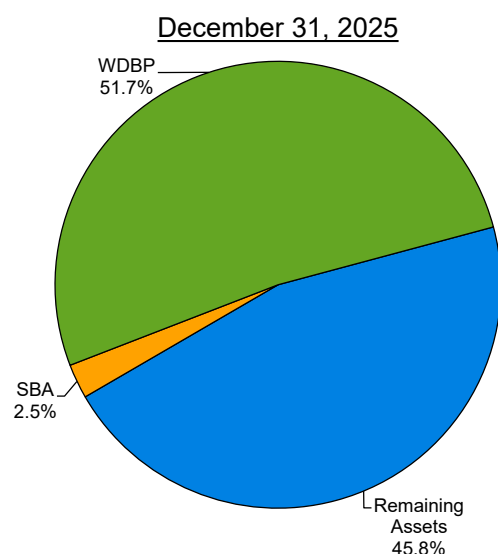
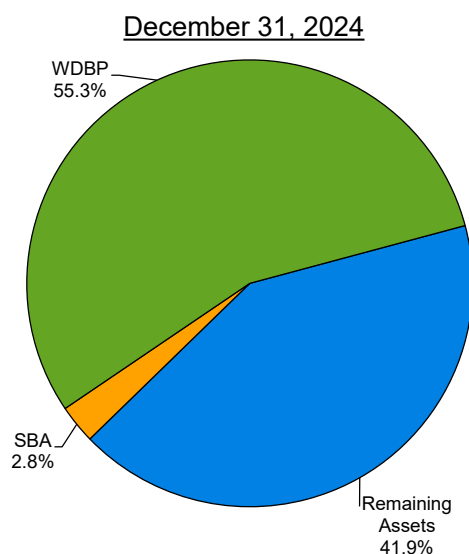


Exhibit 3.2

Receipts and Disbursements (Year Ended December 31, 2025)

	<u>2025</u>
ADDITIONS	
Investment income	
Interest, dividends and other investment income	\$ 2,111,704,230
Net appreciation/(depreciation) in fair value of investments	2,618,425,895
Net appreciation/(depreciation) in fair value of collateral held for securities on loan	<u>0</u>
	4,730,130,125
Less investment expenses	<u>(300,609,063)</u>
Investment income - net	4,429,521,062
Employer contributions	2,679,582,619
Employer withdrawal liability income ¹	1,619,668
Other income	<u>1,029,459</u>
Total additions	7,111,752,808
DEDUCTIONS	
Pension benefits	3,572,648,662
Administrative expenses	148,108,680
Income tax expense	<u>77,630,215</u>
Total deductions	3,798,387,557
NET CHANGE	3,313,365,251
TRANSFER OF ASSETS TO UNRELATED PLAN	4,688,822
NET ASSETS AVAILABLE FOR BENEFITS	
Beginning of year	<u>55,778,143,838</u>
Adjustment to beginning of year assets	0
End of year	<u>\$ 59,096,197,911</u>

¹ Includes \$816 adjustment to withdrawal liability payments held as receivable as of the end of the prior plan year.

Exhibit 3.3

Investment Return

Market Value of Assets Annual Rate of Investment Return					
Annual Rate for One-Year Period			Average Annual Rate for Period Ending December 31, 2025		
Plan Year Ending December 31,	All Assets	Non- Dedicated Assets	Period	All Assets	Non-Dedicated Assets
2025	7.89%	7.92%	1	7.89%	7.92%
2024	1.98%	3.08%	2	4.89%	5.47%
2023	11.78%	12.03%	3	7.14%	7.61%
2022	-9.93%	-9.53%	4	2.59%	3.04%
2021	15.45%	17.65%	5	5.04%	5.81%
2020	11.53%	10.20%	6	6.10%	6.53%
2019	16.45%	17.06%	7	7.52%	7.97%
2018	-1.76%	-1.74%	8	6.31%	6.71%
2017	13.08%	13.90%	9	7.04%	7.49%
2016	7.84%	7.95%	10	7.12%	7.53%
2015	1.78%	2.22%	11	6.63%	7.04%
2014	7.56%	7.56%	12	6.70%	7.08%
2013	12.59%	15.25%	13	7.15%	7.69%
2012	11.93%	13.15%	14	7.48%	8.07%
2011	6.26%	5.35%	15	7.40%	7.89%
2010	13.53%	14.87%	16	7.77%	8.31%
2009	10.96%	12.60%	17	7.96%	8.56%
2008	-20.58%	-25.23%	18	6.13%	6.33%
2007	5.41%	5.67%	19	6.09%	6.30%
2006	10.61%	12.98%	20	6.32%	6.62%

All rates reflect total investment return, net of investment-related expenses.

Exhibit 3.4

Actuarial Value of Assets (January 1, 2026)

Non-Dedicated Asset Reconciliation (\$ in thousands)

Year	(1) Market Value of Assets beginning of year	(2) Contributions*	(3) Non-Dedicated Benefit Payments	(4) Operating Expenses	(5) Other Transactions	(6) Cash Flow (2)-(3)-(4)+(5)	(7) Actual Investment Income	(8) Market Value of Assets End of Year (1)+(6)+(7)
2025	\$23,384,871	\$2,681,202	\$432,212	\$148,108	\$(307,653)	\$1,793,229	\$1,911,296	\$27,089,396
2024	53,848,419	2,647,104	855,958	137,269	(32,857,752)	(31,203,875)	740,327	23,384,871
2023	48,704,418	2,564,792	3,109,895	127,991	0	(673,094)	5,817,095	53,848,419
2022	54,390,729	2,549,891	2,952,812	125,755	0	(528,677)	(5,157,634)	48,704,418

Development of the Actuarial Value of Assets (\$ in thousands)

Year	Market Investment Rate of Return	Market Investment Return	Expected Investment Return	Difference between Actual and Expected
2025	7.92%	\$1,911,296	\$1,568,216	\$343,080
2024	3.08	740,327	1,568,312	(827,985)
2023	12.03	5,817,095	3,144,256	2,672,839
2022	-9.53	(5,157,634)	3,518,486	(8,676,120)

Market Value of Non-Dedicated Assets on January 1, 2026	\$	27,089,396
Subtract 80% of \$343,080 gain		(274,464)
Add 60% of \$827,985 loss		496,791
Subtract 40% of \$2,672,839 gain		(1,069,136)
Add 20% of \$8,676,120 loss		<u>1,735,224</u>
Actuarial Value of Non-Dedicated Assets on January 1, 2026	\$	27,977,812
Preliminary Non-Dedicated Actuarial Value as a Percentage of Market Value		103.3%
Actuarial Value of Non-Dedicated Assets (limited to 80%-120% of Market Value)	\$	27,977,812
Actuarial Value of Dedicated Funds: SBA (see Appendix C)		1,515,760
Actuarial Value of Dedicated Funds: WDBP (see Appendix C)		30,535,575
Actuarial Value of Assets on January 1, 2026	\$	60,029,147

* Includes actual withdrawal liability payments made during the plan year.

Exhibit 3.5

Net Cash Flow for Total Fund

(\$ in thousands)

December 31,	Contributions	Operating Expenses	Benefit Payments	Net Cash Flow	Net Investment Income	Net Cash Flow + Investment Income
2006	\$1,258,898	\$71,638	\$1,919,384	(\$732,124)	\$3,045,672	\$2,313,548
2007	1,320,358	73,833	1,996,396	(749,871)	1,677,254	927,383
2008	1,350,530	80,375	2,059,601	(789,446)	(6,570,632)	(7,360,078)
2009	1,264,683	87,502	2,154,335	(977,154)	2,683,399	1,706,245
2010	1,276,476	84,716	2,232,529	(1,040,769)	3,537,349	2,496,580
2011	1,322,549	83,757	2,305,404	(1,066,612)	1,792,951	726,339
2012	1,367,269	83,759	2,367,600	(1,084,090)	3,502,770	2,418,680
2013	1,431,091	87,541	2,458,053	(1,114,503)	3,974,410	2,859,907
2014	1,544,129	88,635	2,530,265	(1,074,771)	2,620,954	1,546,183
2015	1,596,395	93,897	2,598,766	(1,096,268)	645,209	(451,059)
2016	1,705,556	98,841	2,676,620	(1,069,905)	2,802,657	1,732,752
2017	1,828,897	101,978	2,756,869	(1,029,950)	4,905,291	3,875,341
2018	1,948,038	108,215	2,833,944	(994,121)	(727,420)	(1,721,541)
2019	2,078,312	108,827	2,900,499	(931,014)	6,533,148	5,602,134
2020	2,219,837	116,860	2,988,567	(885,590)	5,226,350	4,340,760
2021	2,370,820	121,625	3,079,705	(830,510)	7,680,757	6,850,247
2022	2,549,891	125,755	3,172,916	(748,780)	(5,618,741)	(6,367,521)
2023	2,564,792	127,991	3,314,987	(878,186)	5,908,258	5,030,072
2024	2,647,104	137,269	3,455,297	(945,462)	1,093,225	147,763
2025	2,681,202	148,109	3,572,649	(1,039,556)	4,357,609	3,318,053
Total as of 12/31/25	\$34,878,877	\$1,957,915	\$51,757,613	(\$18,836,651)	\$49,656,254	\$30,819,603

SECTION 4

Contribution Requirements and Amortization Period

In this section, we calculate the projected ERISA minimum Funding Standard Account and the maximum tax-deductible limit under the Internal Revenue Code. Under the law, an Enrolled Actuary must calculate costs using an approved actuarial cost method and actuarial assumptions which, in combination, are the actuary's best estimate of future Plan experience. We also determine the Plan's Amortization Period which provides the Trustees with an additional indication of the Plan's ability to pay all benefits expected to be paid for by the Plan. Our actuarial cost method and assumptions are fully explained in Appendix C: the following discussion explains only the highlights of our cost method.

The actuarial liability is made up of liabilities for benefits being paid to current retirees and their beneficiaries and of liabilities that are projected to be paid to future retirees for service rendered to the date of the actuarial valuation. The chart below illustrates the allocation of the actuarial liability among these categories of participants.

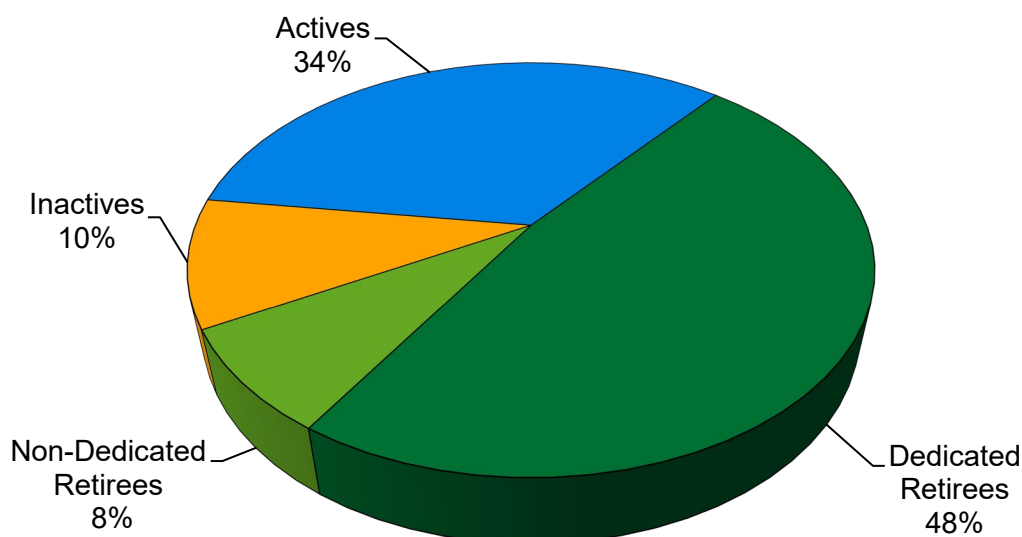


Exhibit 4.1 contains information on the actuarial balance sheet. Plan requirements consist of the actuarial liability on January 1, 2026. As illustrated above, 66% of the Plan's liabilities are for benefits to be paid to participants for whom contributions are no longer being made to the Plan. However, 48% of the Plan's liabilities are secured through the various dedicated asset portfolios.

Exhibit 4.2 details the changes in the value of the Plan's unfunded actuarial liability from January 1, 2025, to January 1, 2026. Unfunded actuarial (accrued) liability changes during the year result from benefit accruals, contributions to the Plan, and actuarial gains and losses, which arise from actual experience different from expected. Changes to Plan provisions, actuarial assumptions, or the Plan's funding method can also impact the unfunded actuarial liability.

This year's normal cost is shown in Exhibit 4.3. The normal cost is the annual cost of benefits allocated to a plan year by the cost method and includes an allowance for non-investment expenses expected during the plan year. The Normal Cost in this report reflects a 1.6% accrual rate for hours worked during 2026.

ERISA Minimum Funding Requirements

Exhibit 4.4 details the entries to the Plan's Funding Standard Account for the plan year ending December 31, 2025.

Exhibit 4.5 projects the Plan's Funding Standard Account through December 31, 2026 and provides detail on the amortization charges and credits. A positive credit balance is produced by cumulative contributions sufficient to pay normal costs and to amortize the unfunded actuarial liability faster than required.

Maximum Deductible Contribution

Exhibit 4.6 calculates the maximum deductible contribution for the 2026 plan year. The anticipated contributions are less than the maximum deductible contribution and are therefore expected to be fully deductible.

Amortization Period

Exhibit 4.7 displays the calculation of the period to amortize the Plan's unfunded actuarial liability using the actuarial value of assets and the market value of assets.

Exhibit 4.1

Actuarial Balance Sheet (January 1, 2026)

Requirements (\$ in thousands)

Actuarial Liability

Retired Participants		\$	35,480,731
Vested Inactive Participants			6,228,859
Active Participants			
Retirement	\$	18,711,305	
Vested Withdrawal		1,726,427	
Death		332,173	
Disability		<u>263,874</u>	<u>21,033,779</u>
Total Actuarial Liability		\$	62,743,369

Resources (\$ in thousands)

Actuarial Value of Assets	\$	60,029,147
Unfunded Actuarial Liability		<u>2,714,222</u>
Total	\$	62,743,369

Exhibit 4.2

Analysis of Change in the Unfunded Actuarial Liability (January 1, 2026)

Expected Unfunded Actuarial Liability on January 1, 2026	(\$ in thousands)
Unfunded Actuarial Liability as of January 1, 2025	\$ 2,644,998
Normal Cost, Including Expenses	2,104,962
Interest on the above items	331,905
Contributions	(2,681,202)
Interest on Contributions	<u>(75,270)</u>
Expected Unfunded Actuarial Liability as of January 1, 2026	\$ 2,325,393

Changes

Assumption changes	\$ (178,165)	
Plan Changes	0	
Method Change	0	
Data Updates	23,502	
Demographic (Gain)/Loss	91,227	
Experience (Gain)/Loss on Dedications	765,394	
Expense (Gain)/Loss	4,605	
Asset (Gain)/Loss	<u>(317,734)</u>	
Total		<u>388,829</u>

Unfunded Actuarial Liability on January 1, 2026	\$ 2,714,222
--	---------------------

Exhibit 4.3

Normal Cost (January 1, 2026)

Unit Credit Normal Cost (\$ in thousands)

Retirement	\$	1,598,071	
Vested Withdrawal		268,782	
Death		23,915	
Disability		<u>26,085</u>	\$ 1,916,853 ⁽¹⁾

New Entrant Adjustment 31,364

Expenses (\$157,000 Payable Monthly) 151,760

Total Normal Cost (Beginning of Year) \$ 2,099,977

⁽¹⁾Based on 1.6% accrual rate for expected hours worked during 2026

Exhibit 4.4

Funding Standard Account (Year Ending December 31, 2025)

Charges to Funding Standard Account		(\$ in thousands)
Prior Year Fund Deficiency, if any	\$	0
Normal Cost for Year		2,104,962
Amortization Charges		965,335
Interest on Fund Deficiency, Normal Cost, and Amortization Charges		<u>199,569</u>
Total Charges	\$	3,269,866
Credits to Funding Standard Account		
Prior Year Credit Balance, if any	\$	6,330,958
Employer Contributions		2,681,202
Amortization Credits		0
Interest on Credit Balance, Amortization Credits, and Contributions		<u>486,782</u>
Total Credits	\$	9,498,942
Balance		
Credit Balance, if any	\$	6,229,076

Exhibit 4.5

Projected Funding Standard Account (Year Ending December 31, 2026)

The statutory Minimum Required Contribution ("MRC") equals the plan's normal cost, plus the funding deficiency, if any, plus the net amortization charge in the Plan's Funding Standard Account. It is the amount needed to avoid a Funding Deficiency in the Funding Standard Account. It can be satisfied with cash contributions, which are set by collective bargaining, or the existing Credit Balance. These amounts for the plan year ending December 31, 2026, are determined below.

Charges to Funding Standard Account		(\$ in thousands)
Prior Year Fund Deficiency, if any	\$	0
Normal Cost for Year		2,099,977
Amortization Charges*		1,005,086
Interest on Fund Deficiency, Normal Cost, and Amortization Charges		<u>201,829</u>
Total Charges	\$	3,306,892
 Credits to Funding Standard Account		
Prior Year Credit Balance, if any	\$	6,229,076
Expected Employer Contributions		2,680,000
Amortization Credits*		0
Interest on Credit Balance, Amortization Credits, and Contributions		<u>491,064</u>
Total Credits	\$	9,400,140
 Balance		
Projected Credit Balance, if any	\$	6,093,248
 Minimum Required Contribution	 \$	 0

* See table on the following page for detail.

Amortization Bases

The following table shows the various entries used to establish the year-by-year charges and credits with respect to the Funding Standard Account.

The amortization method for determining the current annual cost is the method used to determine the amount, timing, and pattern of recognizing changes in the unfunded actuarial accrued liability. We apply the amortization schedule defined in Section 431 of the Internal Revenue Code.

Before Combined/Offset

(\$ in thousands)					
	Year Established	Original Balance	1/1/2026 Balance	Years Remaining	Amortization Payment
Charges					
2008 Net Investment Loss	2009	\$4,407,752	\$2,826,320	12.000	\$325,274
2008 Net Investment Loss	2010	\$588,120	\$381,480	12.000	\$43,904
2008 Net Investment Loss	2011	\$671,272	\$440,872	12.000	\$50,739
2008 Net Investment Loss	2012	\$467,560	\$311,262	12.000	\$35,822
2008 Net Investment Loss	2013	\$875,912	\$591,726	12.000	\$68,101
2008 Net Investment Loss	2014	\$1,635,968	\$1,122,943	12.000	\$129,236
Prior Combined/Offset Base	2025	\$2,994,614	\$2,856,708	12.978	\$312,263
Experience Loss	2026	\$590,152	\$590,152	15.000	\$58,934
<i>Total Charges</i>			\$9,121,463		\$1,024,273
Credits					
Assumption Change	2026	\$178,165	\$178,165	15.000	\$17,792
<i>Total Credits</i>			\$178,165		\$17,792
Net Charges/(Credits)					
			\$8,943,298		\$1,006,481

Combined/Offset

(\$ in thousands)					
	Year Established	Original Balance	1/1/2026 Balance	Years Remaining	Amortization Payment
Charges					
2008 Net Investment Loss	2009	\$4,407,752	\$2,826,320	12.000	\$325,274
2008 Net Investment Loss	2010	\$588,120	\$381,480	12.000	\$43,904
2008 Net Investment Loss	2011	\$671,272	\$440,872	12.000	\$50,739
2008 Net Investment Loss	2012	\$467,560	\$311,262	12.000	\$35,822
2008 Net Investment Loss	2013	\$875,912	\$591,726	12.000	\$68,101
2008 Net Investment Loss	2014	\$1,635,968	\$1,122,943	12.000	\$129,236
Combined Offset Base	2026	\$3,268,695	\$3,268,695	13.288	\$352,010
<i>Total Charges</i>			\$8,943,298		\$1,005,086
Credits					
		\$0	\$0		\$0
<i>Total Credits</i>		\$0	\$0		\$0
Net Charges/(Credits)					
			\$8,943,298		\$1,005,086

Exhibit 4.6

Maximum Tax-Deductible Contribution (Plan Year Ending December 31, 2026) (\$ in thousands)

**1. Ten Year Amortization Limitation:
(IRC Section 404(a)(1)(A)(iii))**

Normal Cost	\$	2,099,977	
Amortization of Unfunded Actuarial Liability	+	354,517	
Interest	+	<u>159,542</u>	\$ 2,614,039

**2. Full Funding Limitation:
(IRC Section 412(c)(7)(A)(i))**

Actuarial Liability at Beginning of Year	\$	62,743,369	
Unit Credit Normal Cost, including expenses, at Beginning of Year	+	2,099,977	
Test Value of Assets, at Beginning of Year	-	59,096,198	
Interest	+	<u>373,565</u>	\$ 6,120,713

3. Unfunded Current Liability

90% of Current Liability, at End of Year	\$	80,490,487	
Actuarial Value of Assets Projected to End of Year	-	<u>59,171,604</u>	\$ 21,318,883

**4. Unfunded Current Liability Limitation:
(IRC Section 404(a)(1)(D))**

140% of Current Liability at Year End	\$	125,207,424	
Actuarial Value of Assets at Year End	-	<u>60,004,803</u>	
Unfunded Current Liability			\$ 65,202,621

**5. Maximum Tax-Deductible Contribution
Lesser of (1) or (2), but not less than (3) or (4)**

\$ 65,202,621

There are alternative calculations of the Maximum Deductible Contribution under IRC Section 404 that may produce a different amount than illustrated above. Please consult your tax advisors regarding the deductibility of cash contributions.

Exhibit 4.6 (Continued)

The current liability defined under IRC Section 404(a)(1)(D) is developed in the following table. Current liability is determined using a 3.93% interest assumption and mortality as specified by the IRS. The 3.93% interest assumption is within the required corridor of the weighted average of 30-Year Treasury Bond Rates published by the IRS.

(\$ in thousands)			
Current Liability, Beginning of Year			
Retirees		\$	41,979,017
Vested Inactive Participants			9,801,732
Active Participants			
Vested	\$	29,681,399	
Nonvested		4,767,834	34,449,233
Total			\$ 86,229,982
Changes Expected During 2026 Plan Year			
Accrual of Benefits		\$	3,401,507
Expected Benefit Payments		-	3,649,118
Interest		+	3,451,503
Total		\$	3,203,892
Current Liability, End of Year		\$	89,433,874

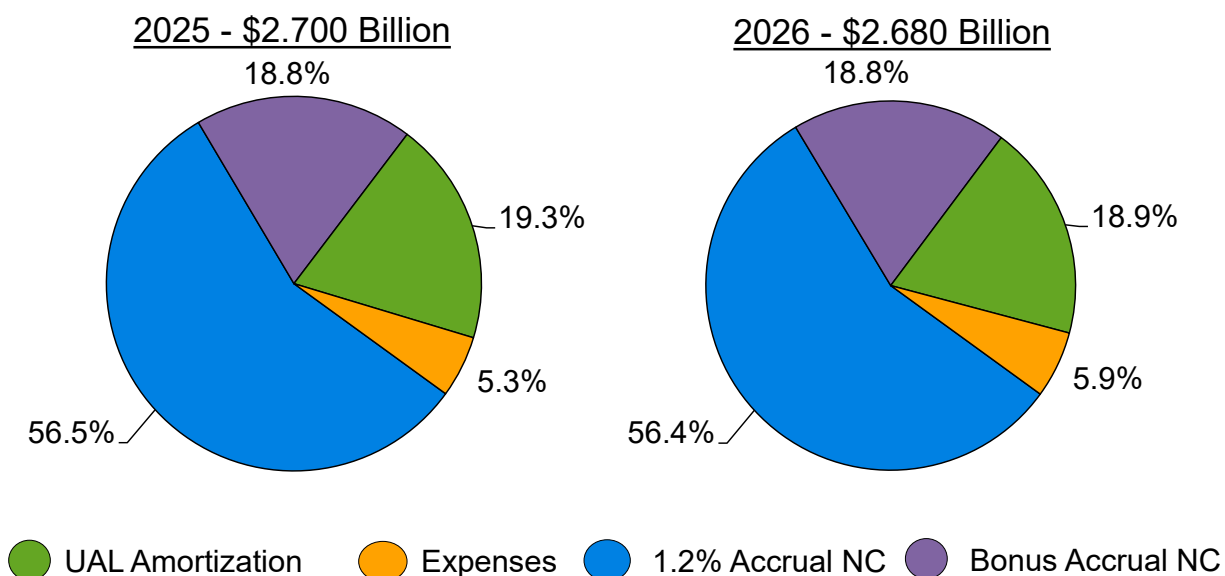
Exhibit 4.7 Amortization Period

Exhibit 4.7 shows the amortization periods as of the current and prior valuation dates.

(\$ in thousands)		
	January 1, 2025	January 1, 2026
a. Estimated Employer Contributions	\$2,700,000	\$2,680,000
b. Initial Expense Assumption	\$144,000	\$157,000
c. Normal Cost (payable monthly)		
1. Long-Term at 1.2% Accrual Rate	\$1,525,235	\$1,511,617
2. Temporary Increase in Accrual Rate	\$508,411	\$503,872
d. Estimated First Year Employer Contribution to Amortize Unfunded Actuarial Liability (a.-b.-c.)	\$522,354	\$507,511
e. Unfunded Actuarial Liability	\$2,644,998	\$2,714,222
f. Amortization Period	3.6 years	5.8 years
g. Funding Shortfall on a Market Value basis	\$4,243,672	\$3,647,171
h. Estimated Period to Amortize the Unfunded Actuarial Liability using Market Value of Assets	5.9 years	7.1 years

Exhibit 4.7 (Continued)

Estimated Employer Contributions



The bonus accrual shown above is the impact of increasing the accrual rate to 1.60% for hours worked in 2025 and 2026.

Based on the Plan's current bargained contribution levels as of the valuation date, and if all assumptions described in this report are met,

- Contributions are expected to be sufficient to improve the Plan's funded status in the future,
- Contributions are expected to exceed the Plan's normal cost plus interest on the Plan's unfunded actuarial accrued liability each year in the future and therefore,

Contribution levels are not significantly inconsistent with the Plan accumulating sufficient assets to adequately make benefit payments when due.

SECTION 5

Funded Status

In this section, we provide the Plan's funded status by comparing the Fund's Market Value of Assets with the Actuarial Present Value of Accumulated Plan Benefits and the Plan's Present Value of Vested Benefits under FASB ASC Topic 960. As shown on Exhibit 5.1, the Market Value of the Plan's Assets is less than the Present Value of Accumulated Plan Benefits as of December 31, 2025. Exhibit 5.2 shows the change in the Present Value of Accumulated Plan Benefits from December 31, 2024 to December 31, 2025.

Exhibit 5.3 shows the Plan's Unfunded Vested Benefits Liability for purposes of determining withdrawal liability. As of December 31, 2025, the Assets for Withdrawal Liability are greater than the Present Value of Vested Benefits. This determination will impact withdrawal liability calculations for employers withdrawing from the Plan during the 2026 plan year.

Exhibit 5.1

Statement of Actuarial Present Value of Accumulated Plan Benefits

	FASB ASC Topic 960 (\$ in thousands)	
	December 31, 2024	December 31, 2025
Vested Benefits		
Retirees & Beneficiaries	\$ 33,485,408	\$ 35,478,103
Vested Inactive Participants	6,131,829	6,228,130
Active Participants	17,409,609	18,065,307
Total	\$ 57,026,846	\$ 59,771,540
Non-Vested Benefits		
Active and Other Non-Vested Benefits	2,994,970	2,971,829
Total	\$ 2,994,970	\$ 2,971,829
Actuarial Present Value of Accumulated Plan Benefits	\$ 60,021,816	\$ 62,743,369
Assets		
Market Value of Assets (MVA)	\$ 55,778,144	\$ 59,096,198
Actuarial Value of Assets (AVA)	\$ 57,376,818	\$ 60,029,147
Funding Ratios		
Ratio of MVA to Present Value of Vested Benefits	97.8%	98.9%
Ratio of MVA to Present Value of Accumulated Plan Benefits	92.9%	94.1%
PPA Funding Ratio		
Ratio of AVA to Present Value of Accumulated Plan Benefits	95.5%	95.6%

Exhibit 5.2

Statement of Changes in Actuarial Present Value of Accumulated Plan Benefits

	(\$ in thousands)
Value as of December 31, 2024	\$ 60,021,816
Changes	
Benefits Accumulated	1,965,768
Data Updates	0
Actuarial (Gain)/Loss	880,122
Interest	3,626,476
Benefit Payments	(3,572,649)
Plan Changes	0
Assumption Changes	<u>(178,165)</u>
Net Change	\$ 2,721,553
Value as of December 31, 2025	\$ 62,743,369

Exhibit 5.3

Unfunded Vested Benefit Liability

	(\$ in thousands)	
	December 31, 2024	December 31, 2025
Actuarial Present Value of Vested Benefits		
Active Participants	\$ 17,409,609	\$ 18,065,307
Vested Inactive Participants	6,131,829	6,228,130
Retirees & Beneficiaries	33,485,408	35,478,103
Total	\$ 57,026,846	\$ 59,771,540
Assets for Withdrawal Liability	\$ 57,376,818	\$ 60,029,147
Unfunded Vested Benefit Liability	\$ 0	\$ 0
Excess of the Assets for Withdrawal Liability over the Vested Benefit Liability	\$ 349,972	\$ 257,607
Percentage Funded	100.6%	100.4%

SECTION 6

Risk Disclosure, History, and Projections

The results of the actuarial valuation are based on one set of reasonable assumptions. However, it is certain that future experience will not exactly match the assumptions. As an example, investments may perform better or worse than assumed in any single year and over any longer time horizon. It is therefore important to consider the potential impacts of these differences when making decisions that may affect the future financial health of the Plan. Actuarial Standard of Practice No. 51 (ASOP 51) addresses these issues by providing actuaries with guidance for assessing and disclosing the risk associated with measuring pension liabilities and the determination of pension plan contributions. Specifically, it directs the actuary to:

- Identify risks that may be significant to the Plan.
- Assess the risks identified as significant to the Plan.
- Disclose plan maturity measures and historical information that are significant to understanding the Plan's risks.

Below is a summary of the significant risks that could impact the plan. **Exhibit 6.1** displays historical statistics. **Exhibit 6.2** displays plan maturity measures. **Exhibit 6.3** provides a projection of benefit payments on a closed group basis.

Investment Risk

Definition: Investment risk is the potential that investment returns will be different than expected.

Identification: To the extent that actual investment returns differ from the assumed investment return, the Plan's future assets, funding contributions, and funded status may differ significantly from those presented in this valuation. Because the Plan's liabilities do not change as a result of the Plan's investment returns (this mismatch is sometimes referred to as asset / liability mismatch risk), investment returns less than expected can result in significantly different funded status in the future than expected. This is best illustrated through funding projections.

If the plan were invested in a low-default-risk portfolio (e.g., current liability, which is based on 30-year Treasury securities), it would impact the interest rate assumption and therefore the actuarial accrued liability, funded percentage, and ultimately the annual contributions; the volatility of the contributions would also change based on the risk level of the portfolio. The table below illustrates the impact of using lower interest rates on the plan's actuarial accrued liability and funded percentage, which could result from investing in a low-default risk portfolio.

January 1, 2026	Current Liability	Plan's Current Assumption
Interest Rate	3.93%	6.50%
Actuarial Accrued Liability	\$86.2 billion**	\$62.7 billion
Funded Percentage	69.6%	95.6%

* This would be considered a "low-default-risk obligation measure (LDROM)" using the language of Actuarial Standard of Practice No. 4 (ASOP 4).

** Calculated using the same actuarial assumptions and methods that were used for this valuation, except for the interest rate and mortality.

Investing in lower-returning asset classes may reduce future investment returns and therefore increase future actuarially determined contributions (ADC), but the lower risk levels would result in lower year-over-year volatility in ADC and might provide more benefit security for plan participants. Conversely, investing in higher-returning asset classes may increase future investment returns and therefore reduce future ADC, but would also increase the volatility of the ADC and potentially reduce benefit security for plan participants.

Interest Rate Risk

Definition: Interest rate risk is the potential that interest rates will be different than expected.

Identification: The non-dedicated pension liabilities have been calculated by using the interest rate described in Appendix C, currently 6.50%. If interest rates in future valuations differ from this valuation, future pension liabilities, funding contributions, and the Plan's funded status may differ significantly from those presented in this valuation. As a general rule, using a lower interest rate will result in a higher pension liability, and vice versa. One aspect that can be used to estimate the impact of different interest rates is a plan's duration.

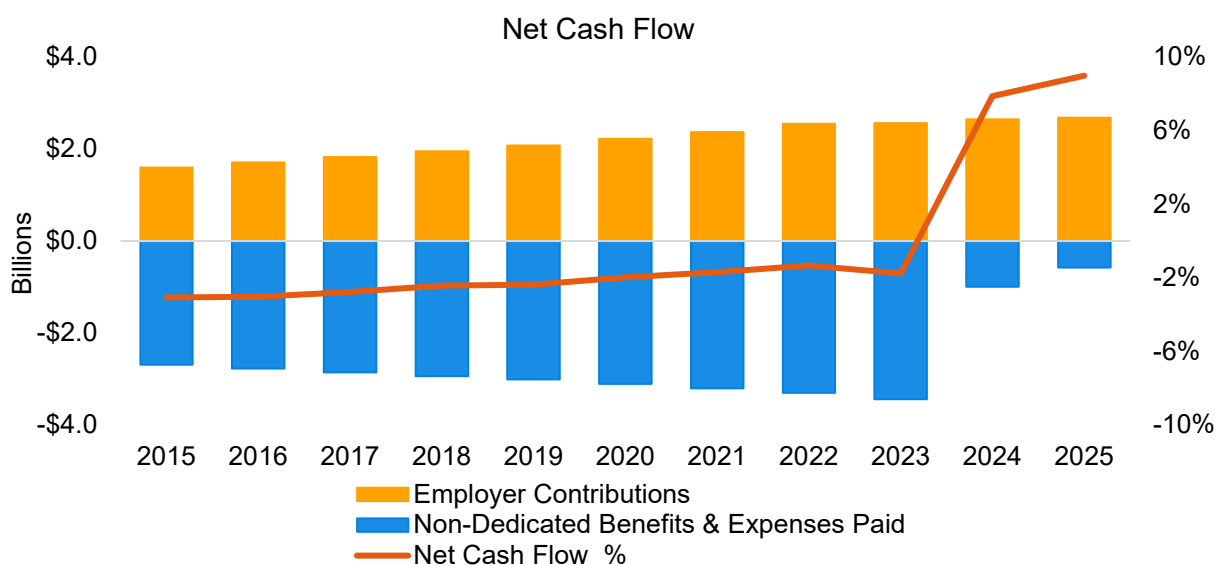
Assessment: If the interest rate changes by 1%, the estimated percentage change in pension liability is a plan's duration in years. The approximate duration of the plan's non-dedicated pension liability is 18 years as of the current valuation date. As such, if the interest rate changes by 1%, the estimated change in non-dedicated pension liability is about 18%.

Liquidity Risk

Definition: Liquidity risk is the potential that assets must be liquidated at a loss earlier than planned in order to pay for the plan's benefits and operating costs. This risk is meaningfully heightened for plans with significant negative cash flow, in which contributions are substantially less than annual benefit payments plus expenses.

Identification: The plan has negative annual cash flow because the sum of benefit payments plus operating expenses is larger than contributions. As a result, there is a risk that assets may need to be liquidated at a loss before planned in order to pay benefits and expenses. The plan also has an allocation to illiquid assets such as real estate and private equity.

Assessment: *Negative Cash-flow.* The plan's negative cash-flow has improved from -3.1% during 2015 to -1.9% during 2025 as a percent of the beginning of year market value of assets. As such, the investment return required to cover the negative cash-flow has declined over this time period. If we exclude the assets and benefit payments associated with the dedicated bond portfolios, the cash-flow was +9.0% during 2025 as a result of the WDBP.



2023 and prior benefit payments and expenses include payments covered by the SBA

Illiquid Assets. The Plan's investment consultant regularly conducts liquidity tests to maintain a sufficient level of liquid assets to make benefit payments. In the short-term, the contributions plus cash flows from the WDBP are sufficient to cover the Plan's benefit payment obligations.

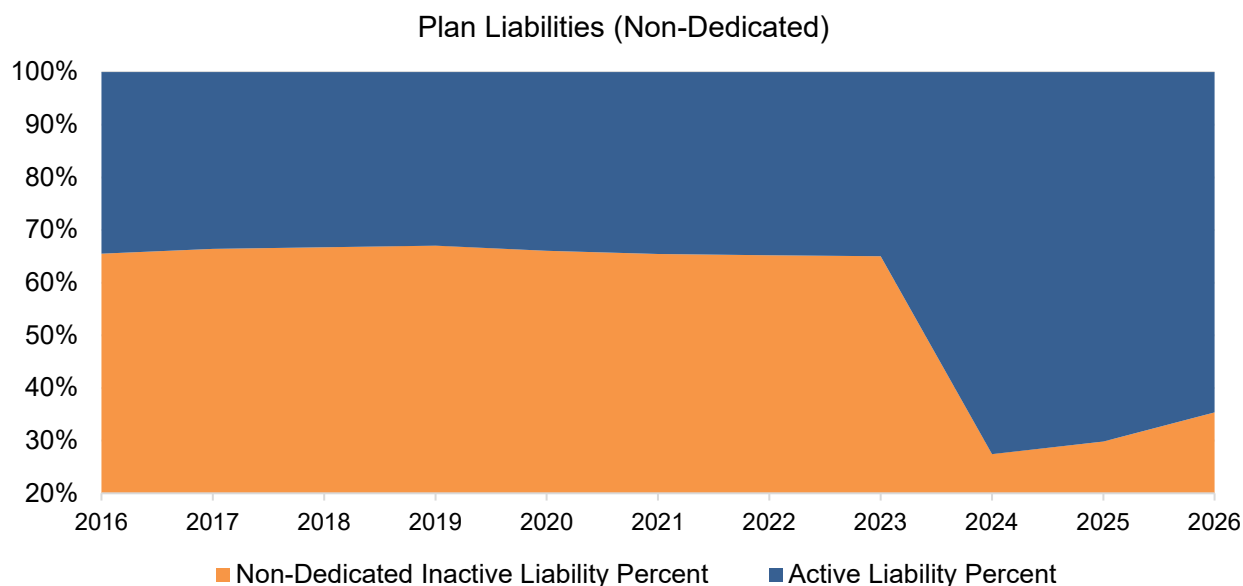
Maturity Risk

Definition: Maturity risk is the potential for total plan liabilities to become more heavily weighted toward inactive liabilities over time.

Identification: The plan is subject to maturity risk because as plan assets and liabilities continue to grow, the impact of any gains or losses on the assets or liabilities also becomes larger.

Assessment: A portion of retiree liability is covered by a dedicated bond portfolio, mitigating some maturity risk. The ratio of the Plan's non-dedicated inactive liability to total non-dedicated liability increased from 30% at January 1, 2025 to 35% at January 1, 2026.

As of the valuation date, non-dedicated assets are equal to about 27 times the expected annual contributions net of expenses and Normal Cost, based on a 1.2% accrual rate, indicating a one-year non-dedicated asset loss of 10% would be equal to about 2.7 times the expected annual net contributions.



Contribution Risk

Definition: Contribution risk is the possibility that actual future contributions are lower than expected future contributions.

Identification: Future annual contributions are assumed to continue at the same level as the previous year for the Pension Protection Act of 2006 (PPA) actuarial certification. To the extent that actual contributions differ from assumed contributions the Plan's future funded percentage and PPA zone status may be different.

Assessment: Actual annual contributions have increased from about \$1.5 billion in 2015 to about \$2.7 billion in 2025. Actual annual contributions have exceeded the assumed level of contributions in each plan year after 2010, except for the 2023 and 2025 plan year. One employer contributed about 46% of total contributions to the plan in 2025.

Retirement Risk

Definition: Retirement risk is the potential for participants to retire and receive subsidized benefits more valuable than expected.

Identification: The plan has unreduced (PEER) early retirement benefits. If participants retire at earlier ages than anticipated by the actuarial assumptions, it is expected that additional funding will be required.

Assessment: The actual to expected ratio of retirements for active participants on a pension-weighted basis who are eligible for unreduced PEER early retirement benefits during the period from January 1, 2016 through December 31, 2025 was 98% indicating that the number of active participants recently electing unreduced early retirement benefits has been less than expected.

Other Demographic Risks

Definition: Other demographic risks include the potential that mortality or other demographic experience will be different than expected.

Identification: The liabilities reported herein have been calculated by assuming that participants will follow patterns of demographic experience (e.g., mortality, withdrawal, disability, retirement, form of payment election, etc.) as described in Appendix C. If actual demographic experience or future demographic assumptions are different from what is assumed to occur in this valuation, future pension liabilities, funding contributions, and funded status may differ significantly from those presented in this valuation.

Assessment: Based on the most recent annual experience study, the aggregate actual to expected experience is shown below. A ratio of 100% means actual experience matched expected experience.

Demographic Assumption	Aggregate Actual to Expected Experience Ratio
Mortality (pension weighted basis)	101%
Retirement (pension weighted basis)	96%
Termination	105%

The experience of some demographic groups pose a greater risk to the plan than other groups. For example, termination experience for seasonal members has less impact on plan costs than the termination experience for non-seasonal members. The smaller the group the lower the risk exposure, all other things equal.

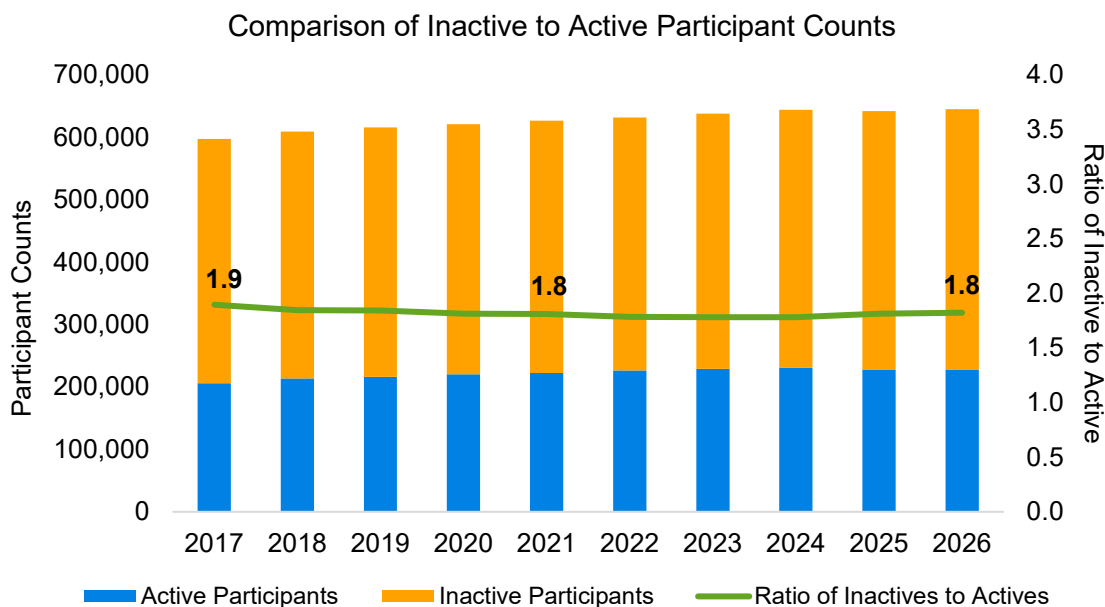
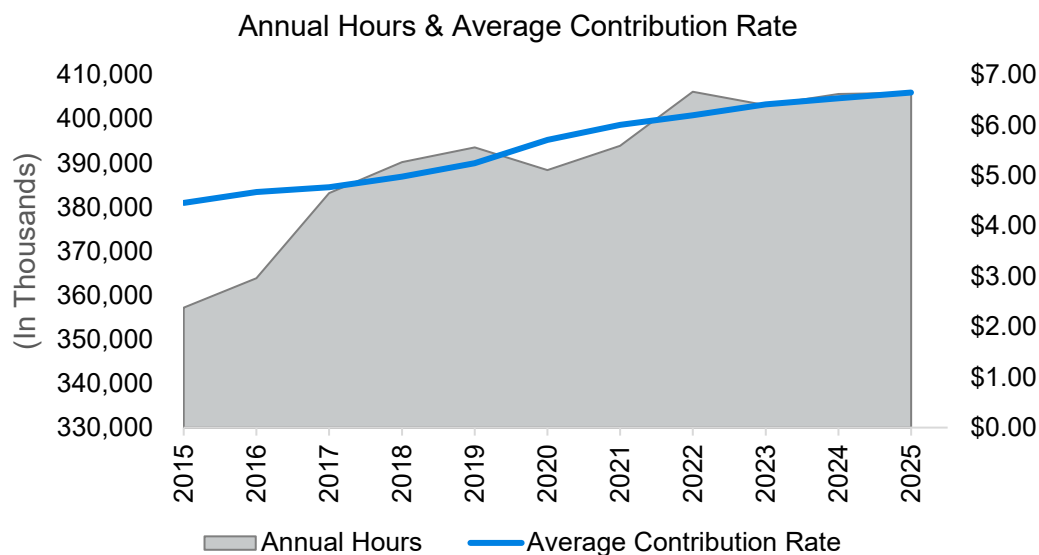
Covered Employment Risk

Definition: Covered employment risk is the potential that future covered employment is lower than expected due to a declining workforce in a company or industry, or a temporary workforce reduction due to market forces.

Identification: A significant reduction in the Plan's contribution base can potentially threaten its ability to recover from another market downturn. A decline in the active population may require higher contributions to be paid on fewer active participants. Reduced contributions will also demand higher investment returns to make up for the contribution shortfall.

Assessment: The Plan's contributory hours peaked at about 414 million hours in 2007 and have fluctuated since that time to a low point of about 342 million hours in 2012 and then to about 406 million hours for the most recent plan year. During the last 10 years, the average total contribution rate has changed from \$4.68 in 2016 to \$6.65 in 2025.

The Plan's number of active participants has also fluctuated from 201,740 in 2011, to 197,120 in 2015 and then to 228,517 for the most recent plan year. There are currently 1.8 inactive participants for every active, and slightly over 1 retiree for every active.



Generally through 2011, annual hours and the number of active participants decreased; and there was a concurrent increase in the inactive to active ratio. However, these metrics have improved generally since 2011, returning to near 2008 levels. Further, the bargaining parties have negotiated higher contribution rates over this time period while the plan has been in the green zone.

Business Risk

Definition: Business risk is the potential that a company suffers a financial setback which impairs its ability to make contributions or withdrawal liability payments to the Plan.

Identification: If contributions cannot be recovered, it will shift the weight of maintaining/improving the Plan's funded status upon the remaining employers of the Plan.

Assessment: The plan is sponsored by over 1,350 employers across approximately 85 industries in 31 states. One employer contributed about 45% of total contributions to the plan in 2025. No significant employer has withdrawn from the plan since 2011, and new bargaining units have been negotiated into the plan throughout the country.

PBGC premium risk

Definition: PBGC premium risk is the potential that Pension Benefit Guaranty Corporation (PBGC) premiums (\$40 per participant for 2026 for multiemployer plans increasing to \$52 per participant by 2031) increase significantly. Any additional significant increases in premiums will divert needed contributions away from restoring or maintaining the plan's funded status and may require benefit changes or increases to employer contributions.

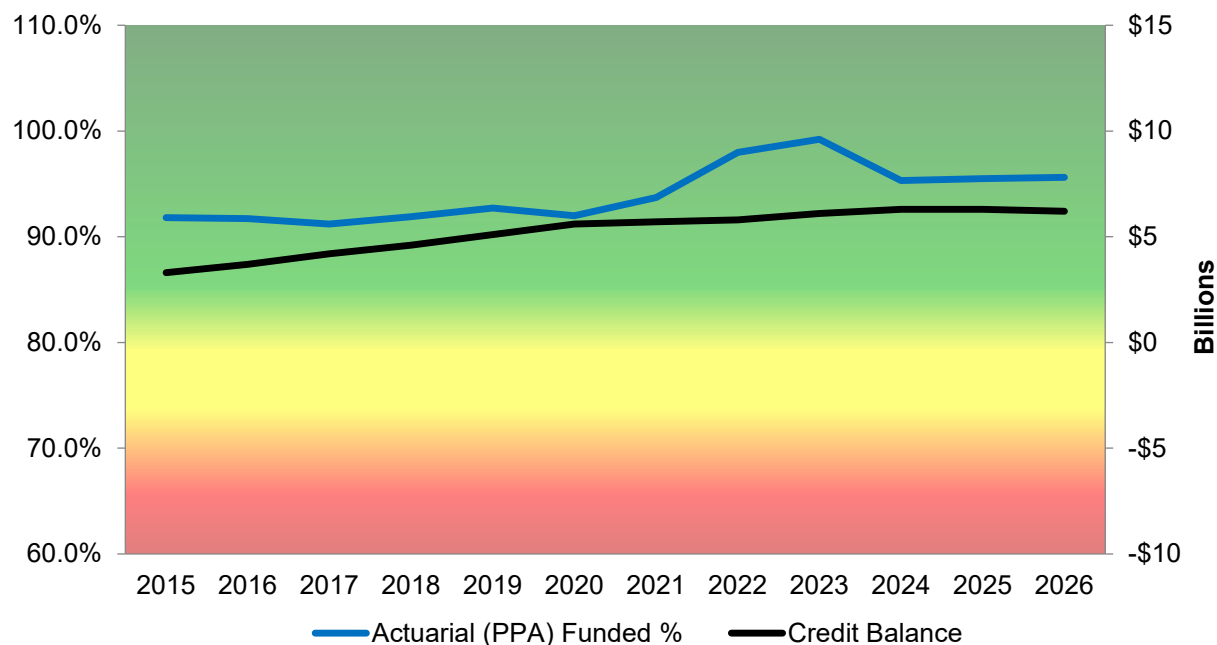
Identification and Assessment: All multiemployer plans are subject to the risk that PBGC premiums will increase beyond what has already been announced. Although the enactment of the American Rescue Plan Act of 2021 is expected to significantly extend the PBGC's solvency and limits future premium increases, future lawmakers could increase premiums further.

Zone Status Risk

Definition: Zone status risk is the potential that the Plan will deteriorate to a zone status such that the Trustees would need to take action to improve the Plan's funded status through the development of a recovery plan that increases contributions, reduces benefits, or both.

Identification: The type of benefit reductions and/or contribution rate increases would depend on the zone status. Specifically, yellow zone plans are generally limited to reducing benefits, rights, and features on future accruals only. Red zone plans can reduce features on all accrued benefits (such as early retirement subsidies) but cannot reduce benefits to those in pay status. Deep red zone plans (critical and declining status) have the same tools as red zone plans but can also apply to the Treasury to reduce benefits to participants and beneficiaries in pay status. Contribution rate increases can be sought by the Trustees if a plan is not in the green zone and can be agreed to by the bargaining parties with regard to zone status.

Assessment: The plan has been in the green zone since 2008.



The plan's PPA funded percentage for the 2026 actuarial certification was 95.7% before reflecting demographic experience, audited financial statements, and actuarial assumptions other than the assumed rate of return to discount liabilities. The PPA funded percentage is 95.6% after reflecting updated demographic information, updated plan assets, and other actuarial assumptions. The Plan's approximate \$6.2 billion credit balance as of December 31, 2025 is about 2.3 times expected annual contributions. Both measurements are expected to increase into the future if all assumptions are met.

Exhibit 6.1

Historical Statistics (\$ in thousands)

	<u>January 1, 2026</u>	<u>January 1, 2025</u>	<u>January 1, 2024</u>	<u>January 1, 2023</u>	<u>January 1, 2022</u>
<u>Actuarial Present Value of Accumulated Plan Benefits</u>					
Vested Benefits					
Retirees	\$ 35,478,103	\$ 33,485,408	\$ 30,490,935	\$ 29,597,042	\$ 28,767,608
Inactives	6,228,130	6,131,829	6,041,703	5,877,738	5,779,536
Actives	<u>18,065,307</u>	<u>17,409,609</u>	<u>16,724,873</u>	<u>15,492,110</u>	<u>14,950,895</u>
Total	\$ 59,771,540	\$ 57,026,846	\$ 53,257,511	\$ 50,966,890	\$ 49,498,039
Non-Vested Benefits	\$ 2,971,829	\$ 2,994,970	\$ 5,888,878	\$ 2,706,836	\$ 2,498,706
Accumulated Plan Benefits	\$ 62,743,369	\$ 60,021,816	\$ 59,146,389	\$ 53,673,726	\$ 51,996,745
Normal Cost (Benefits Only)	\$ 1,948,217	\$ 1,965,768	\$ 1,874,256	\$ 1,852,036	\$ 1,736,625
<u>Assets</u>					
Market Value of Fund	\$ 59,096,198	\$ 55,778,144	\$ 55,630,382	\$ 50,600,310	\$ 56,967,832
Market Value Return in Prior Year	7.89%	1.98%	11.78%	-9.93%	15.45%
Actuarial Value for Funding	\$ 60,029,147	\$ 57,376,818	\$ 56,393,978	\$ 53,244,768	\$ 50,943,160
Credit Balance at End of Prior Year	\$ 6,229,076	\$ 6,330,958	\$ 6,325,043	\$ 6,093,208	\$ 5,777,468
PPA Funded Percentage	95.6%	95.5%	95.3%	99.2%	98.0%
<u>Actuarial (Gains) / Losses for prior year</u>					
Assumption, Discount, Method, and Plan	\$ (178,165)	\$ (227,812)	\$ 3,223,008	\$ (107,344)	\$ 18,509
Non-investment Experience	907,886	(639,636)	266,300	(93,033)	(105,265)
Investment Experience	<u>(317,734)</u>	<u>1,170,090</u>	<u>(664,310)</u>	<u>147,357</u>	<u>(1,677,131)</u>
Total	\$ 411,987	\$ 302,642	\$ 2,824,998	\$ (53,020)	\$ (1,763,887)
<u>Actuarial Assumptions</u>					
Interest Assumption	6.50%	6.50%	6.50%	6.50%	6.50%
Expected Contributions	\$ 2,680,000	\$ 2,700,000	\$ 2,600,000	\$ 2,640,000	\$ 2,500,000
Actual Contributions	TBD	2,681,202	\$ 2,647,104	\$ 2,564,792	\$ 2,549,891

Exhibit 6.1 (Continued)

Historical Statistics (\$ in thousands)

	<u>January 1, 2021</u>	<u>January 1, 2020</u>	<u>January 1, 2019</u>	<u>January 1, 2018</u>	<u>January 1, 2017</u>
<u>Actuarial Present Value of Accumulated Plan Benefits</u>					
Vested Benefits					
Retirees	\$ 28,059,121	\$ 26,783,764	\$ 25,888,473	\$ 25,209,307	\$ 24,516,762
Inactives	5,557,251	5,211,976	4,898,348	4,794,926	4,626,756
Actives	<u>14,401,214</u>	<u>13,279,224</u>	<u>12,034,445</u>	<u>11,835,063</u>	<u>11,576,703</u>
Total	\$ 48,017,586	\$ 45,274,964	\$ 42,821,266	\$ 41,839,296	\$ 40,720,221
Non-Vested Benefits	\$ 2,312,706	\$ 2,118,519	\$ 2,001,049	\$ 1,931,251	\$ 1,846,548
Accumulated Plan Benefits	\$ 50,330,292	\$ 47,393,483	\$ 44,822,315	\$ 43,770,547	\$ 42,566,769
Normal Cost (Benefits only)	\$ 1,643,322	\$ 1,351,334	\$ 956,603	\$ 912,904	\$ 862,380
<u>Assets</u>					
Market Value of Fund	\$ 50,117,585	\$ 45,776,824	\$ 40,174,690	\$ 41,896,232	\$ 38,020,891
Market Value Return in Prior Year	11.53%	16.45%	-1.76%	13.08%	7.84%
Actuarial Value for Funding	\$ 47,157,638	\$ 43,600,984	\$ 41,549,049	\$ 40,212,390	\$ 38,840,852
Credit Balance at End of Prior Year	\$ 5,748,493	\$ 5,591,603	\$ 5,057,235	\$ 4,593,954	\$ 4,177,724
PPA Funded Percentage	93.7%	92.0%	92.7%	91.9%	91.2%
<u>Actuarial (Gains) / Losses for prior year*</u>					
Assumption, Discount, and Method	\$ 1,278,403	\$ 1,268,344	\$ (18,437)	\$ 66,731	\$ 513,564
Non-investment Experience	176,877	213,073	28,631	150,987	77,558
Investment Experience	<u>(1,606,433)</u>	<u>(190,813)</u>	<u>375,404</u>	<u>208,550</u>	<u>319,678</u>
Total	\$ (151,153)	\$ 1,290,604	\$ 385,598	\$ 426,268	\$ 910,800
<u>Actuarial Assumptions</u>					
Interest Assumption	6.50%	6.75%	7.00%	7.00%	7.00%
Expected Contributions	\$ 2,335,000	\$ 2,115,000	\$ 1,955,000	\$ 1,857,000	\$ 1,735,000
Actual Contributions	\$ 2,370,820	\$ 2,219,837	\$ 2,078,312	\$ 1,948,038	\$ 1,828,897

Exhibit 6.2

Plan Maturity Measures (\$ in thousands)

	<u>January 1, 2026</u>	<u>January 1, 2025</u>	<u>January 1, 2024</u>	<u>January 1, 2023</u>	<u>January 1, 2022</u>
<u>Actuarial Present Value of Accumulated Plan Benefits (Non-Dedicated)</u>					
Retirees	\$ 5,278,528	\$ 2,538,098	\$ 1,409,062	\$ 27,974,292	\$ 26,940,117
Inactives	6,228,859	6,133,230	6,043,090	5,879,547	5,779,913
Actives	<u>21,033,779</u>	<u>20,400,360</u>	<u>19,707,737</u>	<u>18,193,793</u>	<u>17,445,656</u>
Total Non-Dedicated Liability	\$ 32,541,166	\$ 29,071,688	\$ 27,159,889	\$ 52,047,632	\$ 50,165,686
Inactive Liability Percent	35%	30%	27%	65%	65%
Active Liability Percent	65%	70%	73%	35%	35%
<u>Participant Statistics</u>					
Retired Participants and Beneficiaries					
Number of Retirees and Beneficiaries	250,880	247,964	244,762	241,072	238,727
Total Annual Benefits (prior year)	\$ 3,572,649	\$ 3,455,297	\$ 3,314,987	\$ 3,172,916	\$ 3,079,705
Active Participants					
Number of Participants	228,517	228,092	231,420	229,360	226,780
Average Age	43.0	42.9	42.6	42.4	42.5
Average Credited Service	10.4	10.5	10.4	10.5	10.8
Total Annual Hours (in thousands)	TBD	406,022	405,709	403,185	406,188
Average Contribution Rate	TBD	6.65	6.54	\$ 6.42	\$ 6.20
Vested Inactive Participants					
Number of Participants	165,315	166,134	167,900	167,720	166,500
Ratio of Inactives to Actives	1.8	1.8	1.8	1.8	1.8
<u>Net Cash Flow</u>					
Employer Contributions	TBD	\$ 2,681,202	\$ 2,647,104	\$ 2,564,792	\$ 2,549,891
Benefit Payments*	TBD	(432,212)	(855,957)	(3,314,987)	(3,172,916)
Operating Expenses	<u>TBD</u>	<u>(148,109)</u>	<u>(137,270)</u>	<u>(127,991)</u>	<u>(125,755)</u>
Net Cash Flow	TBD	\$ 2,100,881	\$ 1,653,877	\$ (878,186)	\$ (748,780)
Net Cash Flow as a % of BOY Market Value	TBD	9.0%	7.9%	-1.8%	-1.3%
Ratio of Benefit Payments to Contributions*	TBD	0.2	0.3	1.3	1.2

*Beginning January 1, 2025, excluding benefit payments from the dedications

Exhibit 6.2 (Continued)

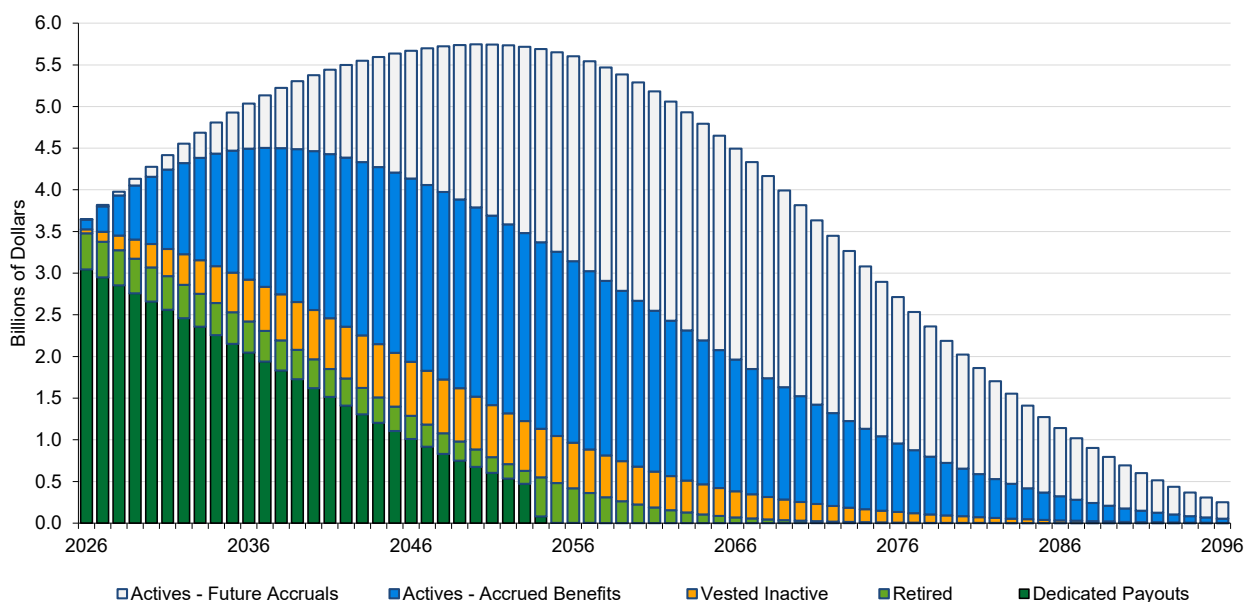
Plan Maturity Measures (\$ in thousands)

	<u>January 1, 2021</u>	<u>January 1, 2020</u>	<u>January 1, 2019</u>	<u>January 1, 2018</u>	<u>January 1, 2017</u>
<u>Actuarial Present Value of Accumulated Plan Benefits (Non-Dedicated)</u>					
Retirees	\$ 26,082,091	\$ 24,710,948	\$ 23,665,758	\$ 22,830,973	\$ 21,949,890
Inactives	5,557,271	5,211,995	4,898,382	4,794,963	4,626,762
Actives	<u>16,709,991</u>	<u>15,393,519</u>	<u>14,030,148</u>	<u>13,760,528</u>	<u>13,417,126</u>
Total Non-Dedicated Liability	\$ 48,349,353	\$ 45,316,462	\$ 42,594,288	\$ 41,386,464	\$ 39,993,808
Inactive Liability Percent	65%	66%	67%	67%	66%
Active Liability Percent	35%	34%	33%	33%	34%
<u>Participant Statistics</u>					
Retired Participants and Beneficiaries					
Number of Retirees and Beneficiaries	237,580	235,247	233,589	230,157	226,870
Total Annual Benefits (prior year)	\$ 2,988,567	\$ 2,900,499	\$ 2,833,944	\$ 2,756,869	\$ 2,676,620
Active Participants					
Number of Participants	222,840	220,540	216,520	214,100	206,340
Average Age	42.7	42.9	43.1	43.1	43.3
Average Credited Service	11.0	11.2	11.2	11.4	11.9
Total Annual Hours (in thousands)	393,929	388,432	393,583	390,281	383,230
Average Contribution Rate	\$ 6.01	\$ 5.71	\$ 5.25	\$ 4.98	\$ 4.77
Vested Inactive Participants					
Number of Participants	166,360	165,360	165,860	165,380	164,640
Ratio of Inactives to Actives	1.8	1.8	1.8	1.8	1.9
<u>Net Cash Flow</u>					
Employer Contributions	\$ 2,370,820	\$ 2,219,837	\$ 2,078,312	\$ 1,948,038	\$ 1,828,897
Benefit Payments*	(3,079,705)	(2,988,567)	(2,900,499)	(2,833,944)	(2,756,869)
Operating Expenses	<u>(121,625)</u>	<u>(116,860)</u>	<u>(108,827)</u>	<u>(108,215)</u>	<u>(101,978)</u>
Net Cash Flow	\$ (830,510)	\$ (885,590)	\$ (934,014)	\$ (994,121)	\$ (1,029,950)
Net Cash Flow as a % of BOY Market Value	-1.7%	-1.9%	-2.3%	-2.4%	-2.7%
Ratio of Benefit Payments to Contributions*	1.3	1.3	1.4	1.5	1.5

*Beginning January 1, 2025, excluding benefit payments from the dedications

Exhibit 6.3

Projected Benefit Payments (\$ in billions)



This is a closed group projection of benefit payments based on plan participants as of the valuation date and does not include projected payments due to future new entrants.

**Detail of Total Projected Payments for Next 50 Years
(\$ in thousands)**

<u>Plan Year</u>	<u>Actives</u>	<u>Vested Inactive</u>	<u>Retired</u>	<u>Total Estimated Payout of Retirement Benefits</u>
2026	\$121,539	\$46,730	\$3,479,269	\$3,647,538
2027	\$322,759	\$119,552	\$3,377,388	\$3,819,699
2028	\$526,104	\$176,342	\$3,274,853	\$3,977,299
2029	\$729,059	\$229,716	\$3,172,823	\$4,131,598
2030	\$929,100	\$278,344	\$3,070,141	\$4,277,585
2031	\$1,128,472	\$324,044	\$2,965,660	\$4,418,176
2032	\$1,327,976	\$366,480	\$2,859,463	\$4,553,919
2033	\$1,527,857	\$405,310	\$2,751,856	\$4,685,023
2034	\$1,725,624	\$440,892	\$2,642,624	\$4,809,140
2035	\$1,921,096	\$473,584	\$2,532,015	\$4,926,695
2036	\$2,112,785	\$503,167	\$2,420,231	\$5,036,183
2037	\$2,298,551	\$529,463	\$2,307,533	\$5,135,547
2038	\$2,478,216	\$552,912	\$2,193,942	\$5,225,070
2039	\$2,652,457	\$573,533	\$2,079,742	\$5,305,732
2040	\$2,820,670	\$591,696	\$1,965,088	\$5,377,454
2041	\$2,983,953	\$607,654	\$1,850,385	\$5,441,992
2042	\$3,142,366	\$621,031	\$1,735,963	\$5,499,360
2043	\$3,296,373	\$631,382	\$1,622,196	\$5,549,951
2044	\$3,446,415	\$639,000	\$1,509,509	\$5,594,924
2045	\$3,592,404	\$644,290	\$1,398,389	\$5,635,083
2046	\$3,733,169	\$646,892	\$1,289,273	\$5,669,334
2047	\$3,868,934	\$647,120	\$1,182,715	\$5,698,769
2048	\$3,998,185	\$644,763	\$1,079,307	\$5,722,255
2049	\$4,118,593	\$640,066	\$979,496	\$5,738,155
2050	\$4,228,798	\$633,072	\$883,809	\$5,745,679
2051	\$4,328,357	\$623,688	\$792,724	\$5,744,769
2052	\$4,416,684	\$612,145	\$706,668	\$5,735,497
2053	\$4,493,033	\$598,347	\$625,991	\$5,717,371
2054	\$4,556,244	\$582,477	\$550,978	\$5,689,699
2055	\$4,605,501	\$564,540	\$481,808	\$5,651,849
2056	\$4,639,669	\$545,112	\$418,564	\$5,603,345
2057	\$4,657,169	\$524,323	\$361,216	\$5,542,708
2058	\$4,658,428	\$502,204	\$309,608	\$5,470,240
2059	\$4,643,009	\$479,346	\$263,548	\$5,385,903
2060	\$4,610,483	\$455,798	\$222,776	\$5,289,057
2061	\$4,561,774	\$431,747	\$186,971	\$5,180,492
2062	\$4,497,619	\$407,377	\$155,799	\$5,060,795
2063	\$4,419,335	\$383,062	\$128,896	\$4,931,293
2064	\$4,329,794	\$358,964	\$105,877	\$4,794,635
2065	\$4,226,995	\$335,235	\$86,355	\$4,648,585
2066	\$4,112,417	\$312,056	\$69,947	\$4,494,420
2067	\$3,987,710	\$289,559	\$56,282	\$4,333,551
2068	\$3,853,395	\$267,839	\$44,998	\$4,166,232
2069	\$3,710,254	\$246,950	\$35,761	\$3,992,965
2070	\$3,560,166	\$226,951	\$28,264	\$3,815,381
2071	\$3,403,586	\$207,896	\$22,231	\$3,633,713
2072	\$3,242,576	\$189,789	\$17,414	\$3,449,779
2073	\$3,078,677	\$172,652	\$13,599	\$3,264,928
2074	\$2,913,203	\$156,520	\$10,596	\$3,080,319
2075	\$2,747,067	\$141,386	\$8,248	\$2,896,701

Detail of Dedicated Payouts for Next 50 Years
(\$ in thousands)

<u>Plan Year</u>	<u>Strategic Bond Account</u>	<u>WDBP</u>
2026	\$161,856	\$2,883,280
2027	\$148,524	\$2,801,823
2028	\$135,792	\$2,719,264
2029	\$123,792	\$2,634,895
2030	\$112,380	\$2,548,505
2031	\$101,637	\$2,459,955
2032	\$91,603	\$2,369,132
2033	\$82,320	\$2,276,203
2034	\$73,717	\$2,181,437
2035	\$65,785	\$2,084,993
2036	\$58,456	\$1,987,009
2037	\$51,761	\$1,887,772
2038	\$45,627	\$1,787,540
2039	\$40,049	\$1,686,710
2040	\$35,011	\$1,585,505
2041	\$30,470	\$1,484,304
2042	\$26,394	\$1,383,516
2043	\$22,753	\$1,283,643
2044	\$19,512	\$1,185,173
2045	\$16,648	\$1,088,618
2046	\$14,125	\$994,513
2047	\$11,923	\$904,418
2048	\$10,015	\$821,893
2049	\$8,352	\$742,793
2050	\$6,937	\$667,515
2051	\$5,728	\$596,381
2052	\$4,697	\$529,677
2053	\$3,837	\$467,605
2054	\$3,118	\$76,231
2055	\$2,521	\$0
2056	\$2,027	\$0
2057	\$1,621	\$0
2058	\$1,289	\$0
2059	\$1,020	\$0
2060	\$803	\$0
2061	\$627	\$0
2062	\$487	\$0
2063	\$373	\$0
2064	\$284	\$0
2065	\$211	\$0
2066	\$152	\$0
2067	\$109	\$0
2068	\$70	\$0
2069	\$40	\$0
2070	\$27	\$0
2071	\$16	\$0
2072	\$10	\$0
2073	\$5	\$0
2074	\$2	\$0
2075	\$1	\$0

Appendix A

Summary of the Plan

1. Active Participation

Non-Seasonal employees for whom contributions are required to be made to the Trust under the terms of a pension agreement become “Active Participants” on the day on which they first accumulate 750 covered hours in the current and immediately preceding calendar years. Seasonal employees become “Active Participants” if they satisfy one-half of the covered hour requirement of Non-Seasonal employees.

2. Monthly Pension at Normal Retirement

The monthly pension earned for service prior to 1987 is determined based on the 1986 Plan provisions as outlined in the Actuarial Report as of January 1, 1986. The final five-year average contribution rate used for this determination recognizes contribution rates applicable to all 500 hour years through 1991.

For service after 1986, monthly pension benefits are earned as follows:

Calendar Year	Contribution Percentage	
	First 20 Years	After 20 Years
1987-1991	2.00%	2.65%
1992-1996	2.30%	3.05%
1997-1999	2.46%	3.26%
2000-2002	2.70%	3.58%
1/2003-6/2003	2.20%	2.92%
7/2003-2006	1.20%	1.20%
2007	1.65%	1.65%
2008	2.00%	2.65%
2009-2019	1.20%	1.20%
2020	1.50%	1.50%
2021-2026	1.60%	1.60%
2027+	1.20%	1.20%

3. Past Service Credits

A participant is granted credit for the number of years and months of specified types of unbroken employment rendered prior to his or her first covered hour, subject to limits specified in the Plan.

4. Vesting Service

A Plan member earns a vesting service year for each year after 1975 during which he or she is credited with at least 500 covered hours (250 covered hours for Seasonal Plan members). For service before 1976, a Plan member is credited with a vesting service year for each year of continuous coverage under the Plan.

5. Normal Retirement Age

A participant reaches Normal Retirement Age upon the later of age 65 or an Active participant's age on the second anniversary of his or her first covered hour.

6. Normal Pension Form

The normal form of pension for unmarried participants is a Life Only Pension. In general, married participants who do not elect otherwise receive a reduced Employee and Spouse Pension. This reduced amount is an "actuarial equivalent" of the Life Only Pension. Participants who retired under the Employee and Spouse Pension Option will have their pension restored to the amount payable under the Normal Form if the spouse dies first. In the event that the participant dies first, the amount of spouse pension is 66 2/3% of the retiree's pension for those who retired after 1991 with recent coverage; otherwise the amount of spouse pension is 50% of the retiree's pension. In both instances, the actuarial reduction factor for the Employee and Spouse Pension amount is calculated as though the spouse pension benefit would be 50% of the reduced Employee and Spouse Pension.

7. Other Pension Forms

An Optional Employee and Spouse Pension providing a 75% spouse pension is available. Participants retiring under age 65 may elect a Benefit Adjustment Option with or without the regular or Optional Employee and Spouse Pension.

8. Early Retirement Eligibility Date

In general, this date is the first day of the month coincident with or immediately following the later of the participant's 55th birthday or the date the individual becomes a vested participant. However, a participant with recent coverage may retire at any age if he or she meets the Rule of 84 (or Rule of 82 or Rule of 80) under the Program for Enhanced Early Retirement (PEER program); that is, the sum of his or her attained age plus years of contributory service is equal to or greater than 84 (or 82 or 80).

9. Monthly Pension at Early Retirement for a Participant with Recent Coverage

If a participant meets the Rule of 84 and has recent coverage, the monthly pension benefit is reduced by the sum of 0.45% for each of the first 60 months that the early retirement date precedes his or her 62nd birthday plus 0.33% for each month that the early retirement date precedes his or her 57th birthday.

If a participant has recent coverage but does not meet the Rule of 84, his or her monthly pension benefit is reduced by the sum of 0.60% for each of the first 60 months that the early retirement date precedes his or her 62nd birthday plus 0.40% for each month that the early retirement date precedes his or her 57th birthday.

A participant has recent coverage if they have at least 1,500 covered hours in the 60-month period ending just before their earliest retirement date or their pension effective date.

10. Monthly Pension at Early Retirement for a Participant with Current PEER Coverage

If a participant meets the Rule of 84 (or Rule of 82 or Rule of 80), is a member of a bargaining unit which has negotiated PEER 84 (or PEER 82 or PEER 80) contribution surcharges, and has current PEER coverage, the early retirement benefit equals 100% of the earned pension benefits. A participant has current PEER coverage at his or her retirement effective date if the applicable PEER contributions

have been paid for at least 1,000 covered hours in the 24-month period immediately preceding his or her retirement effective date.

Note: If a participant is in a category of early retirement where benefits are subsidized (as described in paragraph 1 of Item 9 or in Item 10) and accumulates 25 years of service under the Plan while so covered, then his or her subsidized early retirement benefits are “locked-in” and cannot be forfeited.

11. Disability Benefit

Upon a vested participant’s total and permanent disability before age 65, the monthly benefit is the greater of (a) 85% of the earned monthly pension benefit or (b) the early retirement pension otherwise payable, provided the vested participant has met the specified recent coverage requirement on the disability onset date.

12. Vested Benefit Upon Termination of Employment

Upon termination of employment, a participant is vested in his or her accrued pension, based on past and future service credits, if he or she has completed at least 5 years of vesting service, one of which was completed during or after 1991.

A terminated vested participant may elect early commencement of the earned retirement benefit at any time on or after the Early Retirement Eligibility Date. If the participant does not have recent coverage and has not “locked-in” rights to unreduced pension benefits by having completed 25 years of Plan service before termination, the benefit is reduced by the sum of 0.60% per month for each of the first 60 months that the early retirement date precedes the participant’s 65th birthday plus 0.40% per month for each month that such early retirement date precedes the participant’s 60th birthday.

Vested participants who are not covered by the current Plan provisions may be subject to additional limitations on their benefits.

13. Extra Check

An annual “Extra Check” is payable to: (i.) pre-1985 retirees in the amount of \$540 and to (ii.) their eligible survivors in the amount of \$450.

14. Death Benefits

Upon the death of a participant or pensioner who has met the specified recent coverage requirement, a temporary monthly pension is payable to the surviving children under conditions specified in the Plan. In general, a monthly pension of up to \$2,000 per month is payable until the youngest surviving child attains age 22.

A pre-retirement benefit to the surviving spouse is payable upon the death of a vested participant. If a married participant had recent coverage at the time of death, the spouse receives an immediate benefit based on the participant’s earned benefit. The earned benefit is reduced to reflect early retirement, as specified in the Plan, and the appropriate Employee and Spouse Pension factor. 66 2/3% of the resulting amount is then payable immediately to the spouse. If the participant does not have recent coverage, the benefit is calculated as described above, but a 50% factor is applied in lieu of the 66 2/3% factor, and, if the participant was not eligible to retire on the date of death, commencement of the pension is deferred until the time the participant would have been first eligible to retire.

A single sum death benefit equal to 50% of contributions, subject to a maximum of \$10,000, is payable upon the death of an Active or Terminated participant who has completed at least 5 years of vesting service. In addition, for unmarried vested participants who satisfy the recent coverage requirements and would otherwise be eligible to retire, a death benefit of 48 times the participant's accrued pension, reduced to reflect early retirement as specified in the Plan, is payable as a lump sum amount.

Upon the death of a pensioner with a retirement date before January 1, 1992, a single sum benefit of 12 times the monthly normal form pension (Life Only annuity), subject to a maximum of \$10,000 is payable. Beginning with retirements in 1992, beneficiaries of retirees with recent coverage who elect a Life Only or Benefit Adjustment Option (without the Spouse Pension) receive a 4-Year Certain death benefit payment equal to 48 times the pensioner's Life Only benefit minus the total monthly payments already received by the pensioner.

If a pensioner retires after January 1, 1992, he or she may elect an Optional Lump Sum Death Benefit equal to 12 times the monthly normal form pension (Life Only annuity). The Optional Lump Sum Death Benefit is paid for by reducing the pensioner's monthly payment.

15. Transition Provisions

Certain minimum benefits are provided to participants who were covered by prior versions of the Plan.

PLAN AMENDMENT HISTORY

The following is a summary of the Plan changes since 2000 that impact the valuation.

Effective Date	Description of Change
1/1/2026	Effective for hours worked in calendar years 2026 only, the percentage used to calculate the Plan participant benefits was increased from 1.20% to 1.60%. The percentages for years 2027 and later remain at 1.20%.
1/1/2024	Effective for hours worked in calendar years 2024 and 2025 only, the percentage used to calculate the Plan participant benefits was increased from 1.20% to 1.60%. The percentages for years 2026 and later remain at 1.20%. The survivor benefits paid to dependent children was extended to age 22 from 18. Benefit amounts were increased to be \$1,000 a month for average contribution rates from \$0.10 to \$0.99 and \$2,000 a month for average contribution rates of \$1.00 and higher. These benefits apply to families of participants who die on or after July 1, 2024. Effective for retirements on and after January 1, 2024, the assumptions used to determine the Employee and Spouse optional form factors were updated to use the 417(e) mortality and 5%.
1/1/2021	Effective for hours worked in calendar years 2021, 2022, and 2023 only, the percentage used to calculate Plan participant benefits was increased from 1.20% to 1.60%. The percentages for years 2024 and later remain at 1.20%.
1/1/2020	Effective for hours worked in calendar year 2020 only, the percentage used to calculate Plan participant benefits was increased from 1.20% to 1.50%.
1/1/2011	Annual "Extra Checks" to pre-1985 retirees and their eligible survivors were made a permanent part of the Plan.
1/1/2009	A 75% Optional Employee and Spouse Pension was added. Also, a \$40 million reserve for extra check payments was established.
1/1/2008	Effective for calendar year 2008 only, the percentages used to calculate Plan participant benefits have been increased from 1.20% to 2.00% for participants who have not completed 20 years of service, and from 1.20% to 2.65% for participants who have completed at least 20 years of service. The percentages for years 2009 and later remain at 1.20%.
1/1/2007	Effective for calendar year 2007 only, the percentage used to calculate Plan participant benefits was increased from 1.20% to 1.65%. The percentages for years 2008 and later remain at 1.20%.
7/1/2003	Effective July 1, 2003, the percentage used to calculate Plan participant benefits has been reduced to 1.20% for the second half of 2003 and all subsequent years.
1/1/2000	Effective for calendar years 2000, 2001 and 2002, the percentage used to calculate Plan participant benefits has been increased. An Active participant will earn a monthly pension benefit of 2.70% instead of 2.16% for contributions credited in this period if he/she has not completed 20 year of service. If such participant has completed at least 20 years of contributory service, he/she will earn a monthly pension benefit of 3.58% instead of 2.86% during this same period. Effective for calendar years 2003, 2004 and 2005, the percentage used to calculate Plan participant benefits has been increased. An Active participant will earn a monthly pension benefit of 2.20% instead of 2.00% for contributions credited in this period, if he/she has not completed 20 years of service. If such participant has completed at least 20 years of contributory service, he/she will earn a monthly pension benefit of 2.92% instead of 2.65% during this same period. Effective with calendar year 2000, all Disability Pensioner benefits have been increased to 85% of his/her Normal Retirement Benefit unless said Disability Pensioner's benefits are already payable in a greater amount. Spouses of certain deceased Disability Pensioners

Effective Date	Description of Change
	have had their benefits appropriately adjusted, as applicable. The same 85% “floor” monthly pension benefit shall be paid to all Disability Pensioners and, as applicable, to their spouses for Plan participants who become Disabled Pensioners after calendar year 1999. Effective with calendar year 2000, the maximum Child Survivor Benefits have been increased to \$1,000 and such increased benefits shall be payable, in general, upon the death of a person who was an Active Participant on 1/1/1987 or thereafter and who otherwise satisfied the applicable recency of employment requirements at the time of death. Effective with calendar year 2000, PEER eligible participants with 25 years of contributory service “lock-in” PEER coverage by working at least 1,000 covered hours during any consecutive 24 month period that ends on or after completion of 25 years of contributory service.

Appendix B

Participant Statistics

The sources of WCT Plan participant data for our actuarial calculations are: (a) extracts from Prudential Investments' Annuitant Benefit Consolidation (ABC) System file, (b) extracts from the T2 Participant Data File (PDF) maintained by Northwest Administrators and Prudential Investments, and (c) extracts from the Western States Food database supplied by Northwest Administrators.

The following paragraphs describe how the data were prepared for valuation purposes and present statistical characteristics of the database.

1. Data Base for Non-Retired Plan Participants

Northwest Administrators sent us a December 31, 2025 valuation data file that included 607,175 T2 extract records for all non-retired plan participants who have not incurred a permanent break in service, and all claims and deaths for the last ten years.

A participant was considered Active as of January 1, 2026 if they were not included on the ABC file as retired as of the valuation date, and if they earned at least 250 covered hours during 2025 or earned at least 1 covered hour in 2025 and at least 250 covered hours in 2024.

This valuation includes 221,636 Non-Seasonal Active participants, 6,881 Seasonal Active participants, and 165,315 Vested Inactive participants. Active participant records with non-seasonal industry codes or with 1,000 or more covered hours in each of the last two years were considered Non-Seasonal. Active participant records with seasonal industry codes and less than 1,000 covered hours in at least one of the last two years were considered Seasonal.

213,343 T2 extract records were not used for the valuation. These records primarily represent pre-valuation date claims and non-vested inactive participants.

Previous valuations through the January 1, 2024 valuation have been based on a 5% sample valuation file for non-retired participants.

2. Statistical Information

Highlights of the data characteristics for Active Plan participants on January 1, 2026 are shown below, together with corresponding information from the January 1, 2025 and January 1, 2024 Actuarial Reports. Note that the information as of January 1, 2024 is based on a 5% sample population.

- For actuarial valuation purposes, the Active participant population was 231,420 as of January 1, 2024, 228,092 as of January 1, 2025, and 228,517 as of January 1, 2026. The aggregate proportion of Active participants covered under PEER is 79.8% (including Non-Seasonal and Seasonal employees) on January 1, 2026.

NUMBER OF ACTIVE PLAN PARTICIPANTS			
Industry	As of 1/1/2024	As of 1/1/2025	As of 1/1/2026
All Actives			
Non-Seasonal	224,900	220,624	221,636
Seasonal	6,520	7,468	6,881
Total	231,420	228,092	228,517
PEER Units			
Non-Seasonal PEER 80	67,820	65,525	64,331
Non-Seasonal PEER 82	5,200	5,168	5,052
Non-Seasonal PEER 84	110,160	106,284	106,536
Seasonal PEER 80	4,240	5,395	5,311
Seasonal PEER 82	200	258	265
Seasonal PEER 84	1,240	985	804
Total PEER Participants	188,860	183,615	182,299
Non-PEER Units			
Non-Seasonal	41,720	43,647	45,717
Seasonal	840	830	501
Total Non-PEER Participants	42,560	44,477	46,218

- The average attained age of Active Plan participants included in the valuation is 42.9 years for Non-Seasonal participants and 46.9 years for Seasonal participants. The corresponding ages as of January 1, 2025 were 42.8 years for Non-Seasonal employees and 46.6 years for Seasonal employees. The average attained ages for all Active participants for the last three years, including the separate PEER units, are summarized below.

AVERAGE ATTAINED AGES FOR ACTIVE PLAN PARTICIPANTS			
Industry	As of 1/1/2024	As of 1/1/2025	As of 1/1/2026
All Actives			
Non-Seasonal	42.5	42.8	42.9
Seasonal	45.8	46.6	46.9
PEER Units			
Non-Seasonal PEER 80	43.2	43.4	43.6
Non-Seasonal PEER 82	44.5	44.8	44.9
Non-Seasonal PEER 84	40.9	41.3	41.5
Seasonal PEER 80	47.8	48.0	48.8
Seasonal PEER 82	48.5	46.1	44.2
Seasonal PEER 84	41.7	43.5	42.9
Non-PEER Units			
Non-Seasonal	45.2	45.1	44.8
Seasonal	41.1	41.0	34.2

- The average number of years of contributory service for Active Plan participants is 10.4 years for Non-Seasonal participants and 10.0 years for Seasonal participants. As of January 1, 2025, the corresponding average number of years of contributory service was 10.5 years for Non-Seasonal employees and 10.1 years for Seasonal employees. The average number of years of contributory service for Active participants during the last three years is compared below.

AVERAGE CONTRIBUTORY SERVICE YEARS FOR ACTIVE PLAN PARTICIPANTS			
Industry	As of 1/1/2024	As of 1/1/2025	As of 1/1/2026
All Actives			
Non-Seasonal	10.4	10.5	10.4
Seasonal	9.8	10.1	10.0
PEER Units			
Non-Seasonal PEER 80	14.2	14.2	14.3
Non-Seasonal PEER 82	12.5	12.1	12.1
Non-Seasonal PEER 84	9.4	9.5	9.5
Seasonal PEER 80	11.5	11.5	11.4
Seasonal PEER 82	13.8	11.8	9.8
Seasonal PEER 84	4.8	6.0	5.6
Non-PEER Units			
Non-Seasonal	6.8	6.9	6.7
Seasonal	7.8	5.9	2.4

- The end of year average basic hourly contribution rate for Non-Seasonal Actives included in the valuation was \$6.30 as of December 31, 2024 and \$6.37 as of December 31, 2025. The average basic hourly contribution rate for Seasonal Actives included in this valuation was \$1.33 as of December 31, 2024 and \$1.36 as of December 31, 2025. This information is displayed for Active participants, including separate data for PEER units, in the following table.

AVERAGE BASIC HOURLY CONTRIBUTION RATES FOR ACTIVE PLAN PARTICIPANTS			
Industry	As of 12/31/2023	As of 12/31/2024	As of 12/31/2025
All Actives			
Non-Seasonal	\$6.20	\$6.30	\$6.37
Seasonal	\$1.25	\$1.33	\$1.36
PEER Units			
Non-Seasonal PEER 80	\$8.57	\$8.77	\$8.88
Non-Seasonal PEER 82	\$6.32	\$6.45	\$6.71
Non-Seasonal PEER 84	\$6.30	\$6.41	\$6.54
Seasonal PEER 80	\$1.49	\$1.57	\$1.57
Seasonal PEER 82	\$0.11	\$0.12	\$0.13
Seasonal PEER 84	\$0.38	\$0.41	\$0.39
Non-PEER Units			
Non-Seasonal	\$2.07	\$2.31	\$2.41
Seasonal	\$1.60	\$1.21	\$1.31

- Benefit accruals are based on the basic hourly contributions.
- The average basic contribution rates increased by 1.1% for non-seasonal active participants and increased by 2.3% for seasonal active participants during 2025.

3. Procedures to Account for Data with Missing or Invalid Birthdates or Gender Codes

Records with missing or invalid birthdates were accounted for by creating valuation input records with imputed dates of birth. Invalid birthdates include active participants that are age 100 or older as of the valuation date. We assigned dates of birth for these participants based on their PEER code and employment status based on average entry ages for participants with valid dates of birth. Active PEER 84 participants were assigned dates of birth 32 years prior to entry, Active PEER 82 participants were assigned dates of birth 33 years prior to entry, Active PEER 80 participants were assigned dates of birth 29 years prior to entry, Active non-PEER participants were assigned dates of birth 38 years prior to entry, and inactive vested participants were assigned dates of birth 27 years prior to entry. All remaining fields were taken from the T2 records provided by the administrative office. There were 5,846 non-retired valuation records with missing or invalid dates of birth.

Records with missing gender codes were treated as being 80% male and 20% female based on historical gender demographics in the valuation data. We have concluded that this assumption is reasonable based on the population characteristics illustrated in this section. There were 141,068 non-retired valuation records with missing or invalid gender codes.

4. Healthy Retirees, Disabled Retirees, and Healthy Beneficiaries

We based our actuarial calculations for retired lives on extracts from the ABC retired file provided by Prudential Investments. This file contains records for all Pensioners and Beneficiaries.

We received 328,988 records from Prudential. Of these, 14,604 were disregarded as non-liability records (12,918 deaths, 139 expirations, 79 over the age of 100 with benefits due and unpaid, and 1,468 others, such as cancellations, post-valuation date retirements, etc.), resulting in 314,384 valuation records. These represent all benefits for approximately 250,880 pensioners and beneficiaries. Approximately 79.2% of these records are for Healthy Retirees, 5.8% are for Disabled Pensioners, and 15.0% are for Healthy Beneficiaries. There were no missing birthdates in these records.

TABLES OF STATISTICAL DATA

In the process of completing the actuarial valuation, we have compiled a considerable amount of statistical information that may prove useful in understanding the operation of the Plan. This information is illustrated in the following tables:

- **TABLE 2026-1 Active Participant Data Summary**
Participant counts, average hours and average basic contribution rates are provided for Active participants. The table provides breakdowns of the data by one dollar rate bands through \$11.00, and for rates over \$11.00.
- **TABLES 2026-2N and 2S Distribution of Non-Seasonal and Seasonal Active Participants in PEER and Non-PEER Units by Basic Contribution Rate**
These tables show the distribution of Non-Seasonal and Seasonal Actives in PEER and Non-PEER units by their basic hourly contribution rates.
- **TABLES 2026-3N, 3S and 3VI Distributions of Non-Seasonal and Seasonal Active Participants by Attained Age and Contributory Service, and of Vested Inactive Participants by Attained Age.**
The first two tables show how Non-Seasonal and Seasonal active life participants are distributed by attained age and length of service. The third table shows how PEER and Non-PEER vested inactive participants are distributed by attained age, and shows average monthly accrued benefits by age band.
- **TABLE 2026-4 Data Build-Through Report/Participant Reconciliation**
This table exhibits data reconciliation by status for Active and Vested Inactive participants.
- **TABLE 2026-5 Recent History of New Pensioners**
This table shows counts, average monthly pensions, and average ages for Healthy Pensioners, Disabled Pensioners and Beneficiaries and Healthy Beneficiaries who were new to the December 31, 2025, retiree data file. The data for Healthy Pensioners is shown by option election.
- **TABLE 2026-6 Historical Statistics by Year of Retirement for Healthy Pensioners**
For this table, all records representing Healthy Pensioners were analyzed by year of retirement.
- **TABLE 2026-7 through 2026-9 Age/Longevity of Healthy Pensioners, Healthy Beneficiaries, and Disabled Pensioners**
These tables show the distribution of Pensioners and Beneficiaries by attained age group and number of years since retirement or pension commencement, as applicable.

TABLE 2026-1 Active Participant Data Summary			
Contribution Rates			
	No. of Participants	Avg. 2025 Hrs. per Participant	Avg. 2025 Basic Contrib. Rate
Seasonals - Food Processing			
All Contribution Rates	6,881	677	\$1.36
Regulars - Food Processing			
All Contribution Rates	6,014	1,827	\$2.41
Non-Seasonals - Non-Food Processing			
\$1.00 and under	11,690	1,564	\$0.46
Over \$1.00 but not more than \$2.00	17,976	1,708	\$1.37
Over \$2.00 but not more than \$3.00	35,612	1,703	\$2.44
Over \$3.00 but not more than \$4.00	15,916	1,794	\$3.49
Over \$4.00 but not more than \$5.00	16,262	1,848	\$4.49
Over \$5.00 but not more than \$6.00	15,674	1,815	\$5.47
Over \$6.00 but not more than \$7.00	13,956	1,867	\$6.47
Over \$7.00 but not more than \$8.00	7,756	1,856	\$7.49
Over \$8.00 but not more than \$9.00	7,224	1,851	\$8.37
Over \$9.00 but not more than \$10.00	2,921	1,938	\$9.57
Over \$10.00 but not more than \$11.00	19,435	1,173	\$10.64
Over \$11.00	51,200	1,654	\$12.16
Total Non-Seasonals - Non-Food Processing	215,622	1,687	\$6.48

TABLE 2026-2N Distribution of Non-Seasonal Active Participants in PEER and Non-PEER Units by Contribution Rate			
End of Year Basic Contribution Rate	Number of PEER Actives	Number of Non-PEER Actives	Total Number of Actives
\$1.00 and under	3,792	8,165	11,957
Over \$1.00 but not more than \$2.00	6,299	12,998	19,297
Over \$2.00 but not more than \$3.00	25,697	12,065	37,762
Over \$3.00 but not more than \$4.00	13,071	5,044	18,115
Over \$4.00 but not more than \$5.00	13,213	3,123	16,336
Over \$5.00 but not more than \$6.00	13,803	1,872	15,675
Over \$6.00 but not more than \$7.00	13,388	568	13,956
Over \$7.00 but not more than \$8.00	7,105	651	7,756
Over \$8.00 but not more than \$9.00	6,327	897	7,224
Over \$9.00 but not more than \$10.00	2,806	115	2,921
Over \$10.00 but not more than \$11.00	19,329	107	19,436
Over \$11.00	51,089	112	51,201
Total for All Rates	175,919	45,717	221,636

PEER Eligibility Statistics (Non-Seasonal Actives)			
PEER Unit	Number of Actives	Percentage of Non-Seasonal Actives by PEER Unit	Prior Year's Percentage of Non-Seasonal Actives by PEER Unit
Non-PEER	45,717	20.6%	18.5%
PEER 84	106,536	48.1%	49.0%
PEER 82	5,052	2.3%	2.3%
PEER 80	64,331	29.0%	30.2%

TABLE 2026-2S Distribution of Seasonal Active Participants in PEER and Non-PEER Units by Contribution Rate			
End of Year Contribution Rate	Number of PEER Actives	Number of Non-PEER Actives	Total Number of Actives
\$0.50 and under	1,354	229	1,583
Over \$0.50 but not more than \$1.00	3	0	3
Over \$1.00 but not more than \$1.50	20	0	20
Over \$1.50 but not more than \$2.00	4,766	96	4,862
Total for Rates \$2.00 and under	6,143	325	6,468
Over \$2.00 but not more than \$2.50	133	0	133
Over \$2.50 but not more than \$3.00	1	168	169
Over \$3.00 but not more than \$3.50	94	1	95
Over \$3.50 but not more than \$4.00	0	7	7
Total for Rates over \$2.00 but not more than \$4.00	228	176	404
Total for Rates over \$4.00	9	0	9
Total for All Rates	6,380	501	6,881

PEER Eligibility Statistics (Seasonal Actives)			
PEER Unit	Number of Actives	Percentage of Seasonal Actives by PEER Unit	Prior Year's Percentage of Seasonal Actives by PEER Unit
Non-PEER	501	7.2%	12.9%
PEER 84	804	11.7%	19.0%
PEER 82	265	3.9%	3.1%
PEER 80	5,311	77.2%	65.0%

TABLE 2026-3N								
Distribution of Non-Seasonal Active Participants by Attained Age and Contributory Service								
Age Last Birthday	Years of Contributory Service							
	Less than 5	5 – 9	10 – 14	15 – 19	20 – 24	25 – 29	30 and Over	Total
Under 20	660	0	0	0	0	0	0	660
20 - 24	12,585	1,805	1	0	0	0	0	14,391
25 - 29	13,181	7,992	717	0	0	0	0	21,890
30 - 34	15,963	9,327	4,309	259	0	0	0	29,858
35 - 39	10,843	8,701	4,691	2,994	884	0	0	28,113
40 - 44	8,205	6,621	3,877	3,110	4,048	708	0	26,569
45 - 49	6,562	5,580	3,306	2,817	3,900	3,405	461	26,031
50 - 54	5,286	4,585	2,906	2,663	3,596	3,529	2,742	25,307
55 - 59	4,509	4,158	2,623	2,643	3,571	3,166	4,138	24,808
60 - 64	3,219	3,091	2,130	2,030	2,568	2,111	3,644	18,793
65 - 69	1,161	967	529	345	359	234	474	4,069
70 and Over	592	257	109	66	53	23	47	1,147
Total	82,766	53,084	25,198	16,927	18,979	13,176	11,506	221,636

TABLE 2026-3S								
Distribution of Seasonal Active Participants by Attained Age and Contributory Service								
Age Last Birthday	Years of Contributory Service							
	Less than 5	5 – 9	10 – 14	15 - 19	20 – 24	25 - 29	30 and Over	Total
Under 20	69	0	0	0	0	0	0	69
20 - 24	369	15	0	0	0	0	0	384
25 - 29	312	54	4	0	0	0	0	370
30 - 34	927	71	37	7	0	0	0	1,042
35 - 39	298	138	47	24	4	0	0	511
40 - 44	235	89	80	58	38	5	0	505
45 - 49	213	94	108	75	74	45	2	611
50 - 54	235	100	120	73	122	77	39	766
55 - 59	267	121	126	96	182	141	132	1,065
60 - 64	183	119	103	102	147	146	213	1,013
65 - 69	105	87	38	27	33	28	47	365
70 and Over	94	51	14	7	4	3	7	180
Total	3,307	939	677	469	604	445	440	6,881

TABLE 2026-3VI				
Distribution of Vested Inactive Participants by Attained Age				
Ages	Number PEER	Average Monthly Benefit	Number Non PEER	Average Monthly Benefit
20 - 24	0	\$0	66	\$567
25 - 29	0	\$0	1,930	\$578
30 - 34	0	\$0	6,001	\$519
35 - 39	0	\$0	11,425	\$521
40 - 44	9	\$1,912	16,123	\$539
45 - 49	99	\$2,184	19,543	\$571
50 - 54	350	\$2,224	25,400	\$560
55 - 59	427	\$1,864	33,102	\$528
60 - 64	451	\$1,800	30,474	\$510
65 - 69	197	\$1,785	13,739	\$354
70 and over	119	\$1,907	5,860	\$251
Total	1,652	\$1,936	163,663	\$511

TABLE 2026-4 Participant Reconciliation	
Active Participants 1/1/2025	228,092
New Participants	
Non-Vested	25,751
Vested	1,586
Rehires	2,359
Terminations	
Non-Vested	(16,189)
Vested	(7,144)
Retirements	(5,783)
Deaths	(155)
Data Adjustments	0
Active Participants 1/1/2026	228,517
Vested Terminations 1/1/2025	166,134
New Vested Terminations	7,144
Rehires	(1,158)
Retirements	(6,294)
Deaths	(708)
Data Adjustments	197
Vested Terminations 1/1/2026	165,315

TABLE 2026-5						
Recent History of New Pensioners						
Option Elections, Average Monthly Pensions and Average Ages						
(Based on Number of Participants)						
Option	1/1/2025			1/1/2026		
	Count	Average Monthly Pension	Average Age As of January 1 2024	Count	Average Monthly Pension	Average Age As of January 1 2025
Life Only	3,759	\$1,092	65.4	3,674	\$1,244	65.3
Benefit Adjustment	1,738	\$1,821	60.3	1,656	\$2,095	60.1
Employee and Spouse	3,243	\$1,411	65.1	3,427	\$1,559	65.0
Employee and Spouse with Benefit Adjustment	1,517	\$2,387	60.2	1,598	\$2,733	59.8
All Healthy Pensioners	10,257	\$1,508	63.7	10,355	\$1,714	63.5
Disabled Pensioners	326	\$1,226	57.1	277	\$1,283	58.5
Healthy Beneficiaries	402	\$627	54.4	362	\$735	55.2
Total	10,985	\$1,467	63.1	10,994	\$1,671	63.1

Notes: This exhibit includes all pensions associated with participants new to the ABC files as of December 31, 2024 and 2025.

The average monthly pension amount shown for the Benefit Adjustment Option and the Employee and Spouse with Benefit Adjustment Option is the sum of the lifetime portion of the benefit, plus any temporary benefit remaining as of December 31, 2024 and 2025.

The total average monthly pension amount includes the options listed above as well as the Child Survivor Benefit amounts as of December 31, 2024 and 2025.

TABLE 2026-6				
Historical Statistics by Year of Retirement for Healthy Pensioners (Based on Number of Participants)				
Year of Retirement	Number of Surviving Retirees	Average Age at Retirement	Average Age as of 1/1/2026	Average Monthly Pension
2000 and prior	20,216	57.6	87.1	\$888
2001 – 2005	22,372	58.2	80.5	\$1,267
2006 – 2010	28,997	59.5	76.8	\$1,150
2011 – 2015	36,619	60.8	73.1	\$1,136
2016 – 2020	43,535	61.9	69.2	\$1,283
2021 – 2025	47,067	62.5	65.0	\$1,596
Total	198,806	60.6	73.1	\$1,269
Total Last Year	195,644	60.5	73.0	\$1,233

TABLE 2026-7							
Age / Longevity of Healthy Pensioners (Based on Number of Participants)							
Attained Age Group	Years Since Pension Commencement						
	Less than 1	1 – 4	5 – 9	10 - 14	15 - 19	Greater than 19	Total
Under 50	15	15	10	3	1	0	44
50 - 54	363	609	64	16	4	2	1,058
55 - 59	1,148	3,994	1,108	67	20	7	6,344
60 - 64	2,432	8,403	6,155	1,156	117	38	18,301
65 - 69	3,694	21,681	11,596	7,512	1,719	145	46,347
70 - 74	195	4,427	21,221	11,249	7,941	2,004	47,037
75 - 79	1	60	3,295	14,749	9,488	8,816	36,409
80 - 84	4	19	72	1,845	8,781	12,777	23,498
85 - 89	2	2	12	20	913	12,048	12,997
90 - 94	2	1	2	2	13	5,059	5,079
95 - 99	0	0	0	0	0	1,504	1,504
100 and Over	0	0	0	0	0	188	188
Total	7,856	39,211	43,535	36,619	28,997	42,588	198,806
Total Last Year	7,397	38,186	43,184	36,420	28,802	41,655	195,644

TABLE 2026-8								
Age / Longevity of Healthy Beneficiaries (Based on Number of Participants)								
Attained Age Group	Years Since Pension Commencement							
	Deferred	Less than 1	1 - 4	5 - 9	10 - 14	15 - 19	Greater than 19	Total
39 and Under	3	43	267	208	72	19	1	613
40 - 44	14	4	67	40	28	6	0	159
45 - 49	31	14	95	76	58	38	20	332
50 - 54	39	24	189	156	100	89	50	647
55 - 59	35	42	344	322	253	150	164	1,310
60 - 64	19	49	453	663	578	374	484	2,620
65 - 69	2	12	382	852	1,108	941	1,036	4,333
70 - 74	0	7	133	673	1,286	1,514	2,240	5,853
75 - 79	0	5	44	238	894	1,691	4,212	7,084
80 - 84	0	4	16	40	218	855	5,539	6,672
85 - 89	0	11	4	7	37	166	4,553	4,778
90 - 94	0	2	2	1	3	25	2,183	2,216
95 - 99	0	1	0	1	1	0	689	692
100 and Over	0	0	0	0	0	0	157	157
Total	143	218	1,996	3,277	4,636	5,868	21,328	37,466
Total Last Year	164	182	2,051	3,277	4,861	5,785	21,042	37,362

TABLE 2026-9							
Age / Longevity of Disabled Pensioners (Based on Number of Participants)							
Attained Age Group	Years Since Pension Commencement						
	Less than 1	1 - 4	5 - 9	10 - 14	15 - 19	Greater than 19	Total
39 and Under	3	11	20	13	8	17	72
40 - 44	1	11	9	19	14	18	72
45 - 49	3	17	44	35	30	20	149
50 - 54	6	103	87	90	60	57	403
55 - 59	13	266	278	188	149	155	1,049
60 - 64	11	375	655	529	329	330	2,229
65 - 69	1	159	719	1,016	630	726	3,251
70 - 74	0	0	165	861	916	1,090	3,032
75 - 79	0	0	0	154	576	1,522	2,252
80 - 84	0	0	0	0	67	1,222	1,289
85 - 89	0	0	0	0	0	599	599
90 - 94	0	0	0	0	0	169	169
95 - 99	0	0	0	0	0	41	41
100 and Over	0	0	0	0	0	1	1
Total	38	942	1,977	2,905	2,779	5,967	14,608
Total Last Year	44	1,053	2,142	3,101	2,759	5,859	14,958

Appendix C

Actuarial Assumptions and Cost Methods

Actuarial Assumptions

The Plan's economic and demographic assumptions, along with rationale supporting each assumption's development are provided below.

Each assumption is reviewed for reasonableness annually, taking into account relevant factors that may affect future experience. Such factors include:

- Forward-looking economic and capital market expectations
- Published studies
- The Plan's past experience
- Recent gain and loss analyses

Please refer to Section 1 of this report for an overview of actuarial gains and losses experienced by the Plan during the prior year. The experience of the Plan for the primary demographic assumptions is studied annually.

Investment Earnings Assumptions

Strategic Bond Account (SBA)

The assumed rate of return for these assets is 4.08%. This assumption is used to value 85.20% of the pension benefits related to service through December 31, 1985, based on December 31, 1984 Plan provisions and not covered by the prior asset dedications.

The assumption is updated annually such that it equals the SBA's internal rate of return as of the measurement date, net of insurer expenses.

Western Conference of Teamsters Dedicated Bond Portfolio Account (WDBP)

The assumed rate of return for these assets is 5.225%. This assumption is used to value 30 years of projected retiree payouts beginning January 1, 2024 (and subsequent additions) not covered by the prior asset dedications.

The assumption is updated annually such that it equals the dedication's internal rate of return as of the measurement date, net of insurer expenses.

Remaining Assets

The assumed rate of investment return, which is used to value all benefits expected to be paid out of remaining assets and future contributions is 6.50%, net of investment expenses.

The investment return assumption was selected based on the Plan's target asset allocation as of the valuation date (shown below), combined with capital market assumptions from several sources, as well as published studies summarizing the expectations of various investment experts. This information was then used to develop forward-looking expected long-term expected returns, producing a range of potential reasonable expectations according to industry experts. Based on this information, an assumption was selected that, in our professional judgement, is not expected to have any significant bias.

Investment Policy Target Allocation Percentages:

Public US Equity	35.0%	Real Estate	8.0%
Public International Equity	11.5%	Private Equity	8.0%
Fixed Income	23.5%	Infrastructure	5.0%
Private Debt	9.0%	Multi-Asset	0.0%
Commodities	0.0%		

Expected Annual Employer Contributions

Employer contributions for 2026 are assumed to be \$2.680 billion. This amount is used to determine the projected Funding Standard Account and the expected amortization period of the UAL. The assumption is based on contribution rates in effect for each active participant as of the measurement date multiplied by assumed working hours for the upcoming year, scaled to the assumed total contributions of \$2.680 billion.

Provision for Non-investment Expenses

Administrative expenses are assumed to be \$157 million per year, assumed payable equally throughout the year at the end of each month. The assumption equals prior year expenses adjusted for inflation as well as anticipated increases for the plan year.

Inflation

Inflation is assumed to be 2.50% per year. The assumption is based on capital market assumption sources and published studies used to develop the Plan's investment return assumption.

Post-retirement Mortality Rates

Healthy Males

- For retirees and beneficiaries prior to the retiree's death, Pri-2012 Total Dataset Amount-Weighted Healthy Annuitant mortality rates adjusted as follows:
 - 85% for ages 55 to 60,
 - 80% for ages 61 to 65,
 - 95% for ages 66 to 69,
 - 120% for ages 70 to 79,
 - 115% for ages 80 to 85,
 - 110% for ages 86 to 94,
 - 105% for ages 95 to 100,
 - 100% for all other ages.
- For beneficiaries after the retiree's death, Pri-2012 Total Dataset Amount-Weighted Contingent Annuitant table
- Both tables projected with fully generational improvements from 2012 using Scale MP-2021.

Healthy Females

- For retirees and beneficiaries prior to the retiree's death, Pri-2012 Total Dataset Amount-Weighted Healthy Annuitant mortality rates adjusted as follows:
 - 85% for ages 55 to 60,
 - 90% for ages 61 to 70,
 - 110% for ages 71 to 79,
 - 100% for all other ages.
- For beneficiaries after the retiree's death, Pri-2012 Total Dataset Amount-Weighted Contingent Annuitant mortality rates adjusted as follows:
 - 75% for ages 55 to 64,
 - 115% for ages 75 to 84,
 - 110% for ages 85 to 90,
 - 105% for ages 91 to 110,
 - 100% for all other ages.
- Both tables projected with fully generational improvements from 2012 using Scale MP-2021.

The Plan has enough data to reflect partial credibility. As a result, the mortality assumption is based on Pri-2012 mortality tables adjusted to reflect 2019 through 2022 Plan experience. As illustrated in our companion Experience Study report, we have examined additional experience since 2022 through 2024 and have determined that the assumption remains reasonable.

The plan does not have enough credible data to review its male beneficiary mortality experience. As a result, the Pri-2012 Contingent Survivor base table for males is used without further adjustment.

Additionally, the Plan does not have enough data to study mortality improvement effects. We therefore rely on SOA mortality improvement tables without adjustment.

Disabled Males

- Pri-2012 Total Dataset Amount-Weighted Disabled Retiree table
- Projected with fully generational improvements from 2012 using Scale MP-2021.

Disabled Females

- Pri-2012 Total Dataset Amount-Weighted Disabled Retiree table.
- Projected with fully generational improvements from 2012 using Scale MP-2021.

The Plan does not have enough data to reflect partial credibility for disabled mortality rates. We therefore rely on SOA mortality studies without adjustment.

The Plan's mortality experience was reviewed as of the most recent measurement date. The assumptions remain reasonable.

The following tables show the life expectancies for healthy retirees, healthy contingent annuitants, and disabled retirees under the mortality assumptions described above at the current and future valuation dates.

Assumed Years of Life Expectancy – Healthy Male Retirees					
Age	2024	2029	2034	2039	2044
55	28.6	29.0	29.5	29.9	30.4
60	24.0	24.4	24.8	25.2	25.6
65	19.4	19.8	20.2	20.6	21.0
70	15.2	15.5	15.8	16.2	16.5

Assumed Years of Life Expectancy – Healthy Male Contingent Annuitants*					
Age	2024	2029	2034	2039	2044
55	23.9	24.5	25.1	25.7	26.3
60	20.4	20.9	21.4	22.0	22.5
65	17.1	17.5	18.0	18.5	18.9
70	14.0	14.4	14.8	15.2	15.5

Assumed Years of Life Expectancy – Healthy Female Retirees					
Age	2024	2029	2034	2039	2044
55	31.6	32.0	32.4	32.9	33.3
60	26.8	27.2	27.6	28.0	28.4
65	22.2	22.5	22.9	23.3	23.6
70	17.7	18.0	18.4	18.7	19.0

Assumed Years of Life Expectancy – Healthy Female Contingent Annuitants*					
Age	2024	2029	2034	2039	2044
55	29.4	29.9	30.4	30.9	31.3
60	24.8	25.3	25.7	26.2	26.6
65	20.5	20.9	21.3	21.7	22.1
70	16.5	16.9	17.2	17.6	17.9

*Assumed years of life expectancy for beneficiaries when participant has already passed away. Otherwise, assumed years of life expectancy for beneficiaries is the same as a healthy retiree.

Assumed Years of Life Expectancy – Disabled Males					
Age	2024	2029	2034	2039	2044
55	21.9	22.5	23.1	23.7	24.3
60	18.6	19.1	19.7	20.2	20.7
65	15.4	15.8	16.3	16.7	17.2
70	12.4	12.7	13.1	13.4	13.8

Assumed Years of Life Expectancy – Disabled Females					
Age	2024	2029	2034	2039	2044
55	25.5	26.1	26.7	27.3	27.8
60	21.8	22.4	22.9	23.4	23.9
65	18.3	18.8	19.2	19.6	20.1
70	14.9	15.2	15.6	16.0	16.3

Pre-retirement Mortality Rates

The assumed annual rates of healthy mortality for males are based on the Pri-2012 Total Dataset Amount-Weighted Male Employee table with the same adjustments and projection scale as the Post-Retirement Retiree table.

The assumed annual rates of healthy mortality for females are based on the Pri-2012 Total Dataset Amount-Weighted Female Employee table with the same adjustments and projection scale as the Post-Retirement Retiree table.

Retirement Probabilities

Retirement probabilities apply only to retirement eligible participants.

For active PEER participants, different probabilities apply before and after eligibility for unreduced retirement. For active non-PEER participants, different probabilities apply before and after meeting the contributory service requirements for Table Two early retirement factors or age requirements for unreduced retirement.

For vested terminated participants, different probabilities apply for participants who are assumed to have recent PEER coverage, recent non-PEER coverage, and no recent coverage at retirement.

Active Participant Retirement Probabilities

Age	PEER - Before Contributory Service Requirement	PEER - After Contributory Service Requirement	Non-PEER - Before Contributory Service Requirement	Non-PEER - After Contributory Service Requirement
<= 48	0.00	0.00	0.00	0.00
49	0.00	0.10	0.00	0.05
50	0.00	0.10	0.00	0.05
51	0.00	0.10	0.00	0.03
52	0.00	0.10	0.00	0.03
53	0.00	0.10	0.00	0.03
54	0.01	0.10	0.01	0.03
55	0.01	0.10	0.01	0.03
56	0.01	0.10	0.02	0.03
57	0.01	0.10	0.02	0.03
58	0.01	0.10	0.02	0.03
59	0.03	0.15	0.02	0.03
60	0.03	0.15	0.02	0.05
61	0.20	0.20	0.15	0.15
62	0.20	0.20	0.15	0.15
63	0.15	0.15	0.10	0.10
64	0.55	0.55	0.50	0.50
65	0.55	0.55	0.50	0.50
66	0.40	0.40	0.30	0.30
67	0.30	0.30	0.30	0.30
68	0.30	0.30	0.30	0.30
69	0.40	0.40	0.40	0.40
>= 70	1.00	1.00	1.00	1.00
Average Retirement Age	62.9	56.0	63.2	60.5

Vested Terminated Participant Retirement Probabilities

Age	Less than 25 years of Contributory Service	25 or more years of Contributory Service*	PEER Eligible on Valuation Date
<= 48	0.00	0.00	0.00
49	0.00	0.10	0.50
50	0.00	0.10	0.50
51	0.00	0.10	0.40
52	0.00	0.10	0.35
53	0.00	0.10	0.35
54	0.04	0.10	0.35
55	0.04	0.05	0.25
56	0.03	0.05	0.20
57	0.03	0.05	0.20
58	0.03	0.05	0.20
59	0.04	0.05	0.20
60	0.04	0.05	0.15
61	0.10	0.20	0.22
62	0.10	0.15	0.22
63	0.08	0.10	0.15
64	0.35	0.35	0.45
65	0.35	0.35	0.50
66	0.20	0.20	0.25
67	0.10	0.10	0.25
68	0.10	0.10	0.25
69	0.15	0.20	0.25
>= 70	1.00	1.00	1.00
Average Retirement Age	63.3	57.2	50.2

*or otherwise locked-in

The retirement probability assumptions are based on a study of 2014 through 2023 Plan experience. As illustrated in our companion Experience Study report, we have examined additional experience since 2023 through 2025 and have determined that the assumption remains reasonable.

Disability Retirement

Disability probabilities apply only to employees with 4 or more years of vesting service.

Age Last Birthday	Examples of Annual Probability of Disability Retirement
32	0.0002
37	0.0002
42	0.0002
47	0.0002
52	0.0011
57	0.0024
62	0.0031

The disabled retirement assumption is reviewed annually and was updated based on a study of 2017 through 2025 Plan experience.

Employee Termination Probabilities

The termination probabilities shown below exclude death, disability and retirement probabilities. Termination probabilities are not applied when an individual is eligible for retirement. Below are the annual probabilities of employment termination for active employees.

Seasonal Participant Termination Probabilities

Years of Service:	< 2	2	3	4	5	6	7	8	9	10 - 14	15 - 19	20 - 24	25 - 29	>= 30
Age 15 - 30	0.35	0.35	0.35	0.27	0.27	0.20	0.20	0.15	0.12	0.09	0.06	0.05	0.04	0.03
Age 31 - 40	0.30	0.30	0.20	0.20	0.15	0.15	0.15	0.12	0.10	0.09	0.06	0.05	0.04	0.03
Age 41 - 50	0.25	0.20	0.20	0.20	0.15	0.14	0.12	0.10	0.09	0.09	0.06	0.05	0.04	0.03
Age >= 51	0.25	0.20	0.20	0.20	0.15	0.14	0.10	0.10	0.09	0.09	0.06	0.05	0.04	0.03

Non-Seasonal Participant Termination Probabilities

Years of Service:	< 2	2	3	4	5	6	7	8	9	10 - 14	15 - 19	20 - 24	25 - 29	>= 30
Age 15 - 30	0.22	0.22	0.21	0.16	0.13	0.13	0.10	0.08	0.07	0.06	0.04	0.03	0.02	0.02
Age 31 - 40	0.19	0.19	0.16	0.13	0.11	0.11	0.10	0.08	0.07	0.06	0.04	0.03	0.02	0.02
Age 41 - 50	0.15	0.15	0.13	0.11	0.10	0.10	0.09	0.08	0.07	0.06	0.04	0.03	0.02	0.02
Age >= 51	0.14	0.14	0.12	0.11	0.10	0.10	0.09	0.08	0.07	0.06	0.04	0.03	0.02	0.02

The termination probability assumptions are reviewed annually and were updated based on a study of 2016 through 2025 Plan experience.

Future Annual Hours and Contributions

Projected benefit accruals and contributions are based on contribution probabilities in effect as of December 31 prior to the valuation date and the following assumed level of future annual hours worked:

	Less than Five Years of Service	Five or More Years of Service
Non-seasonal	1,600	1,900
Seasonal	850	850

A non-retired participant was considered Active as of the valuation date, if he or she earned at least 250 covered hours during the prior year, or at least 1 covered hour in the prior year and at least 250 covered hours in the second prior year.

The hours of service assumption is based on a study of contribution-weighted Plan experience for the periods 2018 through 2020. The Plan's hours of service experience was reviewed as of the most recent measurement date. The assumptions remain reasonable.

Probability of Marriage

Non-retired participants are assumed to have a probability of marriage of 80%. The assumption is based on a study of 2013 to 2016 Plan experience.

The marriage assumption remains reasonable based on a review of the Plan's recent gain / loss actuarial analysis.

Spouse Age Difference

Where applicable, husbands are assumed to be two years older than their wives. This is the mean difference among retirees who elected a spousal form of benefit option who retired between 2017 and 2020. The assumption remains reasonable.

Employee and Spouse Optional Form Factors

The 2026 417(e) mortality table and 5.0%.

Benefit Adjustment Option Form Factors

The 2026 417(e) mortality table and segment rates of 4.20%, 5.29%, and 6.08% in accordance with IRS notice 2025-47 were used.

Survivor Benefit Costs

The family composition of covered employees was assumed to be similar to that tabulated in the 27th Actuarial Valuation published by the Railroad Retirement Board (Table S-15). Notably, this family composition published by the Railroad Retirement Board primarily focuses on minor children. To account for the characteristics of the Survivor Benefit, where children up to age 22 are considered eligible, the family composition was adjusted as follows:

- For ages 35 and over, the percentage of employees with an eligible child was setback by 4 years. For example, rather than 31.3%, 60.0% of employees aged 50 are assumed to have an eligible child.
- For ages 50-54, the average age of the eligible child was increased from 12 years old to 14 years old.
- For ages 55-64, the average age of the eligible child was increased from 13 years old to 15 years old.

This assumption was used to estimate the probability that an employee will be survived by a beneficiary eligible for a survivor benefit and to establish the probable duration of the benefit. The probable duration of the benefit is then converted to a period certain factor.

At each age, a present value factor is established that is the product of the probability that an employee at that age is survived by an eligible beneficiary and the period certain factor.

Form of Payment

The probabilities at which participants elect the Plan's available benefit forms upon retirement are shown below.

Current Status	Assumption (Age < 62 / Age 62-64 / Age 65+)		
	Active	Term Vested (Locked)	Term Vested (Non- Locked)
Life Only*	13% / 20% / 52%	15% / 24% / 55%	16% / 26% / 60%
Life Only Pension with Benefit Adjustment Option (Age 62 Adjustment Date)	15% / 0% / 0%	15% / 0% / 0%	20% / 0% / 0%
Life Only Pension with Benefit Adjustment Option (Age 65 Adjustment Date)	25% / 30% / 0%	25% / 30% / 0%	33% / 36% / 0%
Regular Employee and Spouse Pension with Benefit Adjustment Option (Age 62 Adjustment Date)	8% / 0% / 0%	6% / 0% / 0%	4% / 0% / 0%
Regular Employee and Spouse Pension with Benefit Adjustment Option (Age 65 Adjustment Date)	10% / 17% / 0%	10% / 12% / 0%	5% / 8% / 0%
Optional Employee and Spouse Pension with Benefit Adjustment Option (Age 62 Adjustment Date)	6% / 0% / 0%	5% / 0% / 0%	4% / 0% / 0%
Optional Employee and Spouse Pension with Benefit Adjustment Option (Age 65 Adjustment Date)	11% / 13% / 0%	10% / 14% / 0%	10% / 13% / 0%
Regular Employee and Spouse Pension	7% / 14% / 28%	9% / 15% / 25%	5% / 10% / 17%
Optional Employee and Spouse Pension	5% / 6% / 20%	5% / 5% / 20%	3% / 7% / 23%

*The 4-year certain death benefit is assumed to be applicable only for active and locked in (i.e. with recent coverage) terminated vested retirements who elect the life only pension. We have assumed non-locked in (i.e. without recent coverage) terminated vested electing a life only pension are ineligible for the 4-year certain death benefit. Further, due to programming limitations, the 4-year certain death benefit has not been reflected for

those who elect the life only pension with benefit adjustment option. Its exclusion is expected to have a de minimis impact on the results.

The probabilities at which participants elect the Plan's available benefit forms upon disability are shown below.

	Assumption (Age < 62 / Age 62-64)
Current Status	Active
Life Only*	29% / 13%
Life Only Pension with Benefit Adjustment Option (Age 62 Adjustment Date)	6% / 0%
Life Only Pension with Benefit Adjustment Option (Age 65 Adjustment Date)	14% / 28%
Regular Employee and Spouse Pension with Benefit Adjustment Option (Age 62 Adjustment Date)	5% / 0%
Regular Employee and Spouse Pension with Benefit Adjustment Option (Age 65 Adjustment Date)	7% / 15%
Optional Employee and Spouse Pension with Benefit Adjustment Option (Age 62 Adjustment Date)	3% / 0%
Optional Employee and Spouse Pension with Benefit Adjustment Option (Age 65 Adjustment Date)	9% / 16%
Regular Employee and Spouse Pension	12% / 13%
Optional Employee and Spouse Pension	15% / 15%

*The 4-year certain death benefit is assumed to be applicable only for active disability retirements who elect the life only pension. Further, due to programming limitations, the 4-year certain death benefit has not been reflected for those who elect the life only pension with benefit adjustment option. Its exclusion is expected to have a de minimis impact on the results.

The form of payment assumptions are based on a study of 2016 through 2025 Plan experience. The Plan's form of payment election experience was reviewed as of the most recent measurement date. The assumptions remain reasonable.

Past Employment

Total past employment (continuous past employment plus special past employment) for each employee was calculated as the number of years from year of union membership until year of coverage, but not less than the known continuous past employment for the employee.

Inactive Participants

Vested inactive participants who are 75 or older as of the valuation date are assumed to be deceased and excluded from this valuation. Inactive participants who are coded as a claim (i.e. have submitted a benefit claim but have not been approved) for more than one year are expected to be either deceased or not eligible for a benefit from the Plan. We assume that any such participants do not have and will not create any liability for the Plan. In-pay participants aged 100 or older with a due and unpaid benefit are expected to never receive payment.

Data with Missing or Invalid Birthdates or Gender Codes

Records with missing or invalid birthdates were assumed to be the following ages upon entry, based on historical data for the average entry age for the corresponding group of participants of the Plan. Invalid birthdates include active participants that are age 100 or older as of the valuation date.

Status	Entry Age
Active PEER 84	32
Active PEER 82	33
Active PEER 80	29
Active Non-PEER	38
Vested Inactive	27

Records with missing gender codes were treated as being 80% male and 20% female based on historical gender demographics in the valuation data.

These assumptions are based on observations of recent plan data. We believe the assumptions to be reasonable.

Current Liability

Mortality: Healthy and disabled mortality is assumed to follow the annuitant and non-annuitant projected RP-2014 Mortality Tables for 2026 as mandated by IRS Notice 2025-40.

Interest: 3.93% per annum compounded annually.

Actuarial Value of Assets

The SBA was valued on an amortized cost basis. The actuarial value of the SBA at January 1, 2026 was \$1,515,760,064.

The WDBP was valued on a market value basis. The market value of the WDBP at January 1, 2026 was \$30,535,575,267.

The remaining assets were valued using a smoothing procedure under which market value gains and losses are recognized at the rate of 20% per year over five years. The actuarial value of the remaining assets may not be greater than 120% or less than 80% of the market value.

The actuarial value of assets for purposes of determining the unfunded vested benefit liability is the same method used for ERISA funding purposes.

Actuarial Cost Method

The Unit Credit actuarial cost method was used for this valuation. Under this method, the Actuarial Liability is the Accrued Benefit Liability for all participants included on the valuation date.

The Normal Cost is:

- (i.) the expected increase in Accrued Benefit Liability for these participants resulting from benefits earned during the current year, plus,
- (ii.) as permitted under section 1.412(c)(3)-1(d)(2) of the Regulations, the expected increase in Accrued Benefit Liabilities resulting from new participants who are covered employees on the valuation date. The additional cost for these employees is based on a sample population that has the same demographic characteristics of a representative cross-section of recent new entrants, reflecting the actuary's best estimate of the number of new hires and number of hours worked by covered employees who are expected to become new participants in the Plan.

Each year, all Funding Standard Account charge and credit amounts to be amortized, except those set up due to PRA 2010, are combined and offset under IRC 431(b)(5).

Amortization Method

The amortization method for determining the current annual cost is the method used to determine the amount, timing, and pattern of recognizing changes in the unfunded actuarial accrued liability. We apply the amortization schedule defined in Section 431 of the Internal Revenue Code.

- Experience gains and losses. After the enactment of the Pension Protection Act of 2006 (PPA), changes in the unfunded actuarial accrued liability related to changes in plan amendments, actuarial assumptions, and experience gains and losses are amortized over 15 years. Prior to PPA, these changes were amortized over 30 years. Certain exceptions apply as noted below.
- Method changes. Changes related to the actuarial cost method or asset valuation method are amortized over 10 years.
- 2008 investment losses. The Trustees elected to amortize net investment losses in the plan year ending December 31, 2008 over the 30-year period beginning with the loss year as provided by the Pension Relief Act of 2010

Assumption Changes Incorporated in This Valuation

- The current liability interest rate was changed from 3.44% to 3.93% to remain within the IRS prescribed corridor.
- The current liability mortality tables were updated to the applicable tables for 2026 valuation years, as prescribed by the IRS.
- The assumption for disability retirement probabilities was updated to better reflect anticipated plan experience.
- The assumption for termination probabilities was updated to better reflect anticipated plan experience.
- The assumption for form of payment election probabilities was updated to better reflect anticipated plan experience.
- The assumed annual administrative expense assumption was increased from \$144 million to \$157 million, payable mid-year, to better reflect anticipated plan experience.
- The anticipated annual employer contributions were decreased from \$2.700 billion to \$2.680 billion to better reflect anticipated plan experience.
- Factors utilized in the calculation of the benefit adjustment payment form option were updated to reflect the mortality and segment rates of 4.20%, 5.29%, and 6.08% per IRS notices 2025-40 and 2025-47, respectively.
- The Employee and Spouse optional form factor basis were updated to reflect the mortality rates per IRS notice 2025-40.