

SIXTH AMENDMENT
to the Amended and Restated Plan Effected January 1, 2023
for the IAM National Pension Fund

WHEREAS, Section 10.01 of the IAM National Pension Fund (the "Plan") gives the Board of Trustees of the Plan (the "Trustees") the power to amend the Plan at any time; and

WHEREAS, on April 17, 2019 the Trustees adopted a rehabilitation plan (the "RP") as the Eighth Amendment to the restated Plan effective January 1, 2015 and Appendix I to the Plan that included a Preferred Schedule and a Default Schedule; and

WHEREAS, the Trustees wish to clarify the rules regarding the applicable supplemental (non-benefit bearing) contributions required to be paid by employers that join the Fund on or after May 1, 2025, and elect the RP Preferred Schedule; and

WHEREAS, the Trustees wish to clarify the rules regarding the applicable supplemental (non-benefit bearing) contributions required to be paid by existing employers on behalf of bargaining units that first participate in the Fund on or after May 1, 2025, and for which the existing employers elect the RP Preferred Schedule; and

NOW THEREFORE, the Trustees have agreed to amend the Plan, effective August 1, 2025, to incorporate the attached RP addendum that specifies the schedule of supplemental contribution rate increases applicable to employers that first begin participating in the Fund on or after the effective date of this amendment.

IN WITNESS WHEREOF, the undersigned have set their hands as of the last date written below.

Date: 7-23-2025


Union Trustee, Co-Chairman

Date: 7/23/2025


Employer Trustee, Co-Chairman

IAM National Pension Fund Rehabilitation Plan Addendum

Effective August 1, 2025

Employers that first begin participating in the Fund on or after the effective date of this addendum and that elect the Preferred Schedule of the Rehabilitation Plan are required to increase their benefit-bearing contribution rate in accordance with the specified “supplemental” increases specified below. The increased contributions are payable on the same schedule as the contributions on which the increase is based. However, increases required under this Rehabilitation Plan addendum will not generate benefit accruals.

The annual 2.5% supplemental (non-benefit bearing) increases are effective on the anniversary of the date the employer began participating in the Fund.

There are no additional supplemental increases after 2031; however, the prior increases remain in effect unless and until the Trustees take action to modify them.

Year of Initial Participation in the Fund	Supplemental Contribution Load in Year of Participation	Number of Subsequent 2.5% Annual Increases
2025	18.87%	6
2026	21.84%	5
2027	24.89%	4
2028	28.01%	3
2029	31.21%	2
2030	34.49%	1
2031 and later	37.85%	0

Schedule of Preferred Schedule Supplemental Contribution Increases by Year of Entry:

<u>Year</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>	<u>2031 and later</u>
2025	18.87%	n/a	n/a	n/a	n/a	n/a	n/a
2026	21.84%	21.84%	n/a	n/a	n/a	n/a	n/a
2027	24.89%	24.89%	24.89%	n/a	n/a	n/a	n/a
2028	28.01%	28.01%	28.01%	28.01%	n/a	n/a	n/a
2029	31.21%	31.21%	31.21%	31.21%	31.21%	n/a	n/a
2030	34.49%	34.49%	34.49%	34.49%	34.49%	34.49%	n/a
2031 and later	37.85%	37.85%	37.85%	37.85%	37.85%	37.85%	37.85%

Example #1:

An employer begins participating in the Fund on September 1, 2025. The employer's initial benefit-bearing contribution is \$1.00 and it does not bargain any future increases to that initial rate.

The employer is required to contribute a total of \$1.1887 ($\1.00×1.1887) during 2025, reflecting the 18.87% supplemental load on the benefit-bearing rate applicable in the first year of Plan participation.

Effective September 1, 2026, the employer's contribution rate increases by 2.5% from \$1.1887 ($\1.00×1.1887) to \$1.2184 ($\1.00×1.2184).

The contribution rate continues to increase by 2.5% per year each September 1st until reaching \$1.3785 effective September 1, 2031. The contribution rate remains \$1.3785 unless and until the Trustees take action to change the required supplemental contributions or the employer bargains an increase to the underlying \$1.00 benefit-bearing contribution rate.

Example #2:

An employer begins participating in the Fund on September 1, 2025. The employer's initial benefit-bearing contribution is \$1.00 and it bargains one \$0.10 benefit-bearing contribution rate increase effective January 1, 2026.

The employer is required to contribute a total of \$1.1887 ($\1.00×1.1887) during 2025, reflecting the 18.87% supplemental load on the benefit-bearing rate applicable in the first year of Plan participation.

Effective January 1, 2026, the employer's benefit-bearing contribution rate increases to \$1.10 ($\$1.00 + \0.10), reflecting the \$0.10 benefit-bearing increase. Their total contribution rate increases to \$1.3076 ($\1.10×1.1887), reflecting the 18.87% supplemental load on the new benefit-bearing rate applicable in the first year of Plan participation.

Effective September 1, 2026, the employer's contribution rate increases to \$1.3402 ($\1.10×1.2184), reflecting the 21.84% required supplemental increase on the benefit-bearing contribution rate applicable in the second year of Plan participation.

The contribution rate continues to increase by 2.5% per year (compounded) each September 1st until reaching a total contribution rate of \$1.5164 ($\1.10×1.3785) effective September 1, 2031. The contribution rate remains \$1.5164 unless and until the Trustees take action to change the required supplemental contributions or the employer bargains additional increases to the underlying \$1.10 benefit-bearing contribution rate.