

**SHEET METAL WORKERS LOCAL 104 HEALTH CARE PLAN
(As revised January 2026)**

Amendment 2

Pursuant to the authority set forth in Article VII of the Agreement and Declaration of Trust, the Trustees hereby amend the Sheet Metal Workers Local 104 Health Care Plan as follows:

Employees working under the classification of Residential HVAC Changeout Technician or Quality Air Services – Duct Cleaner shall be eligible for the same benefits as Residential Utility Workers and Maintenance Service Technicians. All references to Residential Utility Workers and Maintenance Service Technicians in the Summary Plan Description shall be revised to include Residential HVAC Changeout Technicians and Quality Air Services – Duct Cleaners.

This Amendment 2 was adopted by the Board of Trustees on June 2, 2026. The Chairman and Co-Chairman were authorized by the Board of Trustees to execute this Amendment on their behalf. This Amendment 2 may be executed in counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same Amendment 2.

Signed by:

05CD719000524DB...

Chairman

Date: 6/2/2026

Signed by:

B33424A5754248C...

Co-Chairman

Date: 6/2/2026