**Hotel and Restaurant Employees Health and Welfare Trust Fund**
**East Bay Restaurant and Tavern Retirement Plan**
1182 Market Street, Suite 320 • San Francisco, CA 94102-4919
Telephone: (844) 492-9159 • Fax: (415) 233-9567

## SUMMARY ANNUAL REPORT

## FOR HOTEL AND RESTAURANT EMPLOYEES HEALTH AND WELFARE TRUST FUND

This is a summary of the annual report of the Hotel and Restaurant Employees Health and Welfare Trust Fund, E.I.N. 94-1229312, Plan No. 501, for the year ended December 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Este reporte anual resumido describe el estatus básico financiero del Fondo de Bienestar y Salud de Empleados de Hoteles y Restaurantes y sus derechos referentes a este Plan. Si necesita ayuda en entender este reporte por favor comuníquese con la Oficina del Administrador del Plan al 1182 Market Street, Suite 320; San Francisco, CA 94102 ó llame a la Oficina del Administrador del Plan al (844) 492-9159.

此年報摘要說明Hotel and Restaurant Employees Health and Welfare Trust Fund（酒店和餐館員工健康與福利信託基金）和根據基金你享有的權利 如你需要協助明白此報告，請聯絡管理辦事處1182 Market Street, Suite 320, San Francisco, CA 94102，或致電管理辦事處(844) 492-9159。

### Insurance Information

The plan has a contract with Kaiser Foundation Health Plan, Inc., Vision Service Plan and Delta Dental of California, to provide certain benefits incurred under the terms of the plan. The total premiums paid for the plan year ended December 31, 2025 was $22,437,823.

### Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was $19,219,290 as of December 31, 2025 compared to $17,085,520 as of January 1, 2025. During the plan year, the plan experienced an increase in its net assets of $2,133,770. During the plan year, the plan had total income of $22,698,906 including employer contributions of $21,488,874, participant contributions of $10,312, dividend and interest income of $746,582, net gain on sale of assets of $98,308 and net appreciation in fair value of plan investments consisting of unrealized gains on investments of $354,830.

Plan expenses were $20,565,136. These expenses included $661,840 in administrative expenses and $19,903,296 in premium payments.

### Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An independent auditor's report;
2. financial information and information on payments to service providers;
3. insurance information, including sales commissions paid by insurance carriers;
4. assets held for investment; and
5. transactions in excess of 5% of the plan assets.

To obtain a copy of the full annual report, or any part thereof, write or call the administrative office at 7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566, 925-398-7060.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan (7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.