

**SIXTH SUMMARY DESCRIPTION OF MATERIAL MODIFICATION OF THE
OPERATIVE PLASTERERS LOCAL NO. 7 PENSION PLAN
2020 SUMMARY PLAN DESCRIPTION**

EFFECTIVE FEBRUARY 17, 2026

INTRODUCTION

This document is designed to describe modifications to the Operative Plasterers Local No. 7 Pension Plan (“Plan”). This document should be read in conjunction with the Summary Plan Description (“SPD”) which was provided to you previously dated December 1, 2020. Information contained in this Summary Description of Material Modification (“Summary Description”) supersedes what is contained in the SPD. However, this Summary Description changes only the provisions to which it specifically refers, and any other provisions in the SPD have not been materially modified. The changes outlined in this Summary Description of Material Modification are effective February 17th, 2026.

CHANGES TO VESTING RULES

The Trustees are pleased to announce that the Plan has been amended to provide that Participants will become fully vested in their Credit Account upon completing one (1) Hour of Work on or after February 17, 2026, provided they have a balance in their Credit Account. Prior to this amendment, Participants were required to complete two hundred (200) Hours of Work in a Plan Year to become fully vested with limited exceptions. This change significantly accelerates vesting and ensures that Participants earn a nonforfeitable right to their benefits much earlier than under the prior rules.

Accordingly, effective February 17th, 2026, Article IV, Section D of the Summary Plan Description is deleted in its entirety and amended to read as follows:

D. When Do My Benefits Become Vested?

You cannot have any partially vested interest in your Credit Account. Your interest in your Credit Account shall become totally nonforfeitable or vested under the following circumstances:

1. upon your completion of at least two hundred (200) Hours of Work in a Plan Year prior to incurring a Permanent Break in Service; or
2. if you reach your Normal Retirement Date after you become a Participant in the Plan but before you incur a Permanent Break in Service; or
3. if you become Totally and Permanently Disabled after you become a Participant in the Plan but before you incur a Permanent Break in Service; or

4. if you die after you become a Participant in the Plan but before you incur a Permanent Break in Service; or
5. you complete one (1) Hour of Work on or after February 17, 2026.

Other administrative provisions related to distributions, spousal consent, and processing costs remain in effect as outlined in the Plan.

CONCLUSION

This Summary Description changes only the provisions to which it specifically refers, and any other provisions in the SPD have not been materially modified.

Board of Trustees
Operative Plasterers Local No. 7 Pension Plan