

**EIGHTH AMENDMENT TO THE  
IRON WORKERS OF WESTERN PENNSYLVANIA  
PENSION PLAN  
(As Amended and Restated effective January 1, 2015)**

This Eighth Amendment to the Iron Workers of Western Pennsylvania Pension Plan, as amended and restated effective January 1, 2015, (the “**Plan**”) is made by the Board of Trustees of the Iron Workers Pension Fund of Western Pennsylvania (the “**Trustees**”).

WITNESSETH:

WHEREAS, the Trustees previously adopted and presently maintain the Plan as amended and restated on January 1, 2015, and further amended on various subsequent dates;

WHEREAS, effective January 1, 2026, the Trustees wish to amend the determination of the age used to calculate lump sum amounts; and

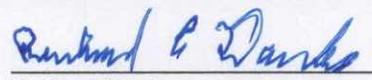
WHEREAS, under Section 9.01 of the Plan, the Trustees reserve the right to amend the Plan from time to time in any respect by action of the Trustees.

NOW, THEREFORE, the Trustees hereby amend the Plan, effective January 1, 2026, as follows:

1. Section 5.13(c)(2) of the Plan is deleted in its entirety and replaced with the following language:
  - (2) The immediate lump sum payment available under the Lump Sum Payment Option shall be calculated using the Participant’s age (in years) attained as of his Annuity Starting Date.
2. In all other respects, the provisions of the Plan are hereby ratified and confirmed, and they shall continue in full force and effect. In order to maintain the terms of the Plan in a single document, this Amendment may be incorporated into the most recent restatement of the Plan and the Table of Contents and any section numbers and section references or cross-references may be corrected and/or updated at any time.

IN WITNESS WHEREOF, pursuant to the proper approval and delegation by the Trustees, the following Employer and Union Trustees have affixed their signatures as of this 12th day of December, 2025.

  
Danielle Harshman  
Employer Trustee

  
Richard Danko  
Union Trustee