

SUMMARY ANNUAL REPORT
FOR THE BAKERY AND CONFECTIONERY UNION AND INDUSTRY
INTERNATIONAL HEALTH BENEFITS FUND

This is a summary of the annual report of the Bakery and Confectionery Union and Industry International Health Benefits Fund, EIN 53-0227042, Plan No. 501, for the period January 1, 2024 through December 31, 2024. 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).

The Joint Board of Trustees of the Bakery and Confectionery Union and Industry International Health Benefits Fund have committed themselves to pay all non-insured claims incurred under the terms of the Plan.

Insurance Information

The plan has a contract with United Healthcare Insurance Company to pay health and prescription drug claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2024 were \$6,157,459.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$272,877,738 as of December 31, 2024, compared to \$254,708,950 as of January 1, 2024. During the plan year the plan experienced an increase in its net assets of \$18,168,788. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$39,057,324, including employer contributions of \$11,258,340, participant contributions of \$147,120, realized gains of \$1,099,431 from the sale of assets, and earnings from investments of \$18,046,600, and other income of \$8,505,833.

Plan expenses were \$20,888,536. These expenses included \$3,967,793 in administrative expenses and \$16,920,743 in benefits paid to participants and beneficiaries. A total of 22,194 persons were participants in or beneficiaries of the plan at the end of the year.

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:

- an accountant's report;
- financial information;
- information on payments to service providers;
- assets held for investment;
- transactions in excess of 5% of the plan assets;
- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of Steven D. Brock who is the Manager of Administrative Services, Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, MD 20895-3960, (301) 468-3750. The charge to cover copying costs will be \$10.00 for the full annual report, or 25 cents per page for any part thereof.

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. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 10401 Connecticut Avenue, Kensington, MD 20895-3960 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.

Additional Explanation

Additional Basic Financial Statement Information: The retiree contributions of \$8,505,833 were for extended health insurance under the plan.

Información Adicional

Si tiene dificultad en la interpretación de este Sumario del Reporte Anual, por favor escriba o llama a la oficina de Steven D. Brock, que es el Director de los Servicios Administrativos de el Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, Maryland 20895-3960, (301) 468-3750.

Funds' Trustees

Following is a listing of the trustees currently serving on the boards of each Fund:

Union Trustees – Anthony Shelton (Chairman), Intl. Pres.; David Woods, Intl. Secy.-Treas.; Jason Davis, Intl. Vice Pres.; Shad Clark, Intl. Vice Pres.; Roger Miller, Intl. Vice Pres.; Zachary L. Townsend, Intl. Vice Pres.

Employer Trustees – Phil Paturzo (Secretary), Vice Pres., Labor Relations, Bimbo Bakeries, USA; Darin Torosian, Vice Pres., Human Resources, The Kroger Company; Darrell Miller, Vice Pres., Controller & Treasurer, Bimbo Bakeries, USA; Pamela DiStefano, Head of Labor Relations KNA Supply Chain, Kellogg Company