BAKERY AND CONFECTIONERY UNION AND INDUSTRY INTERNATIONAL PENSION FUND

REPORT OF SUMMARY PLAN INFORMATION

2024 Plan Year

In accordance with ERISA §104(d), the Trustees of the Bakery and Confectionery Union and Industry International Pension Fund are providing the following Report of Summary Plan Information to unions that represent Plan participants and employers obligated to contribute to the Plan.

Except as otherwise specified, all information in this Report pertains to the 2024 Plan Year.

Contribution Schedule and Benefit Formula Information

The Plan provides multiple plan benefits with corresponding contribution rates that are collectively bargained between Participating Employers and their affiliated BCTGM Local Unions. The Pension Plan Summary Plan Description and Rules and Regulations (United States) published on the Funds website at www.bctrustfunds.org contains the Pension Benefit Level Contribution Rate Charts and Examples of Pension Calculations, and the Amended and Restated Rehabilitation Plan (also available at www.bctrustfunds.org) contains the required increases in contributions under the preferred and default schedules.

Number of Contributing Employers

For the plan year ending December 31, 2024, the number of employers obligated to contribute to the Plan is 115.

Employers Contributing More than 5%, or Top-Ten Highest Contributors

During the 2024 plan year, the following employers contributed more than 5% of the total contributions to the Plan, or as one of the top-ten highest contributors (measured in dollars): Bimbo Bakeries USA, Albertson's Companies LLC, United States Bakery, Alpha Baking Company, Inc., The Kroger Company, Lewis Brothers Bakeries, Inc., See's Candies, Inc., Kellanova, Rich Products Corporation, and Tootsie Roll Industries LLC.

Participants for Whom No Contributions Were Made

The chart below sets out, for the 2024, 2023, and 2022 plan years, the number of participants with respect to whom no employer contributions were made by an employer as the participant's employer:

	2024 Plan Year	2023 Plan Year	2022 Plan Year
Participants	40,085	39,967	39,949

Plan Funding Status

The Plan was in critical status during the 2024 plan year. On November 7, 2012, the Plan's Trustees adopted a rehabilitation plan and schedules as required by 29 U.S.C. § 1085 in order to improve the financial status of the Plan. Copies of the rehabilitation plan and schedules, including subsequent restatements and amendments of the plan, are available on the Plan's website at www.bctrustfunds.org. You may also obtain a copy of these documents, as well as actuarial and financial data that demonstrate the actions taken by the Plan toward fiscal improvement, by sending your request to the Fund's Executive Director at 10401 Connecticut Avenue; Suite 300; Kensington, MD 20895-3960. The Plan received Special Financial Assistance under the American Rescue Plan Act on July, 22, 2024.

Number of Employers That Withdrew in Preceding Plan Year

During the 2023 plan year, 4 employers withdrew from the Plan in either complete or partial withdrawals. As reported on the 2024 Form 5500, the actual or estimated amount of employer withdrawal liability assessed was $7,203,039.

Transaction Information

The Plan did not merge with another plan and did not receive a transfer of the assets and liabilities of any other plan during the 2024 plan year.

Information Regarding Amortization Extension and Accounting

The Plan did not apply for or receive an amortization extension under ERISA Section 304(d) or Code Section 431(d) for the plan year. The Plan did not use the shortfall funding method (as described in ERISA Section 305) for the plan year.

Right to Additional Information

Any contributing employer or participating union under the Plan may request from the Plan Administrator, in writing, a copy of the documents listed below, but not more than one time during any one 12-month period. The administrator may charge a reasonable amount to cover the cost of providing the document requested.

- ❑ The Plan's 2024 Form 5500.
- ❑ The Plan's Summary Plan Description. (also available at www.bctrustfunds.org)
- ❑ Any Summaries of Material Modification to the Plan. (also available at www.bctrustfunds.org)