



TEAMSTERS
THIRTY FIRST
INTERNATIONAL
CONVENTION

FIVE-YEAR REPORT



TEAMSTERS 31ST INTERNATIONAL CONVENTION: FIVE-YEAR REPORT



A UNION ON OFFENSE

Over the last five years, the Teamsters Union has demonstrated what's possible when a labor organization commits itself to growth, militancy, and member-driven action.

Since 2022, the Teamsters have organized more than 100,000 new members, led more than 350 strikes, negotiated historic contracts, grown our assets to over \$1 billion, and expanded our political influence. In nearly every sector of the economy across North America, we have raised standards, protected jobs, and strengthened our union for the future.

The O'Brien-Zuckerman administration set out to build a stronger, more aggressive union — one that puts members first and never backs down from a fight. Today, the results are tangible and unmistakable. Across the United States, Canada, and Puerto Rico, workers once again see the Teamsters as a fighting union that knows how to win.

PUTTING MEMBERS BACK IN CHARGE

Power has been returned to where it rightfully belongs — with rank-and-file Teamsters.

In the last five years, members have returned to the center of every major decision. Members now serve on all bargaining committees, shape contract demands, lead organizing campaigns, and drive negotiations from start to finish.

Gone are the days of bargaining behind closed doors. Under the O'Brien-Zuckerman administration, our union has built contract campaigns that mobilize entire workforces and give members a direct voice in determining their future.

By empowering members, the Teamsters Union has created the leverage necessary to win stronger contracts and organize new workers at an unprecedented pace.



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TAKING ON CORPORATE AMERICA

No victory better demonstrated the strength of our member-focused approach than the UPS Teamsters National Master Agreement in 2023.

More than 340,000 Teamsters mobilized a year in advance and assembled a credible and breathtaking strike threat nationwide, ready to establish record picket lines if the company failed to meet members' demands. The result was the strongest contract in UPS history.

The five-year national contract eliminated the divisive two-tier 22.4 classification, created thousands of new full-time jobs, secured air conditioning and heat protections for the first time, and delivered billions of dollars in new wages and benefits. It was a victory that reverberated throughout the labor movement and demonstrated what workers can achieve when they are organized, engaged, and ready to fight.

The Teamsters also took the fight directly to Amazon. What began as a long-term organizing campaign grew into a national movement that culminated in the largest strike against Amazon in American history. Thousands of workers challenged one of the world's most powerful corporations and helped establish the Teamsters as the leading force confronting Amazon's corrupt, anti-worker business model.

These headline victories were part of a much broader effort. Teamsters secured major national agreements at Costco, DHL, TForce Freight, ABF, Carhaul, the American Red Cross, and numerous other employers.

These contract victories were backed by unprecedented support for workers on the front lines. The International Union increased strike benefits of \$1,000 per week on Day One, ensuring members had the resources necessary to sustain job actions and hold employers accountable. That commitment strengthened bargaining power across the union and sent a clear message to employers: Teamsters will stay out as long as it takes to get a strong contract.





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ORGANIZING AT HISTORIC LEVELS

Record contracts create confidence. Confidence creates growth. The more powerful contracts our union secures, the more workers want to be Teamsters. Over the last five years, more than 100,000 workers chose to become Teamsters.

Workers are joining our union because they see Teamsters delivering results. They see Teamsters taking on employers that others consider untouchable. They see workers winning better wages, stronger benefits, and greater respect on the job.

From major victories at DHL and Amazon to Corewell Health East, one of the largest organizing victories in generations, the Teamsters continue to grow in industries that will shape the future of the economy.

Every new member strengthens our collective bargaining power and expands the reach of our union. In the years ahead, the Teamsters will continue organizing in logistics, warehousing, transportation, health care, and emerging industries. We will build on gains at Amazon, strengthen enforcement at UPS, negotiate industry-leading agreements, and expand political efforts to secure laws that make it easier for workers to organize and bargain collectively.

BUILDING POLITICAL POWER

At every level of government, the Teamsters have expanded our political and legislative influence. Under the O'Brien-Zuckerman administration, Teamsters played a leading role in advancing policies that strengthen collective bargaining and protect workers' right to organize. Chief among these efforts was support for the Faster Labor Contracts Act, landmark legislation designed to help newly organized workers secure first contracts and prevent employers from delaying negotiations indefinitely. The fight for stronger labor laws remains critical to ensuring that organizing victories translate into meaningful gains on the job.



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The union has been working on both sides of the aisle to build bipartisan coalitions, proving that labor can still get things done.

Across the country, Teamsters are more engaged than ever in statehouses and city halls, advancing legislation that improves the lives of working people. We've helped lead efforts to pass warehouse worker protections, strengthen safeguards for delivery workers, repeal "right to work" laws, and push back against autonomous vehicle policies that threaten good union jobs and public safety.

At the same time, elected officials and Presidential candidates increasingly sought opportunities to engage directly with the Teamsters, recognizing the growing political influence of our union and the workers we represent.

GROWING AND PROTECTING OUR FINANCES

The achievements of the last five years were made possible by a union that is financially strong and strategically positioned for continued growth. Under General Secretary-Treasurer Fred Zuckerman, the International Brotherhood of Teamsters now maintains more than \$1 billion in assets. While supporting major organizing campaigns, prolonged strikes, and aggressive contract enforcement efforts, the Teamsters Strike and Defense Fund remains robust and continues to grow.

Careful stewardship of union resources has allowed the Teamsters to invest in organizing, bargaining support, training, communications, and strike readiness while maintaining long-term financial stability.

Fiscal strength gives the Teamsters the ability to match our ambition with action.

Over the last five years, the union supported and conducted more than 350 strikes. Workers took action against employers large and small to secure fair contracts and defend industry standards.





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To strengthen those efforts, the International Union increased strike benefits to \$1,000 per week — providing members with the support necessary to stand their ground and win.

PREPARING FOR FUTURE FIGHTS

The Teamsters enter the next chapter larger, stronger, and more influential than at any point in recent memory. The work, however, is far from complete.

The story of the last five years is fueled by the endless achievements of the membership. The O'Brien-Zuckerman administration has proven that growth and militancy go together and reinforce one another. Every organizing victory strengthens bargaining power. Every strong contract creates new organizing opportunities. Every successful strike and contract victory reminds workers everywhere that collective action works.

The next five years are bound to be even more consequential. The Teamsters Union is ready to take on any employer, organize any workplace, and restore pride to working people everywhere.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

CONSOLIDATED FINANCIAL STATEMENTS

FIVE YEARS ENDED DECEMBER 31, 2025 AND 2020

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INDEPENDENT AUDITOR'S REPORT

Members of the General Executive Board of the
International Brotherhood of Teamsters

Opinion

We have audited the consolidated financial statements of the International Brotherhood of Teamsters (the International Union), which comprise the consolidated statements of financial position as of December 31, 2025 and 2020, and the related consolidated statements of activities and cash flows for the periods January 1, 2021 through December 31, 2025 and January 1, 2016 through December 31, 2020, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated statements of financial position of the International Union as of December 31, 2025 and 2020, and the changes in its net assets and its cash flows for the periods January 1, 2021 through December 31, 2025 and January 1, 2016 through December 31, 2020, in conformity with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of the International Union and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Union's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report on our consideration of the International Brotherhood of Teamsters' internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the International Brotherhood of Teamsters' internal control over financial reporting and compliance.

Novak Francella LLC

Bala Cynwyd, Pennsylvania
May 13, 2026

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

	December 31, 2025	December 31, 2020
ASSETS		
Cash and cash equivalents	\$ 90,374,605	\$ 48,906,624
Receivables, net		
Trade	22,511,515	21,221,439
Grants and contributions	497,800	342,312
Accrued investment income	314,138	2,918
Due from/(to) related entities	63,003	279,912
Other	4,612	232,940
Investments	546,565,863	355,471,573
Loan to related entity	-	3,000,000
Inventories	325,815	357,790
Prepaid expenses	1,200,359	718,490
Security deposits and other	1,273,540	549,183
Property and equipment, net	35,879,947	37,946,062
Leases - Right-of-use assets, net	2,524,390	-
Postretirement benefit asset	28,983,733	32,663,076
	<u>\$ 730,519,320</u>	<u>\$ 501,692,319</u>
Total assets		
	<u>\$ 730,519,320</u>	<u>\$ 501,692,319</u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts payable and accrued expenses	\$ 29,904,036	\$ 24,759,849
Special fundraising events deferred revenue	1,883,596	-
Lease obligations	2,524,390	-
Accrued postretirement benefits cost	699,341	1,003,058
	<u>35,011,363</u>	<u>25,762,907</u>
Total liabilities		
	<u>35,011,363</u>	<u>25,762,907</u>
NET ASSETS		
Without donor restrictions	687,216,329	475,088,659
With donor restrictions	8,291,628	840,753
Total net assets	<u>695,507,957</u>	<u>475,929,412</u>
	<u>695,507,957</u>	<u>475,929,412</u>
Total liabilities and net assets	<u>\$ 730,519,320</u>	<u>\$ 501,692,319</u>
	<u>\$ 730,519,320</u>	<u>\$ 501,692,319</u>

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

CONSOLIDATED STATEMENTS OF ACTIVITIES

	Five Years Ended December 31, 2025		
	Without Donor Restrictions	With Donor Restrictions	Total
REVENUE AND OTHER SUPPORT			
Per capita and initiation fees	\$ 1,052,933,754	\$ -	\$ 1,052,933,754
Grants and contributions	15,910,190	2,664,182	18,574,372
Special fund raising events	-	9,090,223	9,090,223
Affinity program	14,415,655	-	14,415,655
Investment income, net	132,631,156	349,963	132,981,119
Sales of supplies, net	78,108	-	78,108
Gain (loss) on disposal of property and equipment	15,675	-	15,675
Other	931,771	-	931,771
Net assets released from restrictions	-	-	-
Total revenue	<u>1,216,916,309</u>	<u>12,104,368</u>	<u>1,229,020,677</u>
EXPENSES			
Program services			
Member services			
Communications, magazine and public relations	98,702,071	-	98,702,071
Financial assistance to affiliates	88,539	-	88,539
Industry trade division and relations	158,444,496	-	158,444,496
Strike and defense	167,108,783	-	167,108,783
Research, education and training	58,745,857	-	58,745,857
Retiree relations, scholarships and other	112,021	2,055,000	2,167,021
Organizing	125,675,204	-	125,675,204
Other	52,867,053	683,452	53,550,505
Affiliation fees	52,509,322	-	52,509,322
Government affairs	61,158,256	-	61,158,256
Legal and litigation	38,436,251	-	38,436,251
Civil RICO	36,422,807	-	36,422,807
Teamsters Affiliates Pension Fund	50,000,000	-	50,000,000
Convention	5,216,131	-	5,216,131
Total program services expenses	<u>905,486,791</u>	<u>2,738,452</u>	<u>908,225,243</u>
Supporting services			
Administration and governance	50,231,303	342,758	50,574,061
Fundraising	-	1,572,283	1,572,283
Total expenses	<u>955,718,094</u>	<u>4,653,493</u>	<u>960,371,587</u>

See accompanying notes to consolidated financial statements.

Five Years Ended December 31, 2020

Without Donor Restrictions	With Donor Restrictions	Total
\$ 926,747,230	\$ -	\$ 926,747,230
17,812,793	2,529,298	20,342,091
-	732,710	732,710
15,559,805	-	15,559,805
96,027,725	2,319,772	98,347,497
165,108	-	165,108
(7,911)	-	(7,911)
2,395,696	83,047	2,478,743
547,387	(547,387)	-
<u>1,059,247,833</u>	<u>5,117,440</u>	<u>1,064,365,273</u>
50,200,199	-	50,200,199
455,876	-	455,876
177,357,843	-	177,357,843
55,861,846	-	55,861,846
83,163,738	-	83,163,738
545,182	2,485,285	3,030,467
98,823,029	-	98,823,029
52,604,640	984,326	53,588,966
54,680,183	-	54,680,183
59,386,279	-	59,386,279
28,509,453	-	28,509,453
39,499,698	-	39,499,698
64,500,004	-	64,500,004
7,694,194	-	7,694,194
<u>773,282,164</u>	<u>3,469,611</u>	<u>776,751,775</u>
44,992,146	118,031	45,110,177
-	241,143	241,143
<u>818,274,310</u>	<u>3,828,785</u>	<u>822,103,095</u>

	Five Years Ended December 31, 2025		
	Without Donor Restrictions	With Donor Restrictions	Total
CHANGE IN NET ASSETS BEFORE DECONSOLIDATION	\$ 261,198,215	\$ 7,450,875	\$ 268,649,090
DECONSOLIDATION OF ENTITY, HOFFA SCHOLARSHIP FUND	-	-	-
CHANGES IN NET ASSETS	261,198,215	7,450,875	268,649,090
NET ASSETS			
Beginning of period	475,088,659	840,753	475,929,412
Other pension and postretirement adjustments	(49,070,545)	-	(49,070,545)
End of period	<u>\$ 687,216,329</u>	<u>\$ 8,291,628</u>	<u>\$ 695,507,957</u>

See accompanying notes to consolidated financial statements.

Five Years Ended December 31, 2020		
Without Donor Restrictions	With Donor Restrictions	Total
\$ 240,973,523	\$ 1,288,655	\$ 242,262,178
-	(17,678,603)	(17,678,603)
240,973,523	(16,389,948)	224,583,575
236,428,267	17,230,701	253,658,968
(2,313,131)	-	(2,313,131)
<u>\$ 475,088,659</u>	<u>\$ 840,753</u>	<u>\$ 475,929,412</u>

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

CONSOLIDATED STATEMENTS OF CASH FLOWS

	Five Years Ended December 31, 2025	Five Years Ended December 31, 2020
CASH FLOWS PROVIDED BY (USED FOR) OPERATING ACTIVITIES		
Cash received from		
Affiliated conferences, joint councils, and local unions	\$ 1,048,727,397	\$ 922,783,040
Investment income	71,132,867	47,674,914
Other revenue and reimbursements	46,401,000	38,604,268
Net cash received	<u>1,166,261,264</u>	<u>1,009,062,222</u>
Cash disbursed to		
Service providers, suppliers, vendors and others	(836,229,537)	(820,033,003)
Affiliated conferences, joint councils and local unions	(46,507,374)	(39,519,831)
Members for benefits under Strike Benefit Asst. Program	(106,704,640)	(7,372,309)
Net cash disbursed	<u>(989,441,551)</u>	<u>(866,925,143)</u>
Net cash provided by operating activities	<u>176,819,713</u>	<u>142,137,079</u>
CASH FLOWS PROVIDED BY (USED FOR) INVESTING ACTIVITIES		
Proceeds from sale or redemption of investments	715,646,207	390,734,363
Purchase of investments	(845,557,779)	(521,786,313)
Purchase of fixed assets	(9,516,080)	(13,292,413)
Disposals of fixed assets	1,066,797	3,097,284
New loans to affiliates	(280,000)	(150,000)
Payment of loans by affiliates	289,123	244,487
Loan to related entity	-	(3,000,000)
Loan repayment from related entity	3,000,000	-
Net cash used for investing activities	<u>(135,351,732)</u>	<u>(144,152,592)</u>
NET INCREASE (DECREASE) IN CASH	41,467,981	(2,015,513)
CASH AND CASH EQUIVALENTS		
Beginning of period	<u>48,906,624</u>	<u>50,922,137</u>
End of period	<u><u>\$ 90,374,605</u></u>	<u><u>\$ 48,906,624</u></u>

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

FIVE YEARS ENDED DECEMBER 31, 2025 AND 2020

NOTE 1. NATURE OF OPERATIONS

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Per capita taxes, grants, and royalties are accounted for as exchange transactions. Net assets are classified as net assets without donor restrictions and with donor restrictions. Net assets are generally reported as net assets without donor restrictions unless assets are received from donors with explicit stipulations that limit the use of the asset.

Net assets without donor restrictions - Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of International Union's General Executive Board and Management.

Board-designated net assets - Net assets that are not subject to donor-imposed restrictions but are subject to self-imposed limits by the action of the General Executive Board of the International Union. These net assets may be used at the discretion of the International Union's General Executive Board.

Net assets with donor restrictions - Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the International or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity. Donor restricted net assets are "released from restrictions" when the amounts are expended for the purpose specified.

Consolidation and Fund Accounting - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities in the following funds:

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Program Services

General Fund - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation formed to be a title holding corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Also included in the General Fund are funds designated for organizing activities. Ten percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada, is designated for organizing activities. Per capita taxes are accounted for as exchange transactions. Funds designated for organizing activities for the Brotherhood of Locomotive Engineers and Trainmen, and Brotherhood of Maintenance of Way Employees Division are governed by the applicable merger agreements.

Strike and Defense Fund - The Strike and Defense Fund was created in 2002 to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective bargaining agreements, enforce collective bargaining agreements, and support members who have been locked out by their employers. Fifteen percent of per capita tax received by the International Union, excluding the amounts received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, are transferred to the Strike and Defense Fund. Participation in the Strike and Defense Fund for the Brotherhood of Locomotive Engineers and Trainmen Division, and Brotherhood of Maintenance of Way Employees Division are governed by the applicable merger agreements. The net assets of the Strike and Defense Fund are considered board designated net assets as prescribed by the International Union constitution.

Teamsters Scholarship Fund - The Teamsters Scholarship Fund represents the accounts and activities of the International Brotherhood of Teamsters Scholarship Fund, Inc., a related organization under the International Union's control. The Fund was incorporated on June 28, 2022 and began operations shortly thereafter for the purpose of raising funds and awarding scholarships to dependents of active and retired members of the International Union in order to enable the recipients to attend accredited post-secondary educational and vocational institutions. The funding for scholarships is provided by voluntary contributions to the Fund, the net proceeds of annual fund raising events, and the sale of promotional materials. As a form of financial assistance to the Teamsters Scholarship Fund, the International Union provides facilities, management, administrative, accounting, and clerical assistance. The net assets of the Teamsters Scholarship Fund are considered donor-restricted as prescribed by the Scholarship Fund's by-laws.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Hoffa Scholarship Fund - The Hoffa Scholarship Fund represents the accounts and activities of the James R. Hoffa Memorial Scholarship Fund, Inc., formerly a related organization under the International Union's control. Effective January 1, 2018, the Hoffa Scholarship Fund Board of Directors decided to separate the Scholarship Fund from the International Union's control. Some of the Scholarship Fund's Board of Directors are International Union officers and employees; however, it operated as a separate, segregated fund of the International Union, until it deconsolidated in 2018. The transfer of net assets is reflected on the consolidated statement of activities.

Teamster Disaster Relief Fund - The Teamster Disaster Relief Fund represents the accounts and activities of the Teamster Disaster Relief Fund, a related organization under the International Union's control. The Fund was incorporated in September 1992 and began operations in 1992 for the purpose of providing monetary and non-monetary relief directly or indirectly to individuals who are victims of hurricane, flood, earthquake, fire, accident, or other disaster. Funding is provided by monetary and non-monetary contributions from individuals or organizations affiliated with the International Union and the general public. As a form of financial assistance to the Disaster Relief Fund, the International Union provides facilities, management, administrative, accounting, and clerical assistance.

Supplemental Benefits Trust - The Supplemental Benefits Trust represents the accounts and activities of the International Brotherhood of Teamsters Supplemental Benefits Trust, a financially inter-related organization under the International Union's control. The Trust was established on January 1, 2003, to serve as a vehicle for the coordination of several credit card, insurance, and other programs offered to members of the International Union and their families by third party vendors. The Trust is funded primarily through royalty payments payable in accordance with the provisions of various agreements between the International Union and third party vendors which have been assigned by the International Union to the Trust.

Support Services

General and Administrative - This supporting service category includes the functions necessary to secure the proper administrative functioning of the International Union's governing board, maintain an adequate working environment, and manage financial responsibilities of the International Union.

Cash and Cash Equivalents - Cash and cash equivalents consist of amounts held in demand deposit accounts and money market accounts.

Inventory - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Investments and Income Recognition - Investments in common stock, mutual funds, and money market mutual funds are carried at fair value as provided by the custodial bank, which generally represents quoted market prices or the net asset value of the mutual fund as of the last business day of the year. The collective trust funds, hedge fund of funds, and private equity hedge fund are carried at net asset value as reported by the investment manager, partnership, or trust based on the current market values of the underlying assets of the fund. Purchases and sales of securities are recorded on a trade-date basis. Interest and dividend income are recorded when received. Realized and unrealized gains (losses) on investments includes the International Union's gains and losses on investments bought and sold as well as held during the year.

Property and Equipment - Property and equipment are carried at cost. Major additions are capitalized, while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense are computed using the straight line method over the following estimated useful lives of the assets:

Building and improvements	39 years
Data processing equipment	5 years
Office equipment and capitalized software	3-10 years
Furniture and fixtures	10 years
Automobiles	5 years

Canadian Currency - The International Union maintains checking and savings accounts in Canada as well as the United States. For consolidated financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

Funds received and disbursed in Canada are stated in U.S. dollars based on the average exchange rates in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities.

Leases - The International Union is required to recognize a right-of-use model (ROU) asset and lease liability on the consolidated statement of financial position for all leases with a term longer than 12 months. ROU assets represent the lessee's right to control the use of the leased asset during the lease. Leases will be classified as finance or operating, with classification affecting the pattern and classification of expense recognition in the consolidated statement of activities. Lease liabilities represent the present value of the future lease payments over the expected lease term. The present value of the lease liability is determined using the incremental borrowing rate at the lease inception. Over the lease term, the International Union uses the effective interest rate method to account for the lease liability as lease payments are made and the ROU asset is amortized into expenses in a manner that results in a straight-line expense recognition in the consolidated statement of activities. As of December 31, 2025, the International Union has classified its existing leases as both operating and finance leases.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Use of Estimates in the Preparation of Financial Statements - The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Financial Presentation - The International Union's consolidated financial statements present its net assets, revenues, expenses, gains, and losses, classified between net assets without donor restrictions and net assets with donor restrictions, based on the existence or absence of donor-imposed restrictions.

Reclassifications - Certain reclassifications have been made to prior period amounts to conform to the current period presentation.

NOTE 3. TAX STATUS

The International Union is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union, resulting in no net income or loss.

The Teamsters Scholarship Fund, Teamster Disaster Relief Fund, and Hoffa Scholarship Fund are exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code and are reasonably expected to be publicly supported organizations and not private foundations. The Funds are subject to tax derived from unrelated business activities.

The Supplemental Benefits Trust is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the International Union and recognize a tax liability if the International Union has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. The International Union is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of the International Union.

NOTE 4. TRADE RECEIVABLES

Trade receivables consist of the following at December 31, 2025 and December 31, 2020:

	<u>December 31, 2025</u>	<u>December 31, 2020</u>
Per capita and initiation fees	\$ 21,091,780	\$ 20,323,277
Unsecured notes receivable	250,000	95,099
Affinity programs	962,030	573,169
Other	<u>207,705</u>	<u>229,894</u>
	<u>\$ 22,511,515</u>	<u>\$ 21,221,439</u>

Trade receivables consist primarily of amounts due for per capita and initiation fees. The International determines the allowance for uncollectible accounts receivable based on historical experience, an assessment of economic conditions, and a review of subsequent collections. For the years ended December 31, 2025 and 2020, management considers there to be no uncollectible accounts receivable.

The amount due from the Strike and Defense Fund is recorded as a liability of the Strike and Defense Fund on the Consolidated Statement of Financial Position. It was eliminated in consolidation.

NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS

The International Union places its cash and cash equivalents with various financial institutions deemed creditworthy. Cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 in a single bank. As of December 31, 2025, the International Union's cash in excess of FDIC insurance coverage totaled \$18,289,099.

The International Union has cash held in Amalgamated Bank and United Bank - IntraFi Cash Service (ICS) custodian accounts which provides a service designed to protect large deposits in excess of the FDIC insured limit by placing deposits in smaller amounts at multiple banks within the FDIC insured limits. At December 31, 2025, the International Union had \$60,017,777 held in the ICS custodian account.

The International Union places its cash and cash equivalents with a Canadian financial institution deemed creditworthy. Canadian cash balances are insured by the Canada Deposit Insurance Corporation (CDIC) up to \$100,000 in a single bank. As of December 31, 2025, the International Union's cash in the Canadian financial institution in excess of CDIC insurance coverage totaled \$3,627,635 in Canadian dollars (approximately \$2,642,712 in U.S. dollars).

The Teamsters Scholarship Fund maintains its cash with Amalgamated Bank - IntraFi Cash Service (ICS) custodian account which provides a service designed to protect large deposits in excess of the FDIC insured limit by placing deposits in smaller amounts at multiple banks within the FDIC insured limits. At December 31, 2025, the Scholarship Fund had \$8,682,248 held in the ICS custodian account.

NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS (continued)

The Teamster Disaster Relief Fund maintains cash primarily with the same financial institution. As of December 31, 2025, the Teamsters Disaster Relief Fund's cash in excess of FDIC insurance coverage totaled \$493,892.

The Supplemental Benefits Trust maintains its cash with Amalgamated Bank - IntraFi Cash Service (ICS) custodian account which provides a service designed to protect large deposits in excess of the FDIC insured limit by placing deposits in smaller amounts at multiple banks within the FDIC insured limits. At December 31, 2025, the Scholarship Fund had \$1,285,638 held in the ICS custodian account.

NOTE 6. GRANTS RECEIVABLE

Amounts due under grant agreements with the U.S. Government at December 31, 2025 and December 31, 2020 totaled \$497,800 and \$342,312, respectively, and are due to be received within one year from the financial statement date.

NOTE 7. INVESTMENTS

The fair value and cost of investments held by the International Union is summarized below:

	December 31, 2025		December 31, 2020	
	Cost	Fair Value	Cost	Fair Value
Common stock	\$ 517,910	\$ 2,595,860	\$ 587,896	\$ 2,249,639
Mutual fund - equity	9,615,578	17,033,180	44,080,230	82,105,709
Mutual funds - fixed income	99,976,404	96,066,471	252,546,611	262,944,092
Money market mutual fund	9,744,319	9,744,319	8,172,133	8,172,133
Collective trust funds	279,541,373	356,443,875	-	-
Hedge fund of funds	13,000,000	17,992,508	-	-
Private equity hedge fund	41,941,088	46,689,650	-	-
	<u>\$ 454,336,672</u>	<u>\$ 546,565,863</u>	<u>\$ 305,386,870</u>	<u>\$ 355,471,573</u>

Net investment income consisted of the following:

	Five Years Ended December 31, 2025	Five Years Ended December 31, 2020
Interest and dividends	\$ 71,443,791	\$ 47,674,909
Net realized and unrealized (loss) gain on investments	62,577,989	51,421,425
Investment expenses	<u>(1,040,661)</u>	<u>(748,837)</u>
	<u>\$ 132,981,119</u>	<u>\$ 98,347,497</u>

NOTE 8. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the International Union has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

	Fair Value Measurements at December 31, 2025			
	Total	Level 1	Level 2	Level 3
Common stock	\$ 2,595,860	\$ 2,595,860	\$ -	\$ -
Mutual fund - equity	17,033,180	17,033,180	-	-
Mutual funds - fixed income	96,066,471	96,066,471	-	-
Money market mutual fund	9,744,319	9,744,319	-	-
Total assets in the fair value hierarchy	125,439,830	<u>\$ 125,439,830</u>	<u>\$ -</u>	<u>\$ -</u>
Investments measured at NAV	<u>421,126,033</u>			
Total investments	<u>\$ 546,565,863</u>			

NOTE 8. FAIR VALUE MEASUREMENTS (continued)

	Fair Value Measurements at December 31, 2020			
	Total	Level 1	Level 2	Level 3
Common stock	\$ 2,249,639	\$ 2,249,639	\$ -	\$ -
Mutual fund - equity	82,105,709	82,105,709	-	-
Mutual funds - fixed income	262,944,092	262,944,092	-	-
Money market mutual fund	8,172,133	8,172,133	-	-
	<u>\$ 355,471,573</u>	<u>\$ 355,471,573</u>	<u>\$ -</u>	<u>\$ -</u>

In accordance with ASU 2015-07 Fair Value Measurement (820), Disclosures for Investments in Certain Entities that calculate Net Asset Value per Share (or Its Equivalent), investments that are measured at fair value using the net asset value per share (or Its Equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the consolidated statement of financial position.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the years ended December 31, 2025 and 2020, there were no transfers in or out of levels 1, 2, or 3.

The unfunded commitments, redemption frequency information and redemption notice periods for the investments measured at fair value using the Net Asset Value per Share (or Its Equivalent) practical expedient are as follows:

	2025 Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective trust funds:				
BNYM Mellon AFL-CIO SL				
Broad Market Stock Index Fund *	\$ 229,632,233	\$ -	Daily	N/A
BNYM Mellon AFL-CIO SL				
Int'l Stock Index Fund	33,046,989	-	Daily	N/A
JP Morgan Core Bond Fund	93,764,653	-	Daily	N/A
Hedge fund of funds:				
ABS Direct Equity Fund LLC -				
Emerging Markets	17,992,508	-	Monthly	90 Days
Private equity hedge fund:				
Neuberger Berman Strategic				
Multi-Sector Fixed Income Fund	46,689,650	-	Monthly	5 Days
	<u>\$ 421,126,033</u>	<u>\$ -</u>		

* Represents approximately 33% of consolidated net assets at December 31, 2025.

NOTE 8. FAIR VALUE MEASUREMENTS (continued)

The ABS Direct Equity Fund (the Fund) is stated at estimated fair value, as reported by the Fund's management. The Fund invests primarily in equity investment funds, offshore funds and other entities. The International Union's share of the net asset value of the Fund is based upon the proportionate share of the total contributed capital.

The Neuberger Berman Strategic Multi-Sector Fixed Income Fund LLC (the Fund) is a Delaware limited liability company and 103-12 investment entity (direct filing entity). The investment objectives of the Fund are to seek current income with a secondary objective of long-term capital appreciation by investing primarily in a diversified mix of fixed rate and floating rate debt securities.

NOTE 9. PROPERTY AND EQUIPMENT

Property and equipment held by the International Union consists of the following:

	<u>December 31, 2025</u>	<u>December 31, 2020</u>
Land - headquarters	\$ 794,117	\$ 794,117
Headquarters building	61,748,579	53,545,329
Leasehold improvements	26,343	26,000
Furniture and fixtures	5,842,833	5,460,660
Equipment	5,818,211	4,830,859
Data processing equipment	2,837,061	2,911,457
Computer software	7,200,645	7,111,196
Automobiles	356,793	146,060
Work in process	<u>2,578,205</u>	<u>4,260,062</u>
	87,202,787	79,085,740
Less accumulated depreciation	<u>(51,322,840)</u>	<u>(41,139,678)</u>
Net property and equipment	<u>\$ 35,879,947</u>	<u>\$ 37,946,062</u>

Depreciation expense for the five years ended December 31, 2025 and December 31, 2020 totaled \$11,192,674 and \$10,389,121, respectively.

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN

The Teamster Affiliates Pension Plan (the Plan) provides defined benefits to eligible officers and employees of the International Union's affiliates.

The General Executive Board elected to curtail the Plan effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the Plan was amended to allow the affiliates to contribute on behalf of their employees. For those participants whose employer continued to contribute, benefits were not frozen until December 31, 2001.

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN (continued)

Effective January 1, 2002, no additional retirement or other benefit will be accrued under this Plan by any participant of the Plan. Any participation agreement which may have been submitted by an affiliate to, and accepted by, the Trustees of this Plan at any time on or after January 1, 1995, was terminated effective January 1, 2002, and no contributions were accepted by the Trustees from an affiliate on behalf of a participant employed by that affiliate with respect to any period of time beginning on or after January 1, 2002.

No individual who was initially employed by an affiliate on or after January 1, 2002, was eligible to become a participant of the Plan. No compensation that was received by a participant of the Plan with respect to any period of time beginning on or after January 1, 2002, was considered to be the earnings of that participant for purposes of the Plan. Any periods of credited service and/or vesting service earned by a participant on or after January 1, 2002, shall continue to be used to determine the eligibility of that participant to receive a retirement or other benefit under this Plan, but shall not be used to determine the amount of any retirement or other benefit which that participant may otherwise be entitled to receive under this Plan.

Prior to January 1, 2008, the International Union accounted for the Teamster Affiliates Pension Plan in accordance with "Compensation-Defined Benefit Plans." Under the provisions of the Pension Protection Act of 2006, the International Union was able to convert the Plan from a multiple employer plan to a multiemployer plan. As a result of this conversion, the International Union accounts for the Plan in accordance with "Compensation - Multiemployer Plans."

In August 2008, the Pension Benefit Guaranty Corporation (PBGC) granted the Plan multiemployer status under ERISA Section 3(37)(G)(i)(II). The PBGC's determination was, in part, based on the commitment made by the International Brotherhood of Teamsters (IBT) to maintain the Plan. The IBT has continued to make the minimum required contributions to the Plan each year as recommended by the Plan's actuary.

The International Union contributes to one multiemployer defined benefit pension plan. The risk of participating in a multiemployer defined benefit pension plan is different from a single-employer plan in the following aspects:

- a. Assets contributed to the multiemployer defined benefit pension plan by one employer may be used to provide benefits to employees of other participating employers.
- b. If a participating employer stops contributing to the multiemployer defined benefit pension plan, the unfunded obligations of the multiemployer defined benefit pension plan may be borne by the remaining participating employers.
- c. If the International Union chooses to stop participating in the multiemployer defined benefit pension plan, the International Union may be required to pay the multiemployer defined benefit pension plan an amount based on the underfunded status of the multiemployer defined benefit pension plan, referred to as a withdrawal liability.

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN (continued)

The International Union's participation in the multiemployer defined benefit pension plan for the annual period ended December 31, 2025 is outlined in the table below. The zone status is based on information that the International Union has received from the multiemployer defined benefit pension plan and is certified by the multiemployer defined benefit pension plan's actuary.

Among other factors, pension plans in the red zone are generally less than 65 percent funded, pension plans in the yellow zone are less than 80 percent funded, and pension plans in the green zone are at least 80 percent funded.

Legal Name of Pension Plan	Pension Plan's Employer Identification Number	Pension Plan's Plan Number	Zone Status	Extended Amortization Provisions Used?	Expiration Date of Collective Bargaining Agreement?
The Teamster Affiliates Pension Plan	52-6128127	333	Green as of 12/31/25	No	N/A

Legal Name of Pension Plan	Contributions to the Pension Plan	Contributions to the Pension Plan greater than 5% of total Pension Plan Contributions (Plan year ending)	Employer Contribution Rates	Number of Active Participants being Contributed for
	12/31/2025		12/31/2025	12/31/2025
The Teamster Affiliates Pension Plan	\$ -	Yes	N/A	223

Legal Name of Pension Plan	Funding Improvement Plan or Rehabilitation Plan Implemented or Pending?	Surcharge paid to Pension Plan by IBT?	Minimum contributions required in future by CBA, statutory requirements, or other contractual	
			No?	If yes, description
The Teamster Affiliates Pension Plan	No	No	No	N/A

For the Plan year beginning January 1, 2013, the Plan was certified as endangered status under the Pension Protection Act of 2006. The Board of Trustees of the Plan adopted a funding improvement plan to increase the funding percentage of the Plan which meets all of the statutory and regulatory requirements for a funding improvement plan effective as of January 1, 2013.

The funding improvement plan called for the IBT to make annual contributions to the Plan beginning January 1, 2014 and ending December 31, 2024 in the amounts recommended by the actuary and approved by the IBT's General Executive Board. As of January 1, 2020, the Plan was certified Neither Endangered nor Critical. It is no longer obligated to fulfill the Funding Improvement Plan.

The Plan's actuary has certified that the Funding Standard Account (FSA) credit balance is projected to be positive for at least seven years and no minimum required contributions are due. The Plan is expected to receive \$0 from the IBT for the year ended December 31, 2026.

NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan (the Plan), a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Plan. Benefits provided by this Plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan, based on the advice of consulting actuaries.

The International Union reports in accordance with Financial Accounting Standards Board “Compensation-Defined Benefit Plans” which requires that the full funding status of defined benefit pension and other postretirement plans be recognized on the statement of consolidated financial position as an asset (for overfunded plans) or as a liability (for underfunded plans).

The following are the balances as of or for the year ended December 31, 2025 as provided by the Plan’s actuary:

Projected benefit obligation	\$ (148,371,797)
Fair value of plan assets	<u>177,355,530</u>

Funded status	<u>\$ 28,983,733</u>
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Accumulated benefit obligation	<u>\$ (123,711,743)</u>
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Amounts recognized in the statement of financial position:	
Assets	<u>\$ 28,983,733</u>

Amounts in net assets not recognized as components	
of net periodic benefit cost:	
Accumulated net (loss) gain	\$ (65,603,568)
Prior service (costs) credit	<u>(7,166,913)</u>
	<u>\$ (72,770,481)</u>

	<u>Pension Expense</u>	<u>Pension Obligation</u>
Weighted-average assumptions:		
Discount rate	5.50%	5.50%
Expected return on plan assets	6.50%	-
Rate of compensation increase	4.75%	4.75%

Employer contributions	<u>\$ 16,000,000</u>
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Benefits paid	<u>\$ 13,360,214</u>
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Service cost included as expense in the consolidated statement of activities	<u>\$ 7,228,498</u>
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Total adjustment recognized in other comprehensive income - (increase) decrease in net assets	<u>\$ (16,550,302)</u>
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NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN (continued)

The International Union's expected contribution to the Plan for the year ended December 31, 2026 is \$8,100,000. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2026	\$ 12,732,366
2027	12,794,327
2028	12,598,079
2029	12,223,987
2030	12,047,860
Aggregate for five years beginning 2031	57,347,839

The Plan's expected long-term rate of return on assets assumption is 6.50%. As defined in Financial Accounting Standards Board "Compensation-Defined Benefit Plans," this assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation. The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

The Plan's overall investment strategy is to invest in securities that will meet or exceed an absolute return of 6.50%. In order to meet its needs, the Plan's investment strategy is to emphasize total return primarily by emphasizing long-term growth of principal while avoiding excessive risk and; secondly, by achieving returns in excess of the rate of inflation over the investment horizon in order to preserve purchasing power of Plan assets.

The Plan's goal is to maintain the following allocation ranges for investments:

Public Domestic Equity	33% - 53%
Public International Equity	0% - 15%
Private Equity	0% - 10%
Real Estate	0% - 10%
Fixed Income	19% - 40%
Infrastructure	0% - 10%
Cash	0% - 5%

The major classes of plan investments at December 31, 2025 are:

	<u>Fair Value</u>
Mutual funds	\$ 24,673,826
Collective trust funds	110,499,090
Limited partnerships	29,887,770
Hedge fund	5,536,156
Short term investments	<u>7,426,406</u>
	<u>\$ 178,023,248</u>

NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN (continued)

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

	Fair Value Measurements at December 31, 2025			
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 24,673,826	\$ 24,673,826	\$ -	\$ -
Short term investments	7,426,406	7,426,406	-	-
Total assets in the fair value hierarchy	32,100,232	\$ 32,100,232	\$ -	\$ -
Investments measured at NAV	145,923,016			
Total investments	<u>\$ 178,023,248</u>			

In accordance with ASU 820-10, investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in that table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of net assets available for benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN (continued)

For the year ended December 31, 2025 there were no transfers between levels 1, 2, or 3.

The unfunded commitments, redemption frequency and redemption notice periods for the investments measured at fair value using the Net Asset Value per Share (or Its Equivalent) practical expedient are as follows at December 31, 2025:

	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Collective trust funds:				
BNY Mellon AFL-CIO SL				
Int'l Stock Index Fund	\$ 12,388,064	\$ -	Daily	N/A
BNY Mellon AFL-CIO SL				
Large Cap Index Fund	75,086,708	-	Daily	N/A
JP Morgan Core Bond Fund	23,024,318	-	Daily	N/A
Limited partnerships:				
PGIM Real Estate Trust				
US Debt Fund, LP	13,349,096	-	Monthly	90 days
Blackstone Infrastructure				
V Feeder, LP	12,830,877	-	Quarterly*	90 days
Pennet Park Senior				
Credit Fund, LP	3,707,797	1,543,238	Monthly	90 days
Hedge fund of funds:				
ABS Direct Equity Fund LLC-				
Emerging Markets	<u>5,536,156</u>	<u>-</u>	Quarterly	45 days
	<u>\$ 145,923,016</u>	<u>\$ 1,543,238</u>		

* Limited Partner's units are subject to a 3 year lock-up.

The ABS Direct Equity Fund (the Fund) is stated at estimated fair value, as reported by the Fund's management. The Fund invests primarily in equity investment funds, offshore funds and other entities. The Plan's share of the net asset value of the Fund is based upon the proportionate share of the total contributed capital.

PGIM Real Estate U.S. Debt Fund, L.P. (the "Partnership") is a Delaware limited partnership organized for the purpose of investing in real estate debt and debt-like investments. The Partnership is an open-end, commingled fund, in which PGIM, Inc. ("PGIM"), an indirectly owned subsidiary of Prudential Financial Inc., ("PFI"), participates as the sole member of PGIM Real Estate U.S. Debt Fund GP, LLC, the Partnership's general partner ("General Partner"). The Partnership was formed on May 9, 2017 and commenced operations on July 18, 2017. The Partnership invests substantially all of its assets through its investments in PGIM Real Estate U.S. Debt Fund REIT, LLC (the "REIT"), a subsidiary owned by the Partnership and the preferred unit holders. The common interest of the REIT is wholly owned by the Partnership.

NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN (continued)

The Pennant Park Senior Credit Fund II ERISA Levered Feeder, LP invests in floating-rate senior secured loans in the core middle market. The fund emphasizes capital preservation and features investments with relatively conservative underwriting metrics and important structural protections including financial covenants.

The Plan is a limited partner in the Blackstone Infrastructure Partners - V Feeder L.P. and has committed to contribute capital up to \$9,000,000 to the partnership. The General Partner gives notice to each Limited Partner each time a capital contribution is to be paid to the partnership. The partnership is an open-ended Fund primarily focused on a mixture of real estate investment assets which include logistics, knowledge center office buildings, and residential housing.

NOTE 12. TEAMSTERS NATIONAL 401(K) SAVINGS PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan (the Plan). Beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the Plan through payroll deductions. Participants may contribute up to 89% of their pretax salaries up to the maximum prescribed by law and an additional 5% of after-tax salaries. The International Union, as a Plan sponsor, does not contribute to the Plan and assumes no liability for the Plan's administrative costs.

NOTE 13. RELATED ENTITIES

The International Union has various related entities not included in the consolidation, which include a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, a defined contribution pension plan, a legal defense fund, and a voluntary employee benefits trust. These entities, and amounts due to the International Union were as follows:

	<u>December 31, 2025</u>	<u>December 31, 2020</u>
Teamster Affiliates Pension Plan	\$ 7,662	\$ (319)
Retirement and Family Protection Plan	341	231
Voluntary Employee Benefits Trust	<u>55,000</u>	<u>280,000</u>
Total	<u>\$ 63,003</u>	<u>\$ 279,912</u>

NOTE 13. RELATED ENTITIES (continued)

The International Union absorbs the administrative costs applicable to the operations of these related entities. All but the Teamsters Scholarship Fund, political and education fund, and Teamster Disaster Relief Fund reimburse the International Union for those administrative costs through cost sharing arrangements. During the year ended December 31, 2025, the International Union absorbed administrative costs of the Teamster Disaster Relief Fund and Teamsters Scholarship Fund totaling \$85,090 and \$71,111, respectively.

During the year ended December 31, 2018, the Supplemental Benefits Trust (the Trust) gave \$3,000,000 to VEBA in the form of an interest-free loan, as approved by the Board of Trustees. At December 31, 2020, VEBA owed the Trust \$3,000,000 related to this loan. During the five years ended December 31, 2025, VEBA repaid \$3,000,000 of the remaining balance of the loan. At December 31, 2025, the VEBA did not owe the Trust any further payments related to this loan.

During the year ended December 31, 2020, based on the request of the International Union and as a result of recent natural disasters affecting the United States, the Trust made a contribution of \$500,000 to the Teamster Disaster Relief Fund.

During the five years ended December 31, 2025, the Trust donated \$2,000,000 to the Teamsters Scholarship Fund in the form of a grant, as approved by the Board of Trustees, to finance the operational start-up of the Scholarship Fund.

NOTE 14. POSTRETIREMENT BENEFITS

The International Union provides life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

In accordance with applicable accounting standards, the International Union has recognized a liability of \$699,341 and \$1,003,058 for the years ended December 31, 2025 and 2020, respectively, which represents the actuarially calculated accumulated benefit obligation. The accumulated benefit obligation represents the present value of future premiums to be paid by the International Union calculated using various assumptions for matters such as mortality and discount rate. The total recognized in net periodic benefit cost and other comprehensive income for the five years ended December 31, 2020 totaled \$296,405. The total recognized in service cost for the five years ended December 31, 2025 totaled \$39,504 and the total recognized in other comprehensive (income) expense adjustment for the year ended December 31, 2025 totaled \$(343,221).

NOTE 15. ACCRUED LEAVE

In compliance with “Compensated Absences,” the International Union has established a liability of \$4,098,062 and \$4,687,513 representing accumulated future absences of its employees through the years ended December 31, 2025 and 2020, respectively, which is included under “accounts payable and accrued expenses” in the consolidated statement of financial position.

NOTE 16. COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues.

Other litigation relates to the International Union’s status as a labor organization. Much of this latter litigation is strategic, pursued by employer’s intent on pressuring the International Union with respect to its conduct as a bargaining representative, pursuing better wages, hours, and working conditions for the members of the International Brotherhood of Teamsters.

None of the litigation involves any substantial liability on the part of the International Union. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation as of May 13, 2026 has been made in the accompanying consolidated financial statements.

NOTE 17. AFFINITY PROGRAM

The International Union has entered into a multi-year credit card agreement with Capital One Financial (COF), formerly HSBC Finance Corporation. This agreement provides COF the right to use certain intangible property belonging to the International Union, including the International Union’s name, logo, trademarks, and membership lists, in exchange for specified royalty payments to be paid to the International Union. COF will be entitled to use this intangible property in connection with its efforts to market credit card and certain other financial products to members of the International Union. The terms of this agreement currently extend through December 31, 2029. This agreement will renew automatically for one year successive periods unless either party notifies of their intent not to renew the agreement at least twelve months prior to December 31, 2029. Under the terms of the current agreement with COF, the minimum royalty payments COF will make to IBT will be \$3.5 million per year through February 28, 2019, \$1.5 million per year from March 1, 2019 through December 31, 2022 and \$1 million per year from January 1, 2023 through December 31, 2029.

The International Union has assigned any and all rights and interests it may have related to its agreement with COF, to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

NOTE 17. AFFINITY PROGRAM (continued)

The International Union has an agreement with Metropolitan Property and Casualty Insurance Company (MetLife) effective September 1, 2013. On April 7, 2021, MetLife completed the sale of their Auto & Home business to Farmers Insurance. This agreement provides Farmers Insurance the exclusive right to market and sell home and auto insurance coverage to International Union members. In exchange, Farmers will pay an inquiry fee per inquiry paid in installments pursuant to the agreement. The initial term of this agreement is five years. The agreement will continue for successive annual terms until terminated by either the International Union or Farmers upon 180 days prior written notice to the other.

The International Union assigned any and all rights and interests it may have related to the insurance plan agreement with MetLife/Farmers Insurance to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The International Union has an agreement with MetLife Legal Plans, effective May 1, 2020. MetLife Legal Plans offers a legal assistance plan for members. This agreement provides a service fee based on a percentage of premiums paid by enrolled members. The International Union has assigned any and all rights and interests it may have related to its agreement with MetLife Legal Plans to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The International Union has an agreement with the Union Labor Life Insurance Company (ULLICO). The International Union assigned any and all rights and interest in and to this agreement to the International Brotherhood of Teamsters Voluntary Employee Benefits Trust. This agreement provides for the reimbursement of costs associated with providing ULLICO membership listings and other marketing expenses in connection with various insurance benefit programs targeted to International Union members and retirees. These expenses are reimbursed at a rate of 10%, 5% or 3% of the total earned premium collected by ULLICO, depending on the particular insurance benefit programs.

During the year ended December 31, 2023, the International Union assigned any and all rights and interests in and to this agreement with ULLICO to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The International Union also has an agreement with ULLICO for the Teamster Stop Loss Program, effective October 28, 2011, the International Union assigned any and all rights and interest in and to this agreement to the International Brotherhood of Teamsters Voluntary Employee Benefits Trust. Under this agreement, ULLICO will pay a fee equal to 1.50% of the monthly premium paid by affiliated Teamster Union Funds for stop loss policies issued by ULLICO through the Teamster Stop Loss Program.

During the year ended December 31, 2023, the International Union assigned any and all rights and interests in and to this agreement with ULLICO to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

NOTE 17. AFFINITY PROGRAM (continued)

The International Brotherhood of Teamsters Voluntary Employee Benefits Trust had an agreement with United American Insurance Company, effective January 1, 2009. This agreement was replaced in full with an agreement between the International Union and United American Insurance Company, effective April 1, 2023. The International Union assigned any and all rights and interest in and to this agreement to the International Brotherhood of Teamsters Supplemental Benefit Trust. This agreement provides for the reimbursement of costs associated with providing United American Insurance Company with marketing assistance for the TeamStar Medicare supplement program and the TeamStar Early Retiree Health Insurance Program. These expenses are reimbursed at a rate of 3.5% and 2.5%, respectively, of the TeamStar premiums earned by United American Insurance Company.

The International Union has an agreement with OptumRx, effective January 1, 2023. The International Union assigned any and all rights and interest in and to this agreement to the International Brotherhood of Teamsters Supplemental Benefits Trust. This agreement provides for the reimbursement of costs associated with providing information to The International Union's local union affiliates throughout the United States regarding the various services available through OptumRx. The support fee is \$.17 per completed claim.

The International Brotherhood of Teamsters had an agreement with Well Dyne Rx, Inc. (WellCard). The agreement terminated effective October 2024. WellCard offers members and retirees prescription drug and medical discount cards. Under the agreement, the Trust receives a marketing and enrollment fee from WellCard. The support service fee is \$1.25 per paid prescription claim. The fee shall be increased to \$1.50 per paid claim when the total number of claims processed exceeds \$50,000 for the calendar year.

During the year ended December 31, 2023, the International Brotherhood of Teamsters Voluntary Employee Benefits Trust assigned any and all rights and interests in and to this agreement with WellCard to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

Total royalty revenue consisted of the following:

	<u>Five Years Ended December 31, 2025</u>	<u>Five Years Ended December 31, 2020</u>
Royalty revenue:		
Capital One	\$ 6,848,602	\$ 13,833,333
MetLife/Farmers Insurance	1,639,175	1,726,472
MetLife Legal Plans, Inc.	14,277	-
United Labor Life Insurance Company	2,149,492	-
United American Insurance Company	3,118,557	-
OptumRX, Inc.	74,224	-
Careington International Corporation	687	-
Wellcard Drug Discount Program	265	-
Union One VIP Marketing	570,376	-
Total	<u>\$ 14,415,655</u>	<u>\$ 15,559,805</u>

NOTE 18. LOAN PAYABLE

During the year ended December 31, 2017, the International Union signed a loan agreement (line of credit) and promissory note with Amalgamated Bank to borrow amounts up to \$6,000,000. Interest is due monthly on the outstanding balance of the note and the principal payment is due by March 31, 2026. As of December 31, 2025 and December 31, 2020, the line of credit was not drawn upon and the outstanding principal balance was zero; however, the loan remains open for the International Union's working capital needs.

There was no interest expense for the five years ended December 31, 2025 and 2020, respectively.

NOTE 19. RISKS AND UNCERTAINTIES

The International Union holds diversified investments which are exposed to various risks including economic, interest rate, market, and sector. Such risks could cause material near term fluctuations in the market value of the investments as reported in these consolidated financial statements.

NOTE 20. AVAILABILITY AND LIQUIDITY

The following represents the International Union's financial assets available within one year of the statements of financial position date for general expenditure at December 31, 2025 and December 31, 2020:

	<u>December 31, 2025</u>	<u>December 31, 2020</u>
Financial assets available within one year:		
Cash and cash equivalents	\$ 90,374,605	\$ 48,906,624
Investments	546,565,863	355,471,573
Receivables	<u>23,391,068</u>	<u>22,079,521</u>
Total financial assets	660,331,536	426,457,718
Less amounts unavailable for general expenditures:		
Net assets with donor restrictions	<u>(8,291,628)</u>	<u>(840,753)</u>
Financial assets available to meet general expenditures within one year	<u>\$ 652,039,908</u>	<u>\$ 425,616,965</u>

As part of the International's liquidity plan, excess cash is invested in short-term investments.

NOTE 21. NET ASSETS

Net assets with donor restrictions were as follows for the years ended December 31, 2025 and December 31, 2020:

	<u>December 31, 2025</u>	<u>December 31, 2020</u>
Specific Purpose		
Teamsters Scholarship Fund	\$ 7,547,736	\$ -
Teamster Disaster Relief Fund	<u>743,892</u>	<u>840,753</u>
Total financial assets	<u>\$ 8,291,628</u>	<u>\$ 840,753</u>

Net assets without donor restrictions for the year ended December 31, 2025 and December 31, 2020 are as follows:

	<u>December 31, 2025</u>	<u>December 31, 2020</u>
General Fund	\$ 281,697,444	\$ 159,424,985
Strike and Defense Fund	369,564,239	289,445,500
Supplemental Benefits Trust	<u>35,954,646</u>	<u>26,218,174</u>
Total financial assets	<u>\$ 687,216,329</u>	<u>\$ 475,088,659</u>

Net assets released from net assets with donor restrictions for the five years ended December 31, 2020 were \$547,387 for the Field Action Fund.

The Supplemental Benefits Trust (the Trust) Trustees set aside the sum of \$1,000,000 as a PDP Reserve Fund which would be made available to the IBT Voluntary Employee Benefits Trust (VEBA), in the form of a contribution, in the event that the VEBA is ever unable to repay, for any reason, out of its existing resources all or a portion of any loan extended to it by Ullico and would be forced to default upon such a loan, absent such a contribution to the VEBA. The Trustees released the \$1,000,000 reserve in March 2023 as the PDP was terminated during the five years ended December 31, 2025.

NOTE 22. LEASES

The International Union has operating leases for office space, storage space, and vehicles and financing leases for office equipment. The International Union has elected to use a risk-free rate as the discount rate for the leases.

NOTE 22. LEASES (continued)

The components of lease expense for the five years ended December 31, 2025 were as follows:

	<u>Five Years Ended December 31, 2025</u>
Operating leases cost	<u>\$ 1,957,905</u>
Financing leases cost:	
Amortization of right of use assets	\$ 1,253,757
Interest on lease liabilities	<u>48,501</u>
Total finance leases cost	<u>\$ 1,302,258</u>

Supplemental consolidated cash flow information related to leases was as follows:

	<u>Five Years Ended December 31, 2025</u>
Cash paid for amount included in the measurement of lease liabilities:	
Operating cash flows from operating leases	\$ 1,957,905
Operating cash flows paid for interest portion of financing leases	41,004
Financing cash flows paid for principal portion of financing leases	1,261,254
Right of use assets obtained in exchange for new lease obligations:	
Operating leases	2,933,263
Finance leases	2,652,109

Supplemental consolidated statement of financial position information related to leases for the year ended December 31, 2025 was as follows:

	<u>December 31, 2025</u>
Operating leases	
Right of use assets - gross	\$ 1,754,349
Right of use assets - accumulated amortization	<u>(628,312)</u>
Right of use assets - net	<u>\$ 1,126,037</u>
Other current liabilities	\$ 1,126,037
Total operating lease liabilities	<u>\$ 1,126,037</u>
Finance leases	
Right of use assets - gross	\$ 1,733,061
Right of use assets - accumulated amortization	<u>(334,708)</u>
Right of use assets - net	<u>\$ 1,398,353</u>
Other current liabilities	\$ 1,398,353
Total finance lease liabilities	<u>\$ 1,398,353</u>

NOTE 22. LEASES (continued)December 31, 2025

Weighted average remaining lease term	
Operating leases	2.52 years
Finance leases	3.87 years
Weighted average discount rate	
Operating leases	4.22%
Finance leases	4.01%

Maturities of lease liabilities were as follows:

<u>Year Ending December 31,</u>	<u>Operating leases</u>	<u>Finance leases</u>
2026	\$ 657,035	\$ 439,337
2027	277,277	439,337
2028	153,659	439,337
2029	101,337	153,745
2030	-	47,460
Thereafter	-	-
Total undiscounted cash flows	1,189,308	1,519,216
Less: present value discount	(63,271)	(120,863)
Totals	<u>\$ 1,126,037</u>	<u>\$ 1,398,353</u>

NOTE 23. FUNCTIONAL ALLOCATION OF EXPENSES

The International Union's expenses relate to various programs and other activities. The following information presents expenses by functional and natural classification. Expenses directly attributable to a specific functional area of the International Union are represented as expenses of those functional areas.

NOTE 23. FUNCTIONAL ALLOCATION OF EXPENSES (continued)

	Five Years Ended December 31, 2025		
	Program Services	Support Services	Total
Salaries, employee benefits and taxes	\$ 322,712,526	\$ 48,561,769	\$ 371,274,295
Occupancy, telephone, postage and office supplies	106,420,848	4,994,365	111,415,213
Professional fees	89,122,589	3,036,943	92,159,532
Member benefits, contributions, and awards	175,289,201	-	175,289,201
Travel	70,697,370	(61,404)	70,635,966
Teamster Affiliates Pension Plan	50,000,000	-	50,000,000
Depreciation and amortization	10,309,938	882,734	11,192,672
Other expenses	83,672,771	(5,268,063)	78,404,708
Totals	<u>\$ 908,225,243</u>	<u>\$ 52,146,344</u>	<u>\$ 960,371,587</u>

	Five Years Ended December 31, 2020		
	Program Services	Support Services	Total
Salaries, employee benefits and taxes	\$ 304,310,615	\$ 40,674,828	\$ 344,985,443
Occupancy, telephone, postage and office supplies	96,680,506	4,119,973	100,800,479
Professional fees	74,611,334	2,467,043	77,078,377
Member benefits, contributions, and awards	83,049,780	39,121	83,088,901
Travel	56,953,270	(1,531,725)	55,421,545
Teamster Affiliates Pension Plan	64,500,004	-	64,500,004
Depreciation and amortization	7,300,295	3,088,826	10,389,121
Other expenses	89,345,971	(3,506,746)	85,839,225
Totals	<u>\$ 776,751,775</u>	<u>\$ 45,351,320</u>	<u>\$ 822,103,095</u>

NOTE 24. CHANGE IN ACCOUNTING PRINCIPLES AND NEW ACCOUNTING PRONOUNCEMENTS

In August 2016, FASB issued ASU 2016-14, Not-for-Profit Entities (Topic 958) - Presentation of Financial Statements of Not-for-Profit Entities. The update addresses the complexity and understandability of net asset classification, deficiencies in information about liquidity and availability of resources, and the lack of consistency in the type of information provided about expenses and investment return. The International Union has adjusted the presentation of these statements accordingly. The ASU has been applied to all periods presented.

**NOTE 24. CHANGE IN ACCOUNTING PRINCIPLES AND NEW ACCOUNTING PRONOUNCEMENTS
(continued)**

In May 2014 and June 2018, FASB issued ASU 2014-09 - Revenue from Contracts with Customers (Topic 606) and ASU 2018-08 - Not-for-Profit Entities (Topic 958) Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made, respectively. The updates address the accounting guidance for contributions received and contributions made, including evaluating whether transactions should be accounted for as contributions or as exchange transactions subject to other guidance. The International Union has adjusted the presentation of these statements accordingly. The ASUs have been applied to the presentation and did not have a material effect on the financial statements.

In March 2017, FASB issued ASU 2017-07 - Improving the Presentation of Net Periodic Pension Cost and Net Periodic Postretirement Benefit Cost (Topic 715). The objective of the disclosure requirements in this Topic is for an employer to disaggregate the service cost component from the other components of net periodic benefit cost. Service cost must be presented in the same line item(s) as other employee compensation costs and are generally included above the line in total expenses. All other components of net periodic benefit cost must be presented in the consolidated statement of activities separately from the service cost component and outside a subtotal of income from operations. These other components generally include interest cost, expected return on plan assets, and amortization of prior service cost. The International Union adopted the ASU for the year ended December 31, 2020.

In 2016, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2016-02, Leases, codified in FASB Accounting Standards Codification (FASB ASC) 842, Leases. The standard is effective for nonpublic entities for annual reporting periods beginning after December 15, 2021 and establishes a right-of-use model (ROU) that requires a lessee to recognize a ROU asset and lease liability on the balance sheet for all leases with a term longer than 12 months. Leases will be classified as finance or operating, with classification affecting the pattern and classification of expense recognition in the income statement. A modified retrospective transition approach is required, applying the new standard to all leases existing at the date of initial application. An entity may choose to use either (1) the beginning of the period of adoption (effective date method) or (2) the later of a) the beginning of the earliest comparative period presented in the financial statements and b) the commencement date of the lease (comparative method). The International Union has adopted the new standard using the effective date method. The International Union has adjusted the presentation of these consolidated statements accordingly. The ASU has been applied to the presentation and has a material effect on the consolidated financial statements.

NOTE 25. SUBSEQUENT EVENTS

The International Union has evaluated subsequent events through May 13, 2026, the date the consolidated financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

THE TEAMSTER AFFILIATES PENSION PLAN

FINANCIAL STATEMENTS

FIVE YEARS ENDED DECEMBER 31, 2025

THE TEAMSTER AFFILIATES PENSION PLAN

FINANCIAL STATEMENTS

FIVE YEARS ENDED DECEMBER 31, 2025

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INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of
The Teamster Affiliates Pension Plan

Opinion

We have audited the financial statements of The Teamster Affiliates Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statement of net assets available for benefits as of December 31, 2025, and the related statement of changes in net assets available for benefits for the five years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2025, and the changes in its net assets available for benefits for the five years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of The Teamster Affiliates Pension Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Novak Francella LLC

Bala Cynwyd, Pennsylvania
April 24, 2026

THE TEAMSTER AFFILIATES PENSION PLAN

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2025

ASSETS

INVESTMENTS - at fair value

Collective trust funds	\$ 189,803,973
Mutual funds	28,077,705
Limited partnerships	43,550,937
Hedge fund of funds	9,688,274
Short term investments	5,205,113
Total investments	<u>276,326,002</u>

RECEIVABLES

Interest and dividends	13,516
Realized incentive allocation	444,559
Total receivables	<u>458,075</u>

OTHER

Working-in-process	585,081
Prepaid expenses	76,850
Total other assets	<u>661,931</u>

CASH

539,812

Total assets

277,985,820

LIABILITIES AND NET ASSETS

LIABILITIES

Due to related parties	2,977
Accounts payable and accrued expenses	51,994
Total liabilities	<u>54,971</u>

NET ASSETS AVAILABLE FOR BENEFITS

\$ 277,930,849

See accompanying notes to financial statements.

THE TEAMSTER AFFILIATES PENSION PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FIVE YEARS ENDED DECEMBER 31, 2025

ADDITIONS

Investment income	
Net appreciation in fair value of investments	\$ 83,264,863
Interest	66,401
Dividends	22,777,047
Loss on foreign currency translation	(25,927)
Commission recapture	3,381
	<u>106,085,765</u>
Less investment expenses	(4,304,963)
Investment income - net	<u>101,780,802</u>
 Sponsor contribution	 <u>50,000,000</u>
 Total additions	 <u>151,780,802</u>

DEDUCTIONS

Benefits	
Retirement	113,258,735
Survivor	18,936,012
Termination	651,110
Disability	850,318
Death	25,691
Total benefits	<u>133,721,866</u>
Administrative expenses	
Reimbursed administrative expenses	4,082,834
Actuarial consulting fees and expenses	538,821
Bonding and insurance	1,353,505
Professional fees	425,731
Printing, postage and office expense	307,345
Total administrative expenses	<u>6,708,236</u>
 Total deductions	 <u>140,430,102</u>

NET INCREASE 11,350,700

NET ASSETS AVAILABLE FOR BENEFITS

Beginning of period	<u>266,580,149</u>
 End of period	 <u>\$ 277,930,849</u>

See accompanying notes to financial statements.

THE TEAMSTER AFFILIATES PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

FIVE YEARS ENDED DECEMBER 31, 2025

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The financial statements are prepared using the accrual basis of accounting.

Investments - Investments in common stock and mutual funds are carried at fair value based upon quoted market prices or net asset value of the fund as provided by the custodial bank. The collective trust funds, hedge fund of funds and limited partnerships are carried at net asset value as reported by the investment manager, partnership or trust based on the current market values of the underlying assets of the fund. To maximize return on investments and to realize administrative cost savings, assets of The Teamster Affiliates Pension Plan are pooled with the assets of other entities.

Actuarial Present Value of Accumulated Plan Benefits - Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the service which employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries.

Payment of Benefits - Benefit payments to participants are recorded upon distribution.

Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures in the financial statements. Actual results could differ from those estimates.

Canadian Currency - The Plan maintains a savings account in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the Statements of Net Assets Available for Benefits are translated to United States dollars at the exchange rates in effect on the last day of the year.

Unrealized increases and decreases due to fluctuations in exchange rates are included in the Statements of Changes in Net Assets Available for Benefits.

NOTE 2. DESCRIPTION OF THE PLAN

The Teamster Affiliates Pension Plan (the Plan) is a defined benefit pension plan covering certain employees of affiliates of the International Brotherhood of Teamsters (the International). It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. For most affiliates, the Plan was frozen as of December 31, 1994, as a result of a decision made by the Board of Trustees on October 31, 1994, and, as such, their employees had not accrued any additional benefits from January 1, 1995 through December 31, 2001, except to the extent required by law. Some affiliates had chosen to make contributions on behalf of their employees in order to allow them to accrue additional benefits through December 31, 2001. Employees earn one year of service for each year in which they are employed for 1,000 hours or more.

Effective as of January 1, 2002, no additional retirement or other benefits have been, or will be, accrued under this Plan by any participant of the Plan. Any participation agreement which may have been submitted by an affiliate to, and accepted by, the Trustees of this Plan at any time on or after January 1, 1995 was terminated effective as of January 1, 2002 and no contributions were accepted by the Trustees from an affiliate on behalf of a participant employed by that affiliate with respect to any period of time beginning on or after January 1, 2002. An individual who was initially employed by an affiliate on or after January 1, 2002 is eligible to become a participant in the Plan but is not entitled to accrue any benefit under the Plan. No compensation that is received by a participant of the Plan with respect to any period of time beginning on or after January 1, 2002 has been considered to be the earnings of that participant for purposes of the Plan. Any periods of credited service and/or vesting service earned by a participant on or after January 1, 2002 continue to be used to determine the eligibility of that participant to receive a retirement or other benefit under this Plan but have not been used to determine the amount of any retirement or other benefit which that participant was otherwise entitled to receive under this Plan.

Pension Benefits - Under current provisions of the Plan, a participant is eligible for a normal retirement benefit at age 65 or for an early unreduced retirement benefit after 30 years of service, at age 57 with 15 years of credited service, or at age 62 with 10 years of credited service. A participant is eligible for a reduced early retirement benefit at age 50 with 15 years of credited service. After completion of 3 years of vesting service, a participant will become 100% vested in his or her accrued benefit under the Plan. Vested participants with 3 or more years of service are entitled to annual pension benefits equal to the greater of (a) 2.60% of W-2 earnings up to \$40,000 plus 2.50% of earnings over \$40,000 and up to \$50,000 in each year of credited service up to 30 years or, (b) 1.95% of final average salary (average annual W-2 earnings in highest 60-consecutive-month period up to the salary limit imposed by law) times years of credited service up to ten.

Accumulated Plan benefits for active participants are based on Plan provisions in effect and the accumulated service as of the date on which the benefit information is presented (valuation date). Pension benefits are payable in the form of a joint and survivor annuity, or a single-life annuity with a 60-month guarantee. If participants terminate before rendering three years of service, they forfeit the right to receive their accumulated Plan benefits.

NOTE 2. DESCRIPTION OF THE PLAN (continued)

Under certain circumstances, participants may elect to receive a portion of the value of their accumulated Plan benefits as a lump-sum distribution upon retirement or termination.

Death and Disability Benefits - If an active participant dies, a death benefit equal to 7.50% of the participant's earnings for credited service after January 1, 1962 will be paid to the participant's beneficiary as a single lump sum. The benefit will never be below \$1,000. If at the time of death the active participant had already reached their normal retirement age, a death benefit equal to the 60-month guaranteed annuity that the deceased participant would have received will be paid to the participant's beneficiary. Active participants who have earned at least nine years of credited service and who become totally disabled will receive annual disability benefits that are equal to the normal retirement benefits they have accumulated as of the time they become disabled without actuarial reduction for early retirement.

Participants should refer to the Summary Plan Description for more complete information.

NOTE 3. FUNDING POLICY

As discussed in Note 2, effective January 1, 2002, no additional contributions are accepted by the Trustees of the Plan for additional benefit accruals.

Contributions for benefit accruals between December 31, 1994 and December 31, 2001 were required to be made directly by participating affiliates. The contributions to the Plan for the pre-1995 accruals and for the required top-heavy minimum benefits were made by the International Union as agent for the affiliates, based on ERISA's minimum funding requirements.

On October 31, 1994, the Board of Trustees voted to freeze the Plan effective as of December 31, 1994, and to require direct contributions by affiliate employers as a condition for their employees to accrue future benefits. Affiliate employers who elected to participate in the Plan on behalf of their employees were required to sign participation agreements and to contribute 12% of compensation (up to \$50,000) to maintain the current level of benefits, or 6% of compensation (up to \$50,000) for employees to accrue benefits at one-half of the Plan's normal accrual rate. The participation agreements and contributions were effective as of January 1, 1995, and those employees' accruals were continued after that date. Employees of affiliated employers who did not elect to continue their participation continued to accrue service for eligibility and vesting purposes, as well as for accrual of minimum top-heavy benefits.

In August 2008, the Pension Benefit Guaranty Corporation (PBGC) granted the Plan multiemployer status under ERISA Section 3(37)(G)(i)(II). The PBGC's determination was, in part, based on the commitment made by the International Brotherhood of Teamsters (IBT) to maintain the Plan. The IBT has continued to make the minimum required contributions to the Plan each year as recommended by the Plan's actuary. Contributions to the Plan from the IBT are reported as sponsor contributions on the Statement of Changes in Net Assets Available for Benefits.

NOTE 3. FUNDING POLICY (continued)

For the Plan year beginning January 1, 2013, the Plan was certified as endangered status under the Pension Protection Act of 2006. The Board of Trustees of the Plan adopted a funding improvement plan to increase the funding percentage of the Plan which meets all of the statutory and regulatory requirements for a funding improvement plan effective as of January 1, 2013. The funding improvement plan calls for the IBT to make annual contributions to the Plan beginning January 1, 2014 and ending December 31, 2023 in the amounts recommended by the actuary and approved by the IBT's General Executive Board. As of January 1, 2020, the Plan was certified neither endangered nor critical and is no longer obligated to fulfill the funding improvement plan.

At the recommendation of the Plan's actuary, the General Executive Board of the International and Trustees of the Plan approved to make additional contributions to better fund the Plan. The Plan received \$50,000,000 from the International for the five years ended December 31, 2025.

NOTE 4. PRIORITIES UPON TERMINATION

As discussed in Note 2, no additional benefits have been accrued since January 1, 2002. Even though no additional benefits have been, or will be, accrued, it is the intent of the Trustees to continue the Plan in full force and effect indefinitely. However, the Trustees have the right to terminate the Plan at any time. Upon termination, no part of the Plan assets will be used for, or diverted to, purposes other than those which exclusively benefit pensioners, beneficiaries and participants.

In the event the Plan terminates, the net assets of the Plan will be allocated as prescribed by ERISA and its related regulations. Whether or not a particular participant will receive full benefits should the Plan terminate at some future time will depend on the sufficiency of the Plan's net assets at that time and the priority of those benefits.

In addition, certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. The PBGC does not guarantee all types of benefits and the amount of any individual participant's benefit protection is subject to certain limitations, particularly with respect to benefit increases as a result of plan amendments in effect for less than five years. Some benefits may be fully or partially provided for while other benefits may not be provided at all.

NOTE 5. TAX STATUS

The Plan obtained its latest determination letter on December 2, 2015 in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements under Section 401(a) of the Internal Revenue Code and was, therefore, exempt from federal income taxes under the provisions of Section 501(a). The Trustees and the Plan's counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code.

NOTE 5. TAX STATUS (continued)

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, plan tax years will remain open for three years; however, this may differ depending upon the circumstances of the Plan.

NOTE 6. ACTUARIAL INFORMATION

As required by the Pension Protection Act of 2006, the actuary completed the Plan's actuarial status certification under the Internal Revenue Code Section 432 as of January 1, 2025. These projections were prepared based on the Actuarial Valuation as of January 1, 2025 and asset information as of December 31, 2024, and in accordance with generally accepted actuarial principles and practices and a current understanding of the law. As of January 1, 2025, the Plan is certified neither endangered nor critical status (in the Green Zone) under the Pension Protection Act of 2006.

An actuarial valuation of the Plan was made by the Segal Company as of January 1, 2025. Information in the report included the following:

Actuarial present value of accumulated plan benefits:

Vested benefits

Participants and beneficiaries currently receiving benefits	\$ 163,430,783
Other participants	<u>33,909,911</u>

Total accumulated plan benefits	<u>\$ 197,340,694</u>
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As reported by the actuary, the changes in the present value of accumulated plan benefits during the five years ended December 31, 2024 were as follows:

Actuarial present value of accumulated plan benefits
as of January 1, 2020

\$ 270,135,777

Increase (decrease) during the year attributable to:

Benefits accumulated, net experience gain or loss, changes in data	(10,057,571)
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Increase (decrease) during the year attributable to (continued):

Interest	\$ 74,674,712
Benefits paid	(140,364,671)
Changes in actuarial assumptions	<u>2,952,447</u>
Net decrease	<u>(72,795,083)</u>

NOTE 6. ACTUARIAL INFORMATION (continued)

Actuarial present value of accumulated plan benefits
as of January 1, 2025

\$ 197,340,694

The actuarial valuation as of January 1, 2025 was made using the unit credit actuarial cost method. Some of the more significant actuarial assumptions used in the January 1, 2025 valuation were:

- a. Life expectancy of participants - Pri-2012 Blue Collar (amount weighted) Healthy Annuitant Mortality Table, projected generationally with the MP-2021 projection scale.
- b. Retirement age assumptions - The Unreduced Retirement Age and retirement age assumption used are both 67.
- c. Investment rate of return - 6.50%.
- d. Administrative expense - \$1,250,000.

The above actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining actuarial results. The Plan's actuary has advised that the minimum funding requirements of ERISA are currently being met as of January 1, 2025.

Since information on the accumulated plan benefits at December 31, 2025 and the changes therein for the year then ended are not included above, these financial statements do not purport to present a complete presentation of the financial status of the Plan as of December 31, 2025 and the changes in its financial status for the year then ended, but only a presentation of the net assets available for benefits and the changes therein as of and for the five years ended December 31, 2025. The complete financial status is presented as of December 31, 2024.

NOTE 7. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

NOTE 7. FAIR VALUE MEASUREMENTS (continued)

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

	Fair Value Measurements at December 31, 2025			
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 28,077,705	\$ 28,077,705	\$ -	\$ -
Short term investments	5,205,113	5,205,113	-	-
Total assets in the fair value hierarchy	33,282,818	\$ 33,282,818	\$ -	\$ -
Investments measured at NAV	243,043,184			
Total investments	<u>\$ 276,326,002</u>			

In accordance with ASU 2015-07 Fair Value Measurement (820), Disclosures for Investments in Certain Entities that calculate Net Asset Value per Share (or Its Equivalent), investments that are measured at fair value using the net asset value per share (or Its Equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the period.

For the five years ended December 31, 2025, there were no transfers between levels 1, 2, or 3.

NOTE 7. FAIR VALUE MEASUREMENTS (continued)

The unfunded commitments, redemption frequency information and redemption notice periods for the investments measured at fair value using the Net Asset Value per Share (or Its Equivalent) practical expedient are as follows:

	2025 Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective trust funds:				
BNYM Mellon AFL-CIO SL				
International Stock Index Fund	\$ 21,690,699	\$ -	Daily	N/A
BNYM Mellon AFL-CIO SL				
Broad Market Stock Index Fund *	123,242,859	-	Daily	N/A
JP Morgan Core Bond Fund	35,693,138	-	Daily	N/A
JP Morgan Strategic Property Fund	9,177,277	-	Quarterly	45 Days
Limited partnership:				
PGIM Real Estate Trust	13,349,096	-	Monthly	90 Days
ULLICO Infrastructure				
Tax-Exempt Fund, L.P.	14,134,151	-	**	**
White Oak Summit Fund, L.P.	8,023,621	255,472	**	**
Blackstone Infrastructure Partners				
V Feeder L.P.	8,044,068	-	Quarterly %	90 Days %
Hedge fund of funds:				
ABS Direct Equity Fund	9,688,275	-	Monthly	30 Days
	<u>\$ 243,043,184</u>	<u>\$ 255,472</u>		

* Represents more than 44% of net assets at December 31, 2025.

** - No Limited Partner may withdrawal any amount from its capital account unless the General Partner determines that continued undiminished membership of the Limited Partner in the Partnership would cause such Limited Partner or any of its Affiliates to be in violation of ERISA, or applicable state law, rule, or regulation (any Limited Partner giving such a notice, an "Affected Partner"), or would cause the underlying assets of any Qualified Investment to be deemed to be "plan assets" of any Limited Partner under the Plan Asset Regulations.

% - The Limited Partner's units are subject to a 3-year lock-up, following which redemptions can be requested quarterly with 90 days advance notice.

The Plan is a limited partner in the ULLICO Infrastructure Tax-Exempt, L.P., and has committed to contribute capital up to \$12,000,000 to the partnership. The General Partner gives notice to each Limited Partner each time a capital contribution is to be paid to the partnership. As of December 31, 2025, the Plan has contributed \$12,000,000 to the partnership.

NOTE 7. FAIR VALUE MEASUREMENTS (continued)

PGIM Real Estate U.S. Debt Fund, L.P. (the “Partnership”) is a Delaware limited partnership organized for the purpose of investing in real estate debt and debt-like investments. The Partnership is an open-end, commingled fund, in which PGIM, Inc. (“PGIM”), an indirectly owned subsidiary of Prudential Financial Inc., (“PFI”), participates as the sole member of PGIM Real Estate U.S. Debt Fund GP, LLC, the Partnership’s general partner (“General Partner”). The Partnership was formed on May 9, 2017 and commenced operations on July 18, 2017. The Partnership invests substantially all of its assets through its investments in PGIM Real Estate U.S. Debt Fund REIT, LLC (the “REIT”), a subsidiary owned by the Partnership and the preferred unit holders. The common interest of the REIT is wholly owned by the Partnership.

The White Oak Summit Fund, L.P. (the Partnership), a Delaware investment limited partnership, commenced operations on December 1, 2014. The general partner of the Partnership is White Oak Partners 2, LLC, a Delaware limited liability company, and the Partnership is managed by White Oak Global Advisors, LLC, a Delaware limited liability company. The Partnership was organized for the primary purpose of trading and investing in senior secured debt of private and publicly held middle market businesses in the United States. The Partnership’s primary investment objective is to earn substantial current income by originating, extending, and/or investing in a diversified portfolio of corporate credit and senior secured asset-based loans and debt instruments issued by small to middle-market companies located primarily in the United States and Canada. The Plan is a limited partner in the Partnership and has committed to contribute capital up to \$14,000,000 to the partnership. The General Partner gives notice to each Limited Partner each time a capital contribution is to be paid to the partnership. As of December 31, 2025, the Plan has contributed \$14,000,000 to the partnership.

The Plan is a limited partner in the Blackstone Infrastructure Partners - V Feeder L.P. and has committed to contribute capital up to \$6,000,000 to the partnership. The General Partner gives notice to each Limited Partner each time a capital contribution is to be paid to the partnership. As of December 31, 2025, the Plan has contributed \$6,000,000 to the partnership.

The ABS Direct Equity Fund (the Fund) is stated at estimated fair value, as reported by the Fund's management. The Fund invests primarily in equity investment funds, offshore funds and other entities. The Plan's share of the net asset value of the Fund is based upon the proportionate share of the total contributed capital.

NOTE 8. DERIVATIVES

The Plan is invested in derivative financial instruments through a collective hedge fund, as allowed under the Plan’s investment policy. According to management, the use of derivative financial instruments is not believed to materially increase the market risk of the Plan’s investments as the investment manager monitors and controls this risk by accounting for the portfolio duration impact of the derivative positions and adhering to the Plan’s investment policy.

NOTE 9. RELATED PARTY TRANSACTIONS

The Trustees of the Plan also serve as officers of the International and as the Trustee and members of the Administrative Committee of the International Brotherhood of Teamsters Retirement and Family Protection Plan. The International performs certain administrative and accounting functions on behalf of the Plan. The Plan reimbursed the International monthly based on a cost allocation study approved by the Trustees. The allocation study is updated on an annual basis. The difference between actual costs and the estimated payments are settled subsequent to year end. The Plan's share of allocated expenses for the five years ended December 31, 2025 was \$4,082,834.

The transactions identified above qualify as transactions which are exempt from the prohibited transaction rules of ERISA.

NOTE 10. SECURITIES SOLD/PURCHASED PENDING SETTLEMENT

This represents the amounts due to or from the custodial bank for the purchase or sale of securities with trade dates prior to year end and settlement dates after year end.

NOTE 11. RISKS AND UNCERTAINTIES

The Plan holds diversified investments which are exposed to various risks such as economic, interest rate, market and sector. Such risks could cause material near term fluctuations in the market value of the investments as reported in these financial statements.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and participant demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

NOTE 12. SUBSEQUENT EVENTS

The Plan has evaluated subsequent events through April 24, 2026, the date the financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS
RETIREMENT AND FAMILY PROTECTION PLAN**

FINANCIAL STATEMENTS

FIVE YEARS ENDED DECEMBER 31, 2025

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS
RETIREMENT AND FAMILY PROTECTION PLAN**

FINANCIAL STATEMENTS

FIVE YEARS ENDED DECEMBER 31, 2025

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INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of the
International Brotherhood of Teamsters
Retirement and Family Protection Plan

Opinion

We have audited the financial statements of the International Brotherhood of Teamsters Retirement and Family Protection Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statement of net assets available for benefits as of December 31, 2025, and the related statement of changes in net assets available for benefits for the five years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2025, and changes in net assets available for benefits for the five years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Novak Francella LLC

Bala Cynwyd, Pennsylvania
April 24, 2026

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS
RETIREMENT AND FAMILY PROTECTION PLAN**

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2025

ASSETS

INVESTMENTS - at fair value

Mutual funds	\$ 24,673,826
Collective trust funds	110,499,090
Limited partnerships	29,887,770
Hedge fund	5,536,156
Short term investments	7,426,406
Total investments	<u>178,023,248</u>

RECEIVABLES

Accrued interest and dividends	4,784
Realized incentive allocation	666,839
Total receivables	<u>671,623</u>

PROPERTY AND EQUIPMENT

Work-in-progress	<u>30,794</u>
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CASH

250,000

Total assets

178,975,665

LIABILITIES AND NET ASSETS

LIABILITIES

Due to related party	5,026
Cash overdraft	825,517
Accounts payable and accrued expenses	24,717
Total liabilities	<u>855,260</u>

NET ASSETS AVAILABLE FOR BENEFITS

\$ 178,120,405

See accompanying notes to financial statements.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS
RETIREMENT AND FAMILY PROTECTION PLAN**

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FIVE YEARS ENDED DECEMBER 31, 2025

ADDITIONS

Investment income	
Net appreciation in fair value of investments	\$ 20,851,071
Interest	295,261
Dividends	16,487,587
	<u>37,633,919</u>
Less: investment expenses	(1,478,024)
Investment income - net	<u>36,155,895</u>
 Contributions from International Brotherhood of Teamsters	 <u>80,000,000</u>
 Total additions	 <u>116,155,895</u>

DEDUCTIONS

Benefits	
Pension	147,813,046
Death	19,210
Total benefits	<u>147,832,256</u>
Administrative expenses	
Reimbursed administrative expenses	1,409,844
Actuarial consulting fees and expenses	850,814
Bonding and insurance	867,478
Software and license	1,472
Equipment rental	474
Professional fees	257,073
Printing, postage and office expense	8,158
Total administrative expenses	<u>3,395,313</u>
 Total deductions	 <u>151,227,569</u>

NET DECREASE (35,071,674)

NET ASSETS AVAILABLE FOR BENEFITS

Beginning of period	<u>213,192,079</u>
 End of period	 <u><u>\$ 178,120,405</u></u>

See accompanying notes to financial statements.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS
RETIREMENT AND FAMILY PROTECTION PLAN**

NOTES TO FINANCIAL STATEMENTS

FIVE YEARS ENDED DECEMBER 31, 2025

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The financial statements are prepared using the accrual basis of accounting.

Investment Valuation and Income Recognition - Investments in mutual funds are carried at fair value, which generally represents quoted market value or net asset value of the fund as of the last business day of the year. Investments in collective trust funds, limited partnerships and the hedge fund are carried at net asset value as reported by the investment manager, general partner or trust. Investments in short term investments are valued at cost which approximates fair value.

Purchases and sales are recorded on a trade date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) include gains and losses on investments bought and sold as well as held during the year.

Contributions Receivable - Contributions due and not paid prior to year-end are recorded as contributions receivable. Allowance for credit losses is considered unnecessary and is not provided.

Actuarial Present Value of Accumulated Plan Benefits - Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service which employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries.

Payment of Benefits - Benefit payments to participants are recorded upon distribution.

Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures in the financial statements. Actual results could differ from those estimates.

NOTE 2. DESCRIPTION OF THE PLAN

The International Brotherhood of Teamsters Retirement and Family Protection Plan (the Plan) is a single employer, noncontributory defined benefit pension plan covering the International Brotherhood of Teamsters' (the International) officers and employees. The Plan provides for pension, death, and disability benefits. The International Brotherhood of Teamsters is the Plan Sponsor.

NOTE 2. DESCRIPTION OF THE PLAN (continued)

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

The International annually determines the amount, if any, to contribute to the Plan based on the advice of consulting actuaries.

Retirement Benefits - Under current provisions of the Plan, a participant is eligible to receive a normal retirement benefit upon the later of either his or her 65th birthday or the third anniversary of his or her employment commencement date. A participant is eligible to receive an unreduced retirement benefit upon (a) the earlier of (i) attainment of age 57 with 15 years of International service or (ii) attainment of age 57 and the fifteenth anniversary of his or her employment commencement date, (b) attainment of age 57 with 20 years of total service with the International and its affiliates, 10 years of which must be service with the International, or (c) the completion of 30 years of International service. If a participant stops working for the International before reaching his or her normal retirement date or unreduced retirement date and has earned at least 3 years of service with the International (5 years of service if he or she first was employed by the International on or after July 1, 2004), he or she will be eligible to receive a vested retirement benefit which will begin at the participant's normal retirement date (or if earlier, his or her unreduced retirement date for benefits accrued prior to April 1, 2007).

The annual retirement benefit of a participant is expressed as a percentage of the participant's "Average Annual Salary" (AAS), the average of the annual salary which the participant received during the 5 consecutive years of employment with the International during which the participant's earnings were the highest. Effective as of July 1, 1996, the annual average salary of a participant for purposes of the Plan was limited to 2/3 of the maximum amount permitted under Section 401(a)(17) of the Internal Revenue Code. Effective as of April 1, 2003, the annual average salary of a participant for purposes of the Plan was limited to the maximum amount permitted under Section 401(a)(17). As of December 31, 2007, a participant's annual retirement benefit can be expressed as follows:

- 1) 3-1/3% of AAS per year of International service prior to January 1, 1970; plus
- 2) 2-1/2% of AAS per year of International service on and after January 1, 1970; plus
- 3) 3-1/3% of AAS per year of affiliate service (up to a maximum of 15 years) if International employment began prior to January 1, 1970, or 2% of AAS per year of affiliate employment (up to a maximum of 10 years) if International employment began on or after January 1, 1970

For members who commenced employment with the International on or after January 1, 2008, 1.5% of AAS per year of International service will be used to determine a participant's annual retirement benefit.

Upon retirement or termination of employment, a participant may elect to receive the value of his or her annual retirement benefit in the form of a single lump-sum cash termination, a single life annuity, a joint and survivor annuity, an optional joint and survivor annuity, period certain annuity, or a combination of lump sum and annuity.

NOTE 2. DESCRIPTION OF THE PLAN (continued)

The Plan was amended and benefits were changed effective as of April 1, 2003, as follows:

Participants can transfer Affiliates' service for benefit purposes up to the existing 10-year limit. Previously, participants were also limited by the amount of IBT service they had as of June 30, 1996. The Plan's lump sum factors were revised. Now, either the Plan's lump sum factors or the GATT factors published by the IRS are used to calculate the lump sum amount, whichever results in a larger lump sum. Previously, only the GATT factors were used to value a portion of a participant's benefit. The limit on recognizable compensation was restored to the full legal limit under Internal Revenue Code Section 401(a)(17). Previously, recognizable compensation was limited to two-thirds of this limit.

Effective April 1, 2007, the following plan amendments were adopted:

A member who is first hired by the International on or after January 1, 2007, and who previously worked for one or more Affiliates will only be able to transfer periods of Affiliate service which he or she completed on or prior to December 31, 1994, to the Plan for use in computing his or her Plan benefit.

For members who terminate employment before reaching age 57 or before completing 15 or more Years of Service, the portion of their benefits accrued after April 1, 2007, will be subject to early retirement reductions from age 65. Previously, the reduction was from age 57, with some exceptions.

For a member who elects to receive his or her retirement benefit under the Plan in the form of an annuity other than a joint and survivor annuity or a period certain annuity, the portion of the member's Normal Retirement Benefit that was accrued after April 1, 2007, will no longer have a death benefit feature.

In December 2007, the Plan approved several amendments which would only affect employees hired on and after January 1, 2008. These amendments would eliminate the cash termination benefit and provide only a monthly retirement benefit, reduce the multiplier from 2.5% to 1.5% annually, eliminate the transfer of service from the Teamsters Affiliates Pension Plan, eliminate the use of reciprocal service for vesting and eligibility purposes, and provide a process for the General Secretary - Treasurer to certify a list of Project and Field Action employees that would be covered under the Plan.

Effective January 1, 2013, the following plan amendment was adopted:

If the Actuarial Equivalent present value of the vested benefit to which a participant or beneficiary is entitled under the Plan is \$5,000 or less, the Plan shall distribute such benefit to the participant or beneficiary in the form of a single lump sum payment upon receipt by the Committee of a written application requesting the immediate distribution of such benefit from the participant or beneficiary. At the election of the participant or beneficiary, any portion of such lump sum payment which qualifies as an eligible rollover distribution shall be paid directly by the Plan to an eligible retirement plan specified by the participant or beneficiary.

NOTE 2. DESCRIPTION OF THE PLAN (continued)

Effective January 1, 2023, the following plan amendment was adopted:

Participants employed by the International on or after January 1, 2023 and hired on or after January 1, 2008 had their accrual rate increased from 1.5% of Average Annual Salary per year of the International service to 2.5% of Average Annual Salary and became eligible to receive a lump sum form of payment.

Effective January 1, 2025, the IRS announced that the maximum compensation limit under Section 401(a)(17) and the maximum benefit payable from the Plan under the provisions of Section 415 have increased. The maximum annual compensation limit is \$350,000 for the year ended December 31, 2025 and the maximum annual benefit payable from the Plan is \$280,000 for the year ended December 31, 2025.

These are legal limits on the maximum compensation limit and the maximum annual benefit payable which are indexed for inflation on an annual basis. The Plan automatically takes these changes into account. The effect of these increases on the actuarial present value of accumulated plan benefits was reflected in the January 1, 2025, valuation.

Death and Disability Benefits - If an active participant dies, a death benefit equal in value to his or her cash termination benefit can be paid to the participant's beneficiary in the form of a single lump sum, a survivor annuity (if the beneficiary is the surviving spouse) or a 5, 10, 15, 20, or 25 year period certain annuity. If a retired participant dies, his or her beneficiary will be eligible to receive (1) one-half of the participant's monthly joint and survivor annuity for the rest of his or her life, or (2) a predetermined percentage of the participant's monthly optional joint and survivor annuity for the rest of his or her life, or (3) a single lump sum equal to the excess, if any, of the cash termination benefit which the deceased participant would have been entitled to receive upon retirement from service with the International over the sum of the monthly lifetime annuity payment which the deceased participant had actually received prior to his or her death.

An active participant who becomes disabled after he or she has completed at least three years of service with the International or three years of service both with the International and under a reciprocal plan are eligible to begin to receive a disability benefit. The disability benefit will be paid in the form of a lifetime annuity until the earliest to occur of the day of the disabled participant's death, the day he or she ceases to be disabled or the day he or she becomes eligible to receive a normal retirement benefit or an unreduced retirement benefit from the Plan.

Participants should refer to the Summary Plan Description for more complete information.

NOTE 3. PRIORITIES UPON TERMINATION

It is the intent of the International to continue the Plan in full force and effect indefinitely. However, the International, acting through its General Executive Board, has the right to terminate the Plan at any time. Upon termination, no part of the Plan will be used for, or diverted to, purposes other than those which exclusively benefit pensioners, beneficiaries, and participants. In the event the Plan was to terminate, the net assets of the Plan will be allocated to pay benefits in priorities as prescribed by ERISA and its related regulations. Whether or not a participant will receive full benefits, should the Plan terminate at some future time, will depend on the sufficiency of the Plan's net assets at that time and the priority of those benefits.

In addition, certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (PBGC) if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions.

The PBGC does not guarantee all types of benefits and the amount of any individual participant's benefit protection is subject to certain limitations, particularly with respect to benefit increases as a result of plan amendments in effect for less than five years. Some benefits may be fully or partially provided for while other benefits may not be provided at all.

NOTE 4. TAX STATUS

The Plan obtained its latest determination letter in February 2013, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements under Section 401(a) of the Internal Revenue Code and was, therefore, exempt from Federal income taxes under the provisions of Section 501(a). The Trustee, the members of the Administrative Committee, and the Plan's counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code.

Management is required to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of the Plan.

NOTE 5. ACTUARIAL INFORMATION

Actuarial valuations of the Plan were made by the Segal Company as of January 1, 2025. Information shown in the reports included the following:

Actuarial present value of accumulated plan benefits	
Vested benefits	
Participants and beneficiaries currently receiving benefits	\$ 23,580,712
Other participants	93,168,332
	<u>116,749,044</u>
Non-vested benefits	<u>2,721,753</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 119,470,797</u>

As reported by the actuary, the changes in the present value of accumulated plan benefits during the five years ended December 31, 2024, are as follows:

Actuarial present value of accumulated plan benefits as of January 1, 2020	<u>\$ 135,320,631</u>
(Decrease) increase during the year attributable to	
Benefits paid	(142,058,855)
Interest	47,196,469
Benefits accumulated, net experience gain or loss and changes in data	89,966,118
Amendments	6,431,344
Changes in actuarial assumptions	<u>(17,384,910)</u>
Net decrease	<u>(15,849,834)</u>
Actuarial present value of accumulated plan benefits as of January 1, 2025	<u>\$ 119,470,797</u>

The actuarial valuation as of January 1, 2025, was made using the projected unit credit actuarial cost method. Some of the more significant actuarial assumptions used in estimating the present value of accumulated plan benefits were:

- a. Life expectancy of participants - Pri-2012 separate employee and annuitant healthy mortality tables, projected using the Adjusted MP-2021 scale.
- b. Retirement age assumptions - average assumed retirement age was 63.

NOTE 5. ACTUARIAL INFORMATION (continued)

- c. Investment rate of return - 6.50%
- d. Administrative expenses - \$700,000

The above actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining actuarial results. Pension benefits in excess of the present assets of the Plan are dependent upon contributions received under the Trust Agreement of the Plan and income from investments. The Plan's actuary has advised that the minimum funding requirements of ERISA were being met as of January 1, 2025.

Since information on the accumulated plan benefits at December 31, 2025, and the changes therein for the year then ended are not included above, these financial statements do not purport to present a complete presentation of the financial status of the Plan as of December 31, 2025, and the changes in its financial status for the year then ended, but are only a presentation of the net assets available for benefits and the changes therein as of and for the year ended December 31, 2025. The complete financial status is presented as of December 31, 2024.

NOTE 6. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

NOTE 6. FAIR VALUE MEASUREMENTS (continued)

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

	Fair Value Measurements at December 31, 2025			
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 24,673,826	\$ 24,673,826	\$ -	\$ -
Short term investments	7,426,406	7,426,406	-	-
Total assets in the fair value hierarchy	32,100,232	\$ 32,100,232	\$ -	\$ -
Investments measured at NAV	145,923,016			
Total investments	<u>\$ 178,023,248</u>			

In accordance with ASU 820-10, investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the five years ended December 31, 2025, there were no transfers between levels 1, 2, or 3.

The unfunded commitments and redemption frequency and redemption notice periods for the investments measured at fair value using the Net Asset Value per Share (or Its Equivalent) practical expedient are as follows:

	2025 Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective trust funds:				
BNY Mellon AFL-CIO				
Int'l Stock Index Fund	\$ 12,388,064	\$ -	Daily	N/A
BNY Mellon AFL-CIO				
Large Cap Index Fund	75,086,708	-	Daily	N/A
JP Morgan Core Bond Fund	23,024,318	-	Daily	N/A

NOTE 6. FAIR VALUE MEASUREMENTS (continued)

	<u>2025 Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Limited partnership:				
PGIM Real Estate Trust US Debt Fund, LP	\$ 13,349,096	\$ -	Monthly	90 days
Blackstone Infrastructure V Feeder, LP	12,830,877	-	Quarterly*	90 days
Pennant Park Senior Credit Fund, LP	3,707,797	1,543,238	Monthly	90 days
Hedge fund:				
ABS Direct Equity Fund LLC - Emerging Markets	<u>5,536,156</u>	<u>-</u>	Quarterly	45 days
	<u>\$ 145,923,016</u>	<u>\$ 1,543,238</u>		

* Limited Partner's units are subject to a 3 year lock-up.

The ABS Direct Equity Fund (the Fund) is stated at estimated fair value, as reported by the Fund's management. The Fund invests primarily in equity investment funds, offshore funds and other entities. The Plan's share of the net asset value of the Fund is based upon the proportionate share of the total contributed capital.

PGIM Real Estate U.S. Debt Fund, L.P. (the Partnership) is a Delaware limited partnership organized for the purpose of investing in real estate debt and debt-like investments. The Partnership is an open-end, commingled fund, in which PGIM, Inc. (PGIM), an indirectly owned subsidiary of Prudential Financial Inc., (PFI), participates as the sole member of PGIM Real Estate U.S. Debt Fund GP, LLC, the Partnership's general partner (General Partner). The Partnership was formed on May 9, 2017 and commenced operations on July 18, 2017. The Partnership invests substantially all of its assets through its investments in PGIM Real Estate U.S. Debt Fund REIT, LLC (the REIT), a subsidiary owned by the Partnership and the preferred unit holders. The common interest of the REIT is wholly owned by the Partnership.

The Pennant park Senior Credit Fund II ERISA Levered Feeder, LP invests in floating-rate senior secured loans in the core middle market. The fund emphasizes capital preservation and features investments with relatively conservative underwriting metrics and important structural protections including financial covenants.

The Plan is a limited partner in the Blackstone Infrastructure Partners - V Feeder L.P. and has committed to contribute capital up to \$9,000,000 to the partnership. The General Partner gives notice to each Limited Partner each time a capital contribution is to be paid to the partnership. The Partnership is an opened-ended Fund primarily focused on a mixture of real estate investment assets which include logistics, knowledge center office buildings, and residential housing.

NOTE 7. RELATED PARTY TRANSACTIONS

The Trustee and the other members of the Administrative Committee also serve as officers of the International; three of the four members of the Administrative Committee, including the Trustee, also serve as Trustees of the Teamster Affiliates Pension Plan. The International performs certain administrative and accounting functions on behalf of the Plan. The Plan reimbursed the International monthly based on a cost allocation study approved by the Trustees. The allocation study is updated on an annual basis. The difference between the actual costs and the estimated payments are settled subsequent to year end. The Plan's share of allocated expenses for the five years ended December 31, 2025 was \$1,409,844.

The transactions identified above qualify as transactions which are exempt from the prohibited transactions rules of ERISA.

NOTE 8. RISKS AND UNCERTAINTIES

The Plan holds diversified investments which are exposed to various risks such as economic, interest rate, market, and sector. Such risks could cause material near term fluctuations in the market value of the investments as reported in these financial statements.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and participant demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

NOTE 9. SUBSEQUENT EVENTS

The Plan has evaluated subsequent events through April 24, 2026, the date the financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

