

UNION TRUSTEES

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Executive Director

EMPLOYER TRUSTEES

Michael Shaughnessy, *Co-Chairman*
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TEAMSTERS UNION 25 HEALTH SERVICES & INSURANCE PLAN

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SUMMARY ANNUAL REPORT FOR TEAMSTERS UNION 25 HEALTH SERVICES & INSURANCE PLAN

This is a summary of the annual report for the Teamsters Union 25 Health Services & Insurance Plan, EIN: 04-6374631, Plan No. 501 for the period September 1, 2024 to August 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees has committed itself to pay directly for weekly accident and sickness, hospital, medical, surgical, dental, vision care, prescription drug, retiree health benefits, hearing care and diagnostic health screening claims incurred under the terms of the Plan.

INSURANCE INFORMATION

The Plan has contracts with the Symetra Life Insurance Company, and Blue Cross Blue Shield of Massachusetts to pay life insurance, accidental death and dismemberment claims and health claims incurred under the terms of the Plan. The total premiums paid for these contracts were \$111,272,121. Because the Blue Cross Blue Shield of Massachusetts contract is a so called "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the fund year ending August 31, 2025, the premiums paid under such "experience-rated" contracts were \$110,656,266 and the total of all claims paid under these "experience-rated" contracts during the year were \$101,938,941.

BASIC FINANCIAL STATEMENTS

The value of plan assets, after subtracting liabilities of the Plan, was \$444,259,922 as of August 31, 2025, compared to \$401,624,078 as of September 1, 2024. During the plan year, the Plan experienced an increase in its net assets of \$42,635,844. This increase includes unrealized appreciation or depreciation in the value of the plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of the assets acquired during the year. During the plan year, the Plan had total income of \$223,438,732, including employer contributions of \$175,275,888, participant contributions of \$5,512,575, realized (losses) of (\$707,472) from the sale of assets, earnings from investments of \$34,085,852 and other income of \$9,271,889.

Plan expenses were \$180,802,888. These expenses included \$4,831,734 in administrative expenses and \$175,971,154 in benefits paid on behalf of participants and beneficiaries.



YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- An accountant's report.
- Financial information and information on payments to service providers.
- Assets held for investment.
- Transaction in excess of 5% of plan assets.
- Insurance information, including sales commissions paid by insurance carriers.
- Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrator at 529 Main Street, Suite 209 Charlestown, MA 02129, (617) 241-9220. The charge to cover copying costs will not exceed \$0.25 per page.

You also have the right to receive from the Plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover the copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan at 529 Main Street, Suite 209, Charlestown, MA 02129, (617) 241-9220 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from U.S. Department of Labor upon payment of copying costs. Request to the Department should be addressed to: Public Disclosure Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20210.

April 2026