Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
INTERNATIONAL UAW STAFF RETIREMENT INCOME PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 07/01/1962

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
INTERNATIONAL UNION, UAW

8000 EAST JEFFERSON
DETROIT, MI 48214-3963

2b Employer Identification Number (EIN)
38-0679801

2c Plan Sponsor's telephone number
313-926-5000

2d Business code (see instructions)
813930

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/01/2026	MARGARET MOCK
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

BOARD OF ADMINISTRATION

8000 EAST JEFFERSON
DETROIT, MI 48214-3963

3b Administrator's EIN
38-6097311

3c Administrator's telephone number
313-926-5000

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	2059
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	568
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	593
b	Retired or separated participants receiving benefits	**6b**	1075
c	Other retired or separated participants entitled to future benefits	**6c**	32
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1700
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	360
f	Total. Add lines **6d** and **6e**.	**6f**	2060
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	17
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached _____
- (4) ☐ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

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For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
INTERNATIONAL UAW STAFF RETIREMENT INCOME PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
INTERNATIONAL UNION, UAW

D Employer Identification Number (EIN)
38-0679801

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	1023947615
b Actuarial value	**2b**	979926709

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	1525	538559360	538559360
b For terminated vested participants	30	5590712	5590712
c For active participants	568	117225217	154934278
d Total	2123	661375289	699084350

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.33 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	23786795
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	23786795

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

10/02/2026
Date

JOHN J. MCKEVITT
Type or print name of actuary

26-08580
Most recent enrollment number

CHEIRON, INC.
Firm name

312-629-8401
Telephone number (including area code)

230 WEST MONROE, SUITE 650
CHICAGO, IL 60606
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	277807146	
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9	Amount remaining (line 7 minus line 8)	277807146	
10	Interest on line 9 using prior year's actual return of 9.62 %	26725047	
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.17 %		
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance		
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections		
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	304532193	0

Part III Funding Percentages

14	Funding target attainment percentage	14	96.61 %
15	Adjusted funding target attainment percentage	15	140.17 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	145.41 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)		18(c)

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	
	b Contributions made to avoid restrictions adjusted to valuation date.	19b	
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
5.00 %	5.27 %	5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	58

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☐ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	23786795
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment		
b Waiver amortization installment		

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	23786795

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	23786795		23786795

36 Additional cash requirement (line 34 minus line 35)	**36**	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
INTERNATIONAL UAW STAFF RETIREMENT INCOME PLAN

B Three-digit plan number (PN) ▶ 002

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
INTERNATIONAL UNION, UAW

D Employer Identification Number (EIN)
38-0679801

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: UAW MASTER PENSION TRUST

b Name of sponsor of entity listed in (a): INTERNATIONAL UNION, UAW

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
38-0679801-006	M	1100166129

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

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b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
INTERNATIONAL UAW STAFF RETIREMENT INCOME PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
INTERNATIONAL UNION, UAW

D Employer Identification Number (EIN)
38-0679801

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	5126684	4790082
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	14252	13359
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	1018806679	1100166129
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	1023947615	1104969570
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k		
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	1023947615	1104969570

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		136425451
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		136425451
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	55403496	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		55403496
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		55403496
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		81021955
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: CALIBRE CPA GROUP PLLC **(2)** EIN: 47-0900880

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 594141.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
INTERNATIONAL UAW STAFF RETIREMENT INCOME PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
INTERNATIONAL UNION, UAW

D Employer Identification Number (EIN)
38-0679801

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | 1 |

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): _____ _____

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | 3 | 0

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ Yes ☐ No ☒ N/A

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a	Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b	Enter the amount contributed by the employer to the plan for this plan year	6b	
c	Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ Yes ☐ No ☐ N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ Yes ☐ No ☒ N/A

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☒ Increase ☐ Decrease ☐ Both ☐ No

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ Yes ☐ No

11 a Does the ESOP hold any preferred stock? ..... ☐ Yes ☐ No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ Yes ☐ No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ Yes ☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 51.3 % Private Equity: 7.7 % Investment-Grade Debt and Interest Rate Hedging Assets: 26.8 %
High-Yield Debt: 1.8 % Real Assets: 4.6 % Cash or Cash Equivalents: 2.7 % Other: 5.1 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☒ 5-10 years ☐ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☒ Yes ☐ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

INTERNATIONAL U.A.W. STAFF RETIREMENT INCOME PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2025

INTERNATIONAL U.A.W. STAFF RETIREMENT INCOME PLAN

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2025 AND 2024

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INDEPENDENT AUDITOR'S REPORT

Board of Administration
U.A.W. International Union
International U.A.W. Staff Retirement Income Plan

Opinion

We have audited the accompanying financial statements of International U.A.W. Staff Retirement Income Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2025 and 2024, and the changes in its net assets available for benefits for the 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 that 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, 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 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.

Caliber CPA Group, PLLC

Chicago, IL
August 28, 2026

INTERNATIONAL U.A.W. STAFF RETIREMENT INCOME PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2025 AND 2024

	2025	2024
Assets		
Investments		
Plan interest in U.A.W. Master Pension Trust	$ 1,100,166,129	$ 1,018,806,679
Receivables		
Withholding tax refunds	13,359	13,602
Due from U.A.W. International Union	-	650
Total receivables	13,359	14,252
Cash	4,790,082	5,126,684
Total assets	1,104,969,570	1,023,947,615
Net assets available for benefits	$ 1,104,969,570	$ 1,023,947,615

See accompanying notes to financial statements.

INTERNATIONAL U.A.W. STAFF RETIREMENT INCOME PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
Additions		
Investment income		
Net investment gain from Plan interest in U.A.W. Master Pension Trust	$ 136,425,451	$ 92,310,412
Miscellaneous income	-	215
Total additions	136,425,451	92,310,627
Deductions		
Benefits paid	55,403,496	53,847,677
Total deductions	55,403,496	53,847,677
Net change	81,021,955	38,462,950
Net assets available for benefits		
Beginning of year	1,023,947,615	985,484,665
End of year	$ 1,104,969,570	$ 1,023,947,615

See accompanying notes to financial statements.

INTERNATIONAL U.A.W. STAFF RETIREMENT INCOME PLAN

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2025 AND 2024

NOTE 1. DESCRIPTION OF THE PLAN

The following description of the International U.A.W. Staff Retirement Income Plan (the Plan) provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General - The Plan is a single employer plan. Participants are Officers, International Executive Board Members, International Representatives or other Staff Members of the International Union U.A.W. who held these positions on or before June 1, 2008; any person who held these positions on or after June 2, 2008 and continually employed in such capacity on January 1, 2017; and any person hired on or after January 1, 2017 who hold these positions. Eligibility for normal retirement is age 62 and 5 years of credited service or age 65 and the 5th anniversary of participation in the Plan. Eligibility for early retirement is age 52, with at least 5 years of credited service; age 50, with at least 15 years of credited service; or age 50 with 10 years of credited service and over 65 points (sum of age plus credited service years). Some participants are eligible for joint survivor benefits and other optional benefits.

Funding Policy - The Plan is funded by contributions by the U.A.W. International Union based on actuarial reviews for current service costs and amortization of past service liabilities over 30 years. Contributions are made in accordance with the Employee Retirement Income Security Act of 1974 (ERISA) minimum funding requirements.

Vesting - Vesting occurs with 5 years of credited service.

Payment of Benefits - Pension benefits will be paid monthly, upon retirement application and approval.

Administrative Expenses - Substantially all administrative expenses are paid by the employer, U.A.W. International Union.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting - The financial statements have been prepared using the accrual basis of accounting. Under this basis, revenue is recognized when earned and expenses are recognized when incurred.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Use of Estimates - The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires the Plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition - Investments are reported at fair value, which is defined as the amount that would be received to sell an asset (or paid to transfer a liability) in an orderly transaction between market participants at the measurement date (the exit price). The fair value of the Plan's interest in the U.A.W. Master Pension Trust is based on contributions into the Master Trust plus allocated investment income less actual distributions and allocated administrative expenses. Generally, quoted market prices or other observable market data are used to value investments in the Master Trust. The Plan's share of net earnings of the Master Trust is reported as net investment gain in the statements of changes in net assets available for benefits.

Payment of Benefits - Benefits are recognized when paid.

NOTE 3. TAX STATUS

The Internal Revenue Service (IRS) has determined and informed the Plan by a letter dated December 30, 2014, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, the Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

U.S. generally accepted accounting principles require the Plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the taxing authorities.

As of December 31, 2025 and 2024, there were no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 4. PLAN TERMINATION

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated.

NOTE 4. PLAN TERMINATION (CONTINUED)

1. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The prior amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under plan provisions in effect at any time during the five years preceding plan termination.

2. Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) up to the applicable limitations.

3. All other vested benefits not insured by the PBGC.

4. All nonvested benefits.

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 pension. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at the time, of the Plan's net assets to provide those benefits and may also depend on the level of benefits guaranteed by the PBGC.

NOTE 5. ACCUMULATED PLAN BENEFITS AND CHANGES IN ACCUMULATED PLAN BENEFITS

Accumulated benefits are those future periodic payments, including lump sum distributions, that are attributed under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries or employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are based on the employees' total credited service, which is the sum of (a) past service credits and (b) future service credits. Benefits payable under all circumstances - retirement, death, disability and termination of employment - are included, to the extent they are deemed attributable to employee services rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by an actuary and is that amount which results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

NOTE 5. ACCUMULATED PLAN BENEFITS AND CHANGES IN ACCUMULATED PLAN BENEFITS (CONTINUED)

The actuarial present value of accumulated plan benefits and changes in accumulated plan benefits as of the most recent actuarial report as of January 1, 2025 is:

Accumulated plan benefits	
Vested benefits	
Retirees and beneficiaries currently receiving payments	$ 490,580,603
Inactive participants entitled to deferred benefits	4,672,841
Active participants	99,703,652
Total vested benefits	594,957,096
Non-vested benefits	29,144,598
Total actuarial present value of accumulated plan benefits	$ 624,101,694
Changes in accumulated plan benefits	
Actuarial present value of accumulated plan benefits at January 1, 2024	$ 608,596,864
Change during the year attributable to	
Decrease in discount period	38,919,090
Benefit payments	(53,847,677)
Additional benefits earned	16,658,369
Actuarial (gain)/losses	13,775,048
Net change	15,504,830
Actuarial present value of accumulated plan benefits at January 1, 2025	$ 624,101,694

Significant assumptions used in the latest valuation date of January 1, 2025, were:

Assumed Rate of Return on Investments	6.5%.
Interest on Liabilities	6.5%.
Mortality Basis	IRS 2025 Annuitant/Non-Annuitant Generational Mortality Table (updated from the 2024 Annuitant/Non-Annuitant Generational Mortality Table in prior valuation).
Retirement Age	Increases on a scale from 5% probability at ages 50-53 to 100% probability at age 65.

NOTE 5. ACCUMULATED PLAN BENEFITS AND CHANGES IN ACCUMULATED PLAN BENEFITS (CONTINUED)

Salary Scale

- One-time $5,500 signing bonus in 2024.
- 5.0% General Wage Increase in 2024, 3.0% for 2025 through 2027, and 4.0% in 2028.
- 3.0% Lump-Sum Payment each year from 2024 through 2028.

The actuarial cost method used was the Unit Credit Cost Method.

The foregoing 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 the actuarial present value of accumulated plan benefits.

During the year ended December 31, 2024, the Plan was amended to increase the benefit multiplier for all active participants and future retirees from 2.2% to 2.5% for retirements on or after March 16,2024; to extend the Special Lifetime Social Security Supplement (Age Creep) provisions to participants born after December 31, 1962; provide temporary bonus lump-sum payments payable annually from 2024 through 2027 to retirees ($500) or their surviving spouses ($325); and provide a $50,000 lump-sum bonus to any participant who was eligible for Normal Retirement Benefits or Early Retirement Benefits as of May 15, 2024 who had submitted their application for benefits by July 15, 2024 with a commencement date on or before September 1, 2024. The $50,000 lump-sum benefit was limited to a maximum of 75 participants who met the eligibility requirements.

During the year ended December 31, 2025, the Plan was amended to provide the $50,000 lump-sum bonus to any participant who had not started a benefit under the Plan as of December 13, 2024, who had submitted their application for benefits by January 31, 2025. The $50,000 lump-sum benefit was limited to a maximum of 26 participants who met the eligibility requirements. The lump-sum benefit was also made payable to participants who retired on or after December 31, 2023 with a benefit commencement date on or before March 15, 2024 if the application for benefits was submitted by September 30, 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 changes in its financial status for the year then ended, but 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. INTEREST IN U.A.W. MASTER PENSION TRUST

All of the Plan's investments are in the U.A.W. Master Pension Trust (Master Trust) which was established for the investment of assets of the Plan and several other U.A.W. International Union sponsored retirement plans. Each participating plan has an undivided interest in the Master Trust. The assets of the Master Trust are held by State Street Bank and Trust Company. At December 31, 2025 and 2024, the Plan's interest in the net assets of the Master Trust was approximately 88.977% and 88.923%, respectively. Investment income and administrative expenses relating to the Master Trust are allocated to the individual plans each month based on the ratio of the Average Balance in each Plan Account to the average balance in all Plan Accounts. The Average Balance is the mean of the market values at the beginning and end of the month.

The following table presents the net assets at December 31, 2025 for both the Plan's interest in the Master Trust and the total net assets of the Master Trust:

	2025	
	Plan Interest in U.A.W. Master Pension Trust	U.A.W. Master Pension Trust Total
Assets		
Cash	$ 1,996,853	$ 2,244,225
Receivables		
Investment income	544,208	611,625
Due from brokers	23,764,405	26,708,362
Investments, at fair value		
Interest-bearing cash (including money market funds)	31,555,202	35,464,288
U.S. Government securities	65,584,539	73,709,211
Corporate debt instruments		
Preferred	9,764,526	10,974,163
All other	4,622,971	5,195,669
Corporate stocks		
Common	2,699,228	3,033,610
Partnership/joint venture interests	139,076,434	156,305,347
Loans secured by mortgages	541,488	608,567
Municipal bonds	793,521	891,823
Other	104,781	117,762
Common collective trusts	701,470,594	788,369,399
Pooled separate account	27,373,260	30,764,283
Registered investment companies	53,459,167	60,081,737
103-12 investment entity	84,967,101	95,492,901
Liabilities		
Due to broker	(48,152,149)	(54,117,283)
Net assets of U.A.W. Master Pension Trust	$ 1,100,166,129	$ 1,236,455,689

NOTE 6. INTEREST IN U.A.W. MASTER PENSION TRUST (CONTINUED)

The following table presents the net assets at December 31, 2024 for both the Plan's interest in the Master Trust and the total net assets of the Master Trust:

	2024	
	Plan Interest in U.A.W. Master Pension Trust	U.A.W. Master Pension Trust Total
Assets		
Cash	$ 2,100,456	$ 2,362,102
Receivables		
Investment income	394,987	444,190
Due from brokers	30,993,507	34,854,242
Investments, at fair value		
Interest-bearing cash (including money market funds)	49,208,591	55,338,303
U.S. Government securities	61,378,788	69,024,493
Corporate debt instruments		
Preferred	4,815,068	5,414,862
All other	6,469,440	7,275,312
Corporate stocks		
Common	2,697,583	3,033,610
Partnership/joint venture interests	150,600,237	169,359,894
Loans secured by mortgages	503,178	565,856
Municipal bonds	652,904	734,234
Other	176,800	198,823
Common collective trusts	616,932,991	693,781,815
Pooled separate account	26,136,354	29,392,053
Registered investment companies	41,061,870	46,176,780
103-12 investment entity	78,250,692	87,998,061
Liabilities		
Due to broker	(53,566,767)	(60,238,313)
Net assets of U.A.W. Master Pension Trust	$ 1,018,806,679	$ 1,145,716,317

The following table summarizes the Master Trust's investment gain for the years ended December 31, 2025 and 2024:

	2025	2024
Investment gain		
Net appreciation of investments	$ 141,851,578	$ 89,279,943
Investment income (net of expenses)	11,503,418	14,631,019
Total investment gain	$ 153,354,996	$ 103,910,962

NOTE 6. INTEREST IN U.A.W. MASTER PENSION TRUST (CONTINUED)

Fair Value Measurements - Master Trust

Accounting standards provide the framework for measuring fair value which 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 (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

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

Level 2 - Inputs to the valuation methodology include other significant observable inputs including:

- 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; and
- 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.

The following are descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Interest-bearing cash: Estimated based on amortized cost which approximates fair value.

U.S. Government securities, corporate debt instruments, loans secured by mortgages, municipal bonds, and other: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

Corporate stocks: Valued using the quoted prices of identical investments on the active markets they are traded. Certain stock held which is not publicly traded is carried at estimated fair valued as determined by management using historical prices from prior transactions.

NOTE 6. INTEREST IN U.A.W. MASTER PENSION TRUST (CONTINUED)

Registered investment companies: Valued using reported closing prices in the market in which the securities are traded.

Investments Measured at Net Asset Value (NAV)

Partnership/joint venture interests: Valued based on the Master Trust's share of the partnership as determined by the general partner's valuation of the underlying investments.

Common collective trusts: Valued at the NAV of the shares held by the Trust at year end as reported by the custodians of these trusts. NAV is calculated based on the fair value of the underlying securities held using reported closing prices in the market in which the securities are traded, independent third-party pricing agents or in accordance with fair value procedures established by the trustees of the funds.

Pooled separate account: Valued at the NAV of the shares held by the Master Trust at year end as reported by the asset manager. NAV is calculated from fair value estimates based upon property appraisals prepared by independent real estate appraisers at the time of property acquisition, or no less than annually, of underlying real estate investments.

Registered investment companies: Registered investment companies not traded on an active exchange are valued at the NAV of the shares held by the Master Trust at year end as reported by the registered investment company. NAV is calculated based on the fair value of the underlying securities held using reported closing prices in the market in which the securities are traded or the last available bid/ask prices in an active secondary market for such securities.

103-12 investment entity: Valued at the NAV of the shares held by the Master Trust at year end as reported by the investment manager. NAV is calculated based on the fair value of the underlying securities held using reported closing prices in the market in which the securities are traded, independent third-party pricing agents or in accordance with fair value procedures established by the investment manager.

NOTE 6. INTEREST IN U.A.W. MASTER PENSION TRUST (CONTINUED)

The following tables set forth by level, within the fair value hierarchy, the Master Trust's assets at fair value as of December 31, 2025 and 2024:

	2025			
	Total	Level 1	Level 2	Level 3
Interest-bearing cash	$ 35,464,288	$ -	$ 35,464,288	$ -
U.S. Government securities	73,709,211	-	73,709,211	-
Corporate debt instruments				
Preferred	10,974,163	-	10,974,163	-
All other	5,195,669	-	5,195,669	-
Corporate stocks				
Common	3,033,610	-	-	3,033,610
Loans secured by mortgages	608,567	-	608,567	-
Municipal bonds	891,823	-	891,823	-
Other	117,762	-	117,762	-
Total	129,995,093	$ -	$ 126,961,483	$ 3,033,610
Investments measured at net asset value*	1,131,013,667			
Investments at fair value	$ 1,261,008,760			

	2024			
	Total	Level 1	Level 2	Level 3
Interest-bearing cash	$ 55,338,303	$ -	$ 55,338,303	$ -
U.S. Government securities	69,024,493	-	69,024,493	-
Corporate debt instruments				
Preferred	5,414,862	-	5,414,862	-
All other	7,275,312	-	7,275,312	-
Corporate stocks				
Common	3,033,610	-	-	3,033,610
Loans secured by mortgages	565,856	-	565,856	-
Municipal bonds	734,234	-	734,234	-
Other	198,823	-	198,823	-
Registered investment companies	3,774,761	3,774,761	-	-
Total	145,360,254	$ 3,774,761	$ 138,551,883	$ 3,033,610
Investments measured at net asset value*	1,022,933,842			
Investments at fair value	$ 1,168,294,096			

*In accordance with the Accounting Standards Codification, investments that were measured at NAV per share (or its equivalent) 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 line items presented in the statements of assets, liabilities and net assets.

There were no purchases of investments whose fair value has been determined using significant unobservable inputs (Level 3) for the years ended December 31, 2025 and 2024.

NOTE 6. INTEREST IN U.A.W. MASTER PENSION TRUST (CONTINUED)

Fair Value of Investments that Calculate Net Asset Value

Authoritative guidance on fair value measurements permits the Master Trust to measure the fair value of an investment entity that does not have a readily determinable fair value based upon the NAV or its equivalent of the investment. This guidance does not apply if it's probable that the investment will be sold at a value different than NAV.

The Master Trust's investment in investment entities is subject to the terms of the respective private placement memoranda and governing agreements. Income or loss from investments in these investment entities is net of the Master Trust's proportionate share of fees and expenses incurred or charged by these investment entities. To diversify its investment risk, the Master Trust looked for different investment vehicles where the return did not necessarily correlate to general market returns as what was previously invested.

The Master Trust's risk of loss in these entities is limited to its investment. The Master Trust may increase or decrease its level of investment in these entities at its discretion. The Master Trust typically has the ability to redeem its investment from these entities on a daily or quarterly basis, but longer lock-up periods can apply to certain investments.

The following tables summarize the Master Trust's investments in certain entities that calculate NAV per share as fair value measurement as of December 31, 2025 and 2024:

2025	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
a. Partnership/joint venture interests	$ 156,305,347	$ 25,140,170	Varies	*
b. Common collective trusts	788,369,399	-	Daily - Quarterly	Daily - 45 Days
b. Pooled separate account	30,764,283	-	Quarterly	90 Days
c. Registered investment companies	60,081,737	-	Daily	Daily
b. 103-12 investment entity	95,492,901	-	Daily	Daily
	$ 1,131,013,667	$ 25,140,170		

2024	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
a. Partnership/joint venture interests	$ 169,359,894	$ 29,882,823	Varies	*
b. Common collective trusts	693,781,815	-	Daily - Quarterly	Daily - 45 Days
b. Pooled separate account	29,392,053	-	Quarterly	90 Days
c. Registered investment companies	42,402,019	-	Daily	Daily
b. 103-12 investment entity	87,998,061	-	Daily	Daily
	$ 1,022,933,842	$ 29,882,823		

* Any redemption requires approval of the general partner. Generally, no redemption is allowed. Distributions are expected at termination of the partnership or at the discretion of the general partner. The time at which the redemption restriction might lapse is unknown.

NOTE 6. INTEREST IN U.A.W. MASTER PENSION TRUST (CONTINUED)

a. *Partnership/joint venture interests:*

AG Capital Recovery VIII: The investment objective is to primarily invest in financially distressed issuers.

Apollo Investment Fund VIII: The investment objective is to achieve long-term capital appreciation through equity and equity-equivalent investments providing control or influential minority equity positions and through investments in debt or other rights, interests or securities that have an expected return comparable to that of equity or equity-related securities or are made in connection with investments in equity or equity-related securities, including distressed debt investments.

Artis Ventures III: The investment objective is to make venture capital investments, principally by investing in and holding equity and equity-oriented securities of privately held companies in technology and technology-related fields.

Bardin Hill Opportunistic Credit Fund Offshore: The Partnership's stated investment objective is primarily achieved through its investment in the Master Accounts. The stated investment objective of the Master Accounts is to target superior risk-adjusted returns with low correlation to global credit and equity markets. The Master Accounts will focus on mitigating downside risk by identifying opportunities within various credit and similar strategies and dynamically allocating assets seeking to maximize return potential while mitigating losses for a given credit environment by targeting primarily credit and credit-related instruments as well as less liquid assets whose returns are determined by process-driven outcomes. The Master Accounts will primarily invest in the United States and Western Europe.

BCP Special Opportunities Offshore Feeder II LP: The Offshore Feeder invests substantially all of its investable assets in BCP Special Opportunities Fund II LP (the Fund), a Cayman Islands exempted limited partnership. The Fund's investment objective is to make credit-oriented investments on an opportunistic basis and is expected to utilize a variety of credit investing strategies as part of its investment program.

CIREP V Institutional Feeder LP: The Institutional Feeder invests substantially all of its assets in CIREP V Institutional SP, LP, a Cayman Islands exempted limited partnership. The objective of the partnership is to maximize total pre-tax returns on capital by seeking capital appreciation and, from time to time, current income, through the investment in, and management of, a diversified portfolio of real estate and real estate-related investments.

Dune Real Estate Fund III and IV: The partnerships were formed for the purpose of making opportunistic investments in a broad range of real estate related assets, including without limitation, portfolios, joint ventures, and debt securities and loans.

Entrust Special Opportunities Fund III: The partnership seeks to achieve above-average rates of return and long-term capital growth by investing opportunistically in a select group of funds and investment vehicles that are generally expected to be illiquid.

The partnership expects to invest in a broad range of investments, including, but not limited to, global distressed corporate securities, activist equities, value equities, post-reorganizational equities, municipal bonds, high yield bonds, leveraged loans, unsecured debt, collateralized debt obligations, mortgage-backed securities, commercial mortgage backed securities, direct lending, and sovereign debt.

First Reserve Fund XIII: The investment objective is to generate significant long-term capital appreciation primarily through privately negotiated equity and equity-related control investments. These investments will be solely in companies involved in the energy sector.

Francisco Partners Agility II A and VI B: The partnership was organized as a Cayman Islands exempted limited partnership on November 19, 2019 to make investments in technology companies, for long-term capital appreciation, using various transaction structures including leveraged buyouts, management buyouts, spinouts, recapitalizations, minority investments, restructurings, and growth equity investments.

Global Infrastructure Partners II-A: The partnerships were formed to invest in infrastructure assets or portfolios of infrastructure assets in the energy, transport, and water/waste industries globally.

H.I.G. Advantage Buyout Fund: The partnership was organized for the purpose of investing in equity and equity-related securities in conjunction with privately negotiated transactions.

Highstar Capital IV: The investment objective is to generate both current income and long-term capital appreciation primarily in infrastructure assets and businesses, including assets and businesses in the energy, transportation, and environmental services sectors.

Kohlberg IX TE Investors: The principal purpose of the partnership is to make and oversee equity and equity related investments. The main objective is capital appreciation by way of controlling private equity investments in management buyouts and recapitalizations of companies with enterprise values ranging from approximately $200 million to $1.5 billion.

Lightspeed Venture Partners Fund XIII and Select IV: The partnership is organized for the purpose of realizing capital appreciation through investments in securities (whether debt, equity, or any combination thereof) issued primarily in start-ups, early-stage, development, and expansion-stage companies engaged, or to be engaged, in business in the technology area, and in any other investments consistent with and substantially similar to the foregoing as the partnership may determine.

Mesirow Financial Capital Partners X: The investment objective is to primarily to invest in a diversified portfolio of direct private equity investments.

Monomoy Capital Partners AIV III: The investment objective is to seek long-term capital appreciation primarily by acquiring, holding, or disposing of controlling and non-controlling positions in securities in companies in the middle market.

Oaktree Enhanced Income Fund: The investment objective is to invest primarily in a diversified portfolio of U.S. dollar-denominated bank loans and other senior debt instruments of borrowers that are organized or have a substantial portion of their operations, assets, or business located in the United States or Canada.

Sculptor Credit Opportunities Overseas Institutional Fund: The investment strategy is to use a global multi-strategy approach focused on portfolio diversification and risk management. Strategies include merger arbitrage, long/short equity special situations, corporate credit, structured credit, convertible/derivative arbitrage, and private investments.

Starwood Distressed Opportunity Fund IX, Starwood Opportunity Fund X, and Starwood Opportunity Fund X International: The investment objective is to generate returns by making opportunistic real estate equity and debt investments in hotels, office properties, retail centers, zoned residential land opportunities, and other real estate assets located in the United States and abroad. In addition, the partnership may make equity and debt investments in real estate related businesses or companies, as well as in select development opportunities.

Stonepeak Infrastructure Fund: The purpose of the partnership is to make investments in infrastructure assets and businesses, including assets and businesses which may include but are not limited to energy and utilities, transportation, communications infrastructure, social infrastructure, as well as other assets and businesses that exhibit infrastructure characteristics.

Warburg Pincus Private Equity XI: The purpose of the partnership is to invest in global growth companies in private equity.

b. *Common collective trusts, pooled separate account, and 103-12 investment entity*: All report as direct filing entities and can be redeemed according to the tables.

c. *Registered investment companies*: PIMCO Fund portfolios utilize various fixed income strategies to maximize total return, consistent with preservation of capital and prudent investment management. Each portfolio issues its shares in private placement transactions.

NOTE 7. RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

U.A.W. International Union, as Plan sponsor, provides certain administrative services to the Plan, and pays for auditing, legal and actuarial services on behalf of the Plan. The costs of the administrative services are not readily determinable. These transactions qualify as party in interest transactions, which are exempt from the prohibited transaction rules of ERISA.

NOTE 8. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

The actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates, and employee 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

Subsequent events have been evaluated through August 28, 2026, which is the date the financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying financial statements.

Schedule SB, Part V – Summary of Plan Provisions

A. Plan Year: January 1 through December 31

B. Pension Credit Year: January 1 through December 31

C. Participant:

Any person who is an Officer, International Executive Board Member, International Representative, or Other Staff Member of the International UAW shall be classified as a participant of the International UAW Staff Retirement Income Plan and categorized based upon the following criteria:

Category	Criteria
Section 5(a) Member	Commenced employment on or before June 1, 2008
Section 5(b) Member	Commenced employment on or after June 2, 2008 and continuously employed on January 1, 2017
Section 5(c) Member	Commenced employment on or after January 1, 2017

D. Credited Service:

Each service component listed below shall be determined to the nearest 1/12th of one year.

Section 5(a) and 5(c) Members
A participant receives Credited Service for participation, benefit accrual, and vesting purposes equal to all periods of employment with the UAW.

Section 5(b) Member
A participant receives Credited Service for participation and vesting purposes equal to all periods of employment with the UAW and for benefit accrual purposes beginning January 1, 2017.

Additional Credited Service
In addition to the Credit Service described above, to determine a participant's benefit amount and eligibility (except for disability eligibility), a participant shall receive additional Credited Service equal to one-third (1/3) times the period of employment from the later of (a) age 45 or (b) date of employment with the International UAW to the date employment is terminated, until such participant has accumulated five (5) years of additional Credited Service.

Furthermore, any Section 5(a) member who did not participate in the ERIP for 2009, and who remains employed on or after January 1, 2010, shall receive an additional two-tenths (2/10) of a year of Credited Service for each calendar year's Credited Service earned by such employee beginning January 1, 2010 and ending on June 30, 2012. Such participants may earn a maximum of one-half an additional year of Credited Service. This amendment initially operated through January 1, 2015, but the accrual was amended under a subsequent collective bargaining agreement to cease after July 1, 2012.

E. Final Average Salary (FAS):

The average of annual salary rates as of January 1 for four consecutive calendar years or, if higher, the actual salary during each such year that produces the highest average.

Schedule SB, Part V – Summary of Plan Provisions (continued)

F. Re-determined FAS:

For all benefits, the FAS is re-determined each January 1. Prior to age 62, FAS is re-determined by substituting the current annual salary rate of a member's last job for the lowest annual salary used in the previously re-determined FAS.

G. Base Monthly Salary Rate:

One-twelfth (1/12) of the most recent base annual salary rate prior to Disability Retirement. Subject to re-determination during Disability Retirement to reflect any increased rate of pay which would have been receivable by such participant if still actively employed prior to becoming disabled.

H. Normal Retirement:

Eligibility Requirement	**Section 5(a) and 5(c) Members** Age 62 and 5 years of Credited Service Age 65 and 5th anniversary of participation **Section 5(b) Members** Age 62
Monthly Benefit Amount	**Section 5(a), 5(b), and 5(c) Members** 2.5% of the member's re-determined FAS multiplied by Credited Service, less negotiated benefits for retirements on or after March 16, 2024. (2.2% for retirements before March 16, 2024)

I. Early Retirement:

Eligibility Requirement	**Section 5(a) and 5(c) Members** ***Reduced:*** Age 50 with 15 years of Credited Service, Age 52 with 5 years of Credited Service, or ***Unreduced:*** Age 50 with 10 years of Credited Service and over 65 points (age *plus* Credited Service). **Section 5(b) Members** ***Reduced:*** Age 52 with 5 years of Credited Service, or ***Unreduced:*** Age 50 and over 65 points (age *plus* Credited Service).
Monthly Benefit Amount	**Section 5(a), 5(b), and 5(c) Members** The accrued Normal Retirement Benefit before offsets reduced one-half (½) of 1% for each month the date of commencement precedes age 60, less negotiated benefits. No reduction shall be applied if the member meets the unreduced early retirement eligibility criteria.

Schedule SB, Part V – Summary of Plan Provisions (continued)

J. Disability Retirement:

Eligibility Requirement	**Section 5(a) and 5(c) Members** Any age and 10 years of Credited Service **Section 5(b) Members** Any age and 10 years of service from date of employment with the International UAW
Monthly Benefit Amount	***Prior to Age 62:*** Credited Service multiplied by 3% of the member's Base Monthly Salary Rate not to exceed 50% of such Base Monthly Salary Rate. ***Age 62:*** The Normal Retirement Benefit based on re-determined FAS at age 62 and continued accumulation of Credited Service while disabled through normal retirement.

K. Vesting:

Eligibility Requirement	**Section 5(a) and 5(c) Members** Any age and 5 years of Credit Service **Section 5(b) Members** Any age
Monthly Benefit Amount	**Section 5(a), 5(b), and 5(c) Members** The accrued Normal Retirement Benefit before offsets, reduced one-half (½) of 1% for each month the date of commencement precedes age 62, less negotiated benefits.

L. Death Benefits:

Eligibility Requirement	**Section 5(a) and 5(c) Members** Any age and 5 years of Credit Service **Section 5(b) Members** Any age
Monthly Benefit Amount	The spouse of an eligible deceased member or disability retiree under age 62 will receive, after bridge benefits cease, a monthly benefit equal to the surviving spouse's benefit under the survivor option.

Schedule SB, Part V – Summary of Plan Provisions (continued)

M. Negotiated Benefits:

Inactive Members Receiving Benefits	Monthly benefits, excluding temporary Social Security "make-up" benefits, under a negotiated plan based on service with the International UAW.
Active Participants	Based on assumptions set forth in Appendix C – Actuarial Assumptions and Methods.

N. Special Lifetime Social Security Supplement (Age Creep Benefit):

This benefit is provided to participants born in the years 1938 through 1962, and their surviving spouses, who leave service by normal, early, or regular retirement.

For participants born in the years 1938 through 1950, the benefit is equal to the difference between the Social Security benefit which they elect to receive and the Social Security benefit that they would have received had the Social Security law not raised the Social Security Normal Retirement Age for people born after 1937.

For participants born in the years 1951 through 1954, the benefit is equal to a flat $100 monthly benefit at commencement and subject to yearly Social Security percentage increases thereafter.

For participants born in the years on or after 1955, the benefit is equal to the following monthly benefit, by year of birth, at commencement and subject to yearly Social Security percentage increases thereafter:

Year of Birth	Monthly Age Creep Amount	Year of Birth	Monthly Age Creep Amount
1955	$ 116.80	1959	$ 184.00
1956	133.20	1960	200.00
1957	150.00	1961	200.00
1958	166.60	1962 and after	200.00

O. Retiree Lump-Sum Payment:

A special lump-sum payment of $500 to all retired participants or $325 for surviving spouses payable annually from 2024 through 2027.

P. Survivor Benefit:

In lieu of above lifetime benefits (except disability retirement benefits to age 62); a member will receive a reduced pension, unless he elects otherwise, with 65% of such reduced pension continued to his spouse after his death. Such reduction equals ½ of 1% for each year his spouse is more than 10 years younger than he.

Benefits for both the member and the surviving spouse will be determined by applying the reduction to the applicable benefit before offsets. The resulting benefit will then be offset by negotiated benefits, assuming the same survivor option election has been made.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Q. 2024 Early Retirement Incentive Program (ERIP) Benefit:

Eligible active participants that have submitted an irrevocable application for benefits shall be eligible for a $50,000 lump-sum bonus (the "ERIP Benefit"). The ERIP Benefit will be paid to no more than 75 participants.

R. Change in Plan Provisions:

None

Schedule SB, Line 26a – Schedule of Active Participant Data

Table A-3
Distribution of All Active Participants
by Age and Service as of January 1, 2025
Counts by Age/Service

	Service										
Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	**Total**
Under 25	1	0	0	0	0	0	0	0	0	0	1
25-29	4	1	0	0	0	0	0	0	0	0	5
30-34	17	23	1	0	0	0	0	0	0	0	41
35-39	16	16	6	2	0	0	0	0	0	0	40
40-44	9	26	13	6	2	0	0	0	0	0	56
45-49	16	35	19	11	3	3	1	0	0	0	88
50-54	17	52	47	19	8	4	3	0	0	0	150
55-59	6	45	33	13	11	6	5	0	0	0	119
60-64	2	13	18	7	3	6	2	0	0	0	51
65-69	1	2	5	1	1	2	2	0	0	0	14
70 & Up	0	2	1	0	0	0	0	0	0	0	3
Total	89	215	143	59	28	21	13	0	0	0	568

Average Age = 50.40 Average Service = 6.44

Table A-3(a)
Distribution of Section 5(a) Active Participants
by Age and Service as of January 1, 2025
Counts by Age/Service

	Service										
Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	**Total**
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	2	0	0	0	0	0	2
45-49	0	0	0	0	0	3	1	0	0	0	4
50-54	0	0	0	0	2	4	3	0	0	0	9
55-59	0	0	0	0	0	6	5	0	0	0	11
60-64	0	0	0	0	0	6	2	0	0	0	8
65-69	0	0	0	0	0	2	2	0	0	0	4
70 & Up	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	4	21	13	0	0	0	38

Average Age = 56.53 Average Service = 20.07

Schedule SB, Line 26 – Schedule of Active Participant Data (continued)

Table A-3(b)
Distribution of Section 5(b) & Section 5(c) Active Participants
by Age and Service as of January 1, 2025
Counts by Age/Service

	Service										
Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	**Total**
Under 25	1	0	0	0	0	0	0	0	0	0	1
25-29	4	1	0	0	0	0	0	0	0	0	5
30-34	17	23	1	0	0	0	0	0	0	0	41
35-39	16	16	6	2	0	0	0	0	0	0	40
40-44	9	26	13	6	0	0	0	0	0	0	54
45-49	16	35	19	11	3	0	0	0	0	0	84
50-54	17	52	47	19	6	0	0	0	0	0	141
55-59	6	45	33	13	11	0	0	0	0	0	108
60-64	2	13	18	7	3	0	0	0	0	0	43
65-69	1	2	5	1	1	0	0	0	0	0	10
70 & Up	0	2	1	0	0	0	0	0	0	0	3
Total	89	215	143	59	24	0	0	0	0	0	530

Average Age = 49.96 Average Service = 5.47

Schedule SB, Part V – Statement of Actuarial Assumptions and Methods

Actuarial Basis

A. Actuarial Cost Method:

The cost method for valuation of liabilities used for this valuation is the Unit Credit cost method. This is one of a family of valuation methods known as accrued benefits methods. The chief characteristic of accrued benefits methods is that the funding pattern follows the pattern of benefit accrual. Under the Unit Credit cost method, the Normal Cost is determined as the additional benefit accrued over the plan year. The Actuarial Liability, which is determined for each participant as of each valuation date, represents the actuarial present value of each participant's benefit earned prior to the valuation date.

B. Actuarial Value of Assets:

The Actuarial Value of Assets is calculated as the average market value over the past 24 months. The market value for each of the prior two years is adjusted for benefit payments, contributions, and expected interest. The expected interest cannot exceed the interest expected assuming the third segment rate. The Actuarial Value of Assets is constrained so that it cannot exceed 110% of the market value and cannot be less than 90% of the market value.

C. Amortization Method:

15-year amortization.

D. Disclosures Regarding Models Used:

In accordance with Actuarial Standard of Practice No. 56 (Modeling), the following disclosures are made:

Valuation Software
Cheiron used ProVal, an actuarial valuation software leased from Winklevoss Technologies (WinTech), for the intended purpose of calculating liabilities, normal costs, and projected benefit payments. We have relied on WinTech as the developer of ProVal. We have reviewed the underlying workings of this model to the degree feasible and consistent with ASOP No. 56 and believe them to be appropriate for the purposes of the valuation. We are not aware of any material inconsistencies, unreasonable output resulting from the aggregation of assumptions, material limitations or known weaknesses that would affect this actuarial valuation report.

Projection Model
Projections in this report were developed using *P-scan*, our proprietary tool for the purpose of developing projections. The projections shown in this report cover multiple individual scenarios and the variables are not necessarily correlated. We are not aware of any material inconsistencies, unreasonable output resulting from the aggregation of assumptions, material limitations or known weaknesses that would affect the projections shown in this report.

E. Method Changes:

None.

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

In order to place a value on the benefits provided by the Plan and to determine the contribution levels required by ERISA to fund plan benefits, assumptions must be made to resolve the contingencies surrounding actual payment of the benefits and future investment earnings of the fund. The Actuarial Assumptions are used for purposes of the minimum funding requirement, deduction limitation, determination of PBGC variable rate premium, LDROM, and financial reporting and disclosure information.

A. Discount Rate:

1. *Funding Target interest rates*

   5.33% is the effective interest rate based on the IRC §430(h)(2)(B) base segment rates for 2025, as allowed under IRC §430(h)(2)(C)(iv) as amended by IIJA.

   i. Segment 1 5.00%
   ii. Segment 2 5.27%
   iii. Segment 3 5.50%

2. *Maximum Deductible Funding Target, LDROM, and PBGC 4010 test interest rates*

   5.30% is the effective interest rate based on the IRC §430(h)(2)(B) base segment rates for January 2025, as allowed under IRC §430(h)(2)(E). These rates are referred to as PPA rates and do not reflect the IIJA corridors.

   i. Segment 1 5.00%
   ii. Segment 2 5.27%
   iii. Segment 3 5.40%

3. *PBGC Funding Target interest rates (Alternative Method)*

   5.30% is the effective interest rate based on the IRC §430(h)(2)(B) base segment rates for January 2025, as allowed under IRC §430(h)(2)(E). These rates are referred to as PPA rates and do not reflect the IIJA range rates.

   i. Segment 1 5.00%
   ii. Segment 2 5.27%
   iii. Segment 3 5.40%

4. *ASC 960 Accounting* 6.50%

B. Expected Net Investment Return: 6.50%

C. Expenses Payable from the Plan: None

D. Salary Scale:

The following salary scale information applies *to Section 5(a), Section 5(b),* and *Section 5(c) Members*:

- One-time $5,500 Signing Bonus in 2024
- 5.0% General Wage Increase (GWI) for 2024, 3.0% GWI for 2025 through 2027, and 4.0% GWI in 2028
- 3.0% Lump-Sum Payment (LSP) each year from 2024 through 2028

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

E. Wage Progression:

For *Section 5(b)* and *Section 5(c) Members,* the assignment rate salary is phased in over three (3) years using the below schedule. No such schedule applies to *Section 5(a) Members.*

Assignment Rate Progression Schedule	
Start Rate – Entry Level	90.0%
First Anniversary	93.3%
Second Anniversary	96.6%
Third Anniversary	100.0%

F. Re-determination Rates:

Year	Rate	Year	Rate
2024	2.50%	2027	2.50%
2025	2.50%	2028	3.50%
2026	2.50%	2029	2.50%

G. Cost of Living Adjustment (COLA) (Post age 62 benefits):

0.0% for all future years

H. COLA for Age Creep Benefits:

2.0% for all future years

I. Healthy and Disabled Lives Mortality:

IRS 2025 Annuitant/Non-Annuitant Generational Mortality Table

J. Withdrawal:

Age	Annual Probability
20	0.0544
30	0.0370
40	0.0113
50	---

K. Disability Incidence:

	Annual Probability	
Age	Male	Female
25	0.0003	0.0005
35	0.0005	0.0008
45	0.0010	0.0015
55	0.0036	0.0049
65	---	---

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

L. Retirement Probabilities:

Age	Annual Probability
50-53	0.05
54	0.10
55	0.15
56-58	0.10
59	0.15
60	0.25
61	0.20
62-64	0.30
65	1.00

M. Percent Married: 85% for males, 60% for females

N. Survivor Benefit Election: 100%

O. Age of Spouse: Wife two years younger than husband

P. Negotiated Benefits for Active Participants

Section 5(a) Members

For active participants formerly employed by a "Big Three" employer or equivalent, we assume a negotiated benefit of $70 per month multiplied by Credited Service with the UAW, but without consideration for any additional Credited Service accruals.

For active participants formerly employed by other employers with collectively bargained benefits, we assume a negotiated benefit of $25 per month multiplied by Credited Service with the UAW, but without consideration for any additional Credited Service accruals.

For all other Section 5(a) active participants we assume no negotiated benefit.

Section 5(b) and Section 5(c) Members

Unless reported by UAW as a formerly employed by a "Big-Three" employer or equivalent, all currently employed Section 5(b) and Section 5(c) members are assumed to be former employees of an employer with collectively bargained benefits. The same negotiated benefit rates for section 5(a) members shall apply.

Q. Negotiated Benefits for Retired Section 5(b) and 5(c) Participants

Employees who retired under a multiplier of 1.01% shall have their pension benefit recalculated assuming a multiplier of 2.2% retroactive to January 1, 2017. Credited Service for employees hired after June 1, 2008, shall be credited beginning January 1, 2017 or the employee's date of hire if later. Unless reported by UAW, the negotiated benefits for inactive participants are assumed to be 25% of the estimated benefit determined after accounting for Section 4.2(d) Credited Service.

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

R. Change in Methods and Assumptions:

Non-prescribed Actuarial Assumptions
N/A

Prescribed Actuarial Assumptions
For funding purposes, the mortality table for healthy and disabled lives changed from the IRS 2024 Annuitant/Non-Annuitant Generational Mortality Table to the IRS 2025 Annuitant/Non-Annuitant Generational Mortality Table in accordance with appropriate guidance to comply with mandated assumptions prescribed by the regulatory guidance of the Pension Protection Act of 2006 (PPA). Both the 2024 and 2025 mortality assumption utilizes Pri-2012 as the base table, adjusted for generational mortality improvements using the IRS 2024 adjusted MP-2021 scale. The same table was used for ASC 960 accounting disclosures.

The Funding Target Liability as determined by IRC 430(h)(2)(B) is determined using the base segment interest rates for 2025, which was modified under IIJA. For the January 1, 2025 valuation, the liabilities were valued using an effective rate of 5.33%.

S. Rationale for Non-Prescribed Assumptions

The mortality and discount rate assumptions for funding purposes are prescribed by law. In accordance with Actuarial Standards of Practice No. 27, the rationale for the non-prescribed assumptions follows.

Economic
The assumption of expected investment return used in developing the Actuarial Value of Assets and ASC 960 liabilities is based on the Plan Sponsor's risk preference, capital market outlook of investment managers, and the Plan's target asset allocation as of the valuation date:

Asset Allocation	Percentage
Equity	51%
Fixed Income	24%
Treasuries	3%
Real Estate	6%
Private Equity	13%
Private Debt	3%
Total	**100%**

The Post-Age 62 Cost of Living Assumption is based on collective bargaining agreements that covered bargaining periods from 2024 – 2028 and the outlook of the UAW Fund Office.

The salary scale is based on historical experience and expected future increases as discussed with UAW.

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Demographic

The demographic assumptions used in this valuation have been reviewed annually against the sources of liability gains and losses. In our professional opinion, the assumptions both collectively and on an individual basis have not reflected a gain or loss bias and continue to be appropriate for the measurement.

Schedule SB, Line 24 – Change in Non-Prescribed Actuarial Assumptions

Non-prescribed Actuarial Assumptions
N/A

Prescribed Actuarial Assumptions
For funding purposes, the mortality table for healthy and disabled lives changed from the IRS 2024 Annuitant/Non-Annuitant Generational Mortality Table to the IRS 2025 Annuitant/Non-Annuitant Generational Mortality Table in accordance with appropriate guidance to comply with mandated assumptions prescribed by the regulatory guidance of the Pension Protection Act of 2006 (PPA). Both the 2024 and 2025 mortality assumption utilizes Pri-2012 as the base table, adjusted for generational mortality improvements using the IRS 2024 adjusted MP-2021 scale. The same table was used for ASC 960 accounting disclosures.

The Funding Target Liability as determined by IRC 430(h)(2)(B) is determined using the base segment interest rates for 2025, which was modified under IIJA. For the January 1, 2025 valuation, the liabilities were valued using an effective rate of 5.33%.

Attachments to 2025 Schedule SB (Form 5500)
International UAW Staff Retirement Income Plan
EIN 38-0679801, Plan 002

Schedule SB, Line 22 – Description of Weighted Average Retirement Age

Age (1)	Assumed Rate of Retirement (2)	Population (3)	Expected Number of Retirements [(2) x (3)] (4)	Weighted Average [(1) x (4)] (5)
50	0.05	50,000	2,500	125,000
51	0.05	47,500	2,375	121,125
52	0.05	45,125	2,256	117,325
53	0.05	42,869	2,143	113,602
54	0.10	40,725	4,073	219,917
55	0.15	36,653	5,498	302,385
56	0.10	31,155	3,115	174,467
57	0.10	28,039	2,804	159,824
58	0.10	25,235	2,524	146,366
59	0.15	22,712	3,407	201,000
60	0.25	19,305	4,826	289,577
61	0.20	14,479	2,896	176,642
62	0.30	11,583	3,475	215,445
63	0.30	8,108	2,432	153,244
64	0.30	5,676	1,703	108,973
65	1.00	3,973	3,973	258,244
		Total	50,000	2,883,137
		Average		**57.66**

Schedule SB, Line 26b – Schedule of Projection of Expected Benefit Payments

Schedule SB, Line 26b - Schedule of Projection of Expected Benefit Payments				
Plan Year	Active Participants	Terminated Vested Participants	Retired Partcipants and Beneficiaries Receiving Payments	Total
2025	1,693,446	31,327	51,655,813	53,380,586
2026	2,918,594	31,050	50,341,765	53,291,409
2027	4,021,459	119,272	48,989,952	53,130,683
2028	5,149,478	118,316	46,981,204	52,248,998
2029	6,159,642	117,328	45,580,324	51,857,294
2030	7,156,376	145,844	44,053,986	51,356,206
2031	8,055,814	278,796	42,532,292	50,866,902
2032	8,866,363	296,106	41,005,585	50,168,054
2033	9,610,431	357,062	39,394,292	49,361,785
2034	10,272,627	354,013	37,748,277	48,374,917
2035	10,792,939	448,862	36,162,095	47,403,896
2036	11,287,168	449,912	34,499,269	46,236,349
2037	11,677,853	486,027	32,844,388	45,008,268
2038	11,996,260	499,241	31,153,450	43,648,951
2039	12,240,296	493,886	29,450,966	42,185,148
2040	12,411,922	488,140	27,740,256	40,640,318
2041	12,531,904	511,225	26,031,900	39,075,029
2042	12,617,949	518,759	24,334,231	37,470,939
2043	12,635,710	525,948	22,655,530	35,817,188
2044	12,632,747	517,760	21,003,978	34,154,485
2045	12,610,982	511,486	19,387,577	32,510,045
2046	12,544,646	501,903	17,813,946	30,860,495
2047	12,459,963	491,525	16,290,428	29,241,916
2048	12,307,054	480,335	14,823,959	27,611,348
2049	12,137,629	479,135	13,421,119	26,037,883

Schedule SB, Line 26b – Schedule of Projection of Expected Benefit Payments (Continued)

Schedule SB, Line 26b - Schedule of Projection of Expected Benefit Payments				
Plan Year	Active Participants	Terminated Vested Participants	Retired Partcipants and Beneficiaries Receiving Payments	Total
2050	11,939,858	466,154	12,087,895	24,493,907
2051	11,677,712	492,437	10,829,425	22,999,574
2052	11,396,510	477,351	9,649,947	21,523,808
2053	11,087,527	461,334	8,552,388	20,101,249
2054	10,747,565	444,391	7,538,322	18,730,278
2055	10,364,673	426,510	6,608,008	17,399,191
2056	9,968,452	407,744	5,760,368	16,136,564
2057	9,546,151	388,078	4,993,331	14,927,560
2058	9,083,115	367,576	4,303,865	13,754,556
2059	8,598,081	346,347	3,688,151	12,632,579
2060	8,095,067	324,505	3,141,951	11,561,523
2061	7,577,483	302,137	2,660,623	10,540,243
2062	7,051,414	279,467	2,239,344	9,570,225
2063	6,522,194	256,741	1,873,185	8,652,120
2064	5,995,076	234,257	1,557,149	7,786,482
2065	5,475,513	212,209	1,286,425	6,974,147
2066	4,968,920	190,993	1,056,401	6,216,314
2067	4,480,364	170,835	862,627	5,513,826
2068	4,014,452	151,899	700,803	4,867,154
2069	3,574,980	134,274	566,873	4,276,127
2070	3,164,886	118,191	456,996	3,740,073
2071	2,786,162	103,612	367,627	3,257,401
2072	2,439,829	90,577	295,531	2,825,937
2073	2,125,995	78,939	237,752	2,442,686
2074	1,843,966	68,725	191,656	2,104,347

Notes on the Expected Annual Benefit Payments:

- Per the 5500 instructions, the above benefit payments assume (1) no additional accruals, (2) experience in line with valuation assumptions, (3) no new entrants, and (4) benefits are paid in the form assumed for valuation purposes
- Based on the 2025 funding valuation assumptions
- Do not include expected expenses
- Amounts are payable mid-year

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210 - 0110
1210 - 0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

B This return/report is: ☒ a single-employer plan ☐ a DFE (specify) _____
☐ the first return/report ☐ the final return/report
☐ an amended return/report ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here ▶ ☒

D Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program
☐ special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here ▶ ☐

Part II Basic Plan Information - enter all requested information

1a Name of plan
INTERNATIONAL UAW STAFF RETIREMENT INCOME PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 07/01/1962

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
INTERNATIONAL UNION, UAW

8000 EAST JEFFERSON

DETROIT MI 48214-3963

2b Employer Identification Number (EIN) 38-0679801

2c Plan Sponsor's telephone number 313-926-5000

2d Business code (see instructions) 813930

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Margaret Mock	10/01/26	MARGARET MOCK
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2025)
v. 250312

518401 12-22-25

15070929 712177 33321 2025.04030 INTERNATIONAL UNION, UAW 33321__1

3a Plan administrator's name and address ☐ Same as Plan Sponsor
BOARD OF ADMINISTRATION

8000 EAST JEFFERSON
DETROIT MI 48214-3963

3b Administrator's EIN
38-6097311

3c Administrator's telephone number
313-926-5000

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:
a Sponsor's name
c Plan Name

4b EIN
4d PN

5	Total number of participants at the beginning of the plan year	**5**	2,059
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a (1)	Total number of active participants at the beginning of the plan year	**6a(1)**	568
a (2)	Total number of active participants at the end of the plan year	**6a(2)**	
b	Retired or separated participants receiving benefits	**6b**	
c	Other retired or separated participants entitled to future benefits	**6c**	
d	Subtotal. Add lines **6a(2), 6b,** and **6c**	**6d**	
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	
f	Total. Add lines **6d** and **6e**	**6f**	
g (1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
1A

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)
- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)
- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules
- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) - Number Attached ____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules
- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information - Small Plan)
- (3) ☐ **A** (Insurance Information) - Number Attached ____
- (4) ☐ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
International UAW Staff Retirement Income Plan

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
International Union, UAW

D Employer Identification Number (EIN)
38-0679801

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 1 Day 1 Year 2025

2 Assets:

a Market value	**2a**	1,023,947,615
b Actuarial value	**2b**	979,926,709

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	1,525	538,559,360	538,559,360
b For terminated vested participants	30	5,590,712	5,590,712
c For active participants	568	117,225,217	154,934,278
d Total	2,123	661,375,289	699,084,350

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.33 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	23,786,795
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	23,786,795

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

John J McKevitt III

Signature of actuary

10/02/2026
Date

JOHN J. MCKEVITT III
Type or print name of actuary

26-08580
Most recent enrollment number

CHEIRON, INC.
Firm name

(312) 629-8401
Telephone number (including area code)

230 WEST MONROE
SUITE 650
CHICAGO IL 60606
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	277,807,146	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	277,807,146	0
10	Interest on line 9 using prior year's actual return of 9.62%	26,725,047	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.17%		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	304,532,193	0

Part III Funding Percentages

14	Funding target attainment percentage	14	96.61%
15	Adjusted funding target attainment percentage	15	140.17%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	145.41%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
5.00 %	5.27 %	5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	58

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	23,786,795
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	23,786,795

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	23,786,795	0	23,786,795

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021