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

2022

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of 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. . . . . ▶ [ ]

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
EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/1994

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)
EASTMAN CHEMICAL COMPANY

P.O. BOX 431
KINGSPORT, TN 37662-1975

200 S. WILCOX DR.
KINGSPORT, TN 37662-1975

2b Employer Identification Number (EIN) 62-1539359

2c Plan Sponsor's telephone number 423-229-2000

2d Business code (see instructions) 325100

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.	08/08/2023	JASON PODVIN
	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

INVESTMENT PLAN COMMITTEE - IPCO

PO BOX 511
KINGSPORT, TN 37662

3b Administrator's EIN: 62-1615364

3c Administrator's telephone number: 423-229-2000

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**	15686
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)**	10585
a(2) Total number of active participants at the end of the plan year	**6a(2)**	10822
b Retired or separated participants receiving benefits	**6b**	816
c Other retired or separated participants entitled to future benefits	**6c**	4393
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	16031
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	88
f Total. Add lines **6d** and **6e**	**6f**	16119
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	15693
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
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 Characteristics Codes in the instructions:

2E 2F 2G 2J 2O 2K 2R 2S 2T

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

9a Plan funding arrangement (check all that apply)

(1)	[X]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)	[X]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	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)	[X]	**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

b General Schedules

(1)	[X]		**H** (Financial Information)
(2)	[ ]		**I** (Financial Information – Small Plan)
(3)	[ ]	0	**A** (Insurance Information)
(4)	[X]		**C** (Service Provider Information)
(5)	[X]		**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 2022 Form M-1 annual report. If the plan was not required to file the 2022 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 C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2022** **This Form is Open to Public Inspection.**

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan	**B** Three-digit plan number (PN) ▶
EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN	002
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
EASTMAN CHEMICAL COMPANY	62-1539359

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65 71	RECORDKEEPER	720133	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

MERCER, INC.

30-0282430

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 28	INVESTMENT ADVISOR	112500	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

ARMANINO LLP

94-6214841

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	ACCOUNTANT/AUDITOR	47725	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MCGUIRE WOODS LLP

54-0505857

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	ATTORNEY/LEGAL	40325	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

MERCER INVESTMENTS LLC

62-1539359

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	INVESTMENT ADVISOR	37500	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

TOWERS WATSON

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 16	CONSULTANT	35100	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

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

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
EASTMAN CHEMICAL COMPANY

D Employer Identification Number (EIN)
62-1539359

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: FIDELITY CONTRAFUND COMMINGLED POOL

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

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)
04-3022712-133	C	117795000

a Name of MTIA, CCT, PSA, or 103-12 IE: STRATEGIC COMPLETION NON-LENDABLE F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.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)
46-3525011-142	C	3820000

a Name of MTIA, CCT, PSA, or 103-12 IE: PRUDENTIAL CORE PLUS BOND FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL TRUST COMPANY

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)
23-6994310-165	C	52411000

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT INCOME TRUST 1

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

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)
90-6083968-001	C	52116000

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2070 TRUST 1

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

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)
87-7035538-001	C	100000

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2020 TRUST 1

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

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)
90-6083983-001	C	71737000

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2025 TRUST 1

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

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)
90-6083981-001	C	145244000

a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2030 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083979-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	208398000
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2035 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083977-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	130436000
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2040 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083975-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	110590000
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2045 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083973-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	84071000
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2050 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083969-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	101300000
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2055 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 27-6715074-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	58310000
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2060 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 45-3799212-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	34760000
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2065 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 82-6190443-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	7009000
a Name of MTIA, CCT, PSA, or 103-12 IE:	LOOMIS SAYLES SMALL/MID CAP GROWTH		
b Name of sponsor of entity listed in (a):	LOOMIS SAYLES TRUST COMPANY		
c EIN-PN 84-6391546-016	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	52191000
a Name of MTIA, CCT, PSA, or 103-12 IE:	ARROWSTREET INTL EQUITY ACWI EX US		
b Name of sponsor of entity listed in (a):	GLOBAL TRUST COMPANY - ARROWSTREET		
c EIN-PN 61-6553401-004	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	58574000

a Name of MTIA, CCT, PSA, or 103-12 IE: HOTCHKIS & WILEY SMALL CAP DIV V

b Name of sponsor of entity listed in (a): WILMINGTON TRUST, N.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)
38-7264533-696	C	56517000

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)

(Complete as many entries as needed to report all participating plans)

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

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

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

a Plan name

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

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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

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

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

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
EASTMAN CHEMICAL COMPANY

D Employer Identification Number (EIN)
62-1539359

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		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	50765075	57289491
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	5392295	5177771
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	4635172	6885809
(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)	137855090	102433067
(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)	47534413	45943137
(9) Value of interest in common/collective trusts	1c(9)	2412745539	2050257889
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(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)	870103828	626247880
(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)	345134572	248769719
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	3874165984	3143004763
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	2783447	2859248
k Total liabilities (add all amounts in lines 1g through1j)	1k	2783447	2859248
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	3871382537	3140145515

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)	80992314	
(B) Participants	2a(1)(B)	114801713	
(C) Others (including rollovers)	2a(1)(C)	13447980	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		209242007
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	509099	
(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)	2255209	
(F) Other	2b(1)(F)	10379172	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		13143480
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	8244945	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	7406904	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		15651849
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	89189343	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	96064361	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		-6875018
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-111198117	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		-111198117

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-295273605
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(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)		-155717550
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		-331026954
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	347454399	
(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)		347454399
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)	88050	
(2) Contract administrator fees	2i(2)	720133	
(3) Investment advisory and management fees	2i(3)	177915	
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		986098
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		348440497
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-679467451
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		51769571

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: ARMANINO, LLP **(2)** EIN: 94-6214841

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, 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.

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	

		Yes	No	Amount
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		15000000
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			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ 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)
FLEXSYS AMERICA RETIREMENT PLAN	34-1794583	001

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.) ☐ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

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

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
EASTMAN CHEMICAL COMPANY

D Employer Identification Number (EIN)
62-1539359

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** 0

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): 04-3022712

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**

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) through (c)

a Enter the percentage of plan assets held as:
Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

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_____

EASTMAN

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D. C. 20549

FORM 11-K

(Mark One)

[X] ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the fiscal year ended December 31, 2022
OR

[ ] TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the transition period from _____ to _____

Commission file number 1-12626

A. Full Title of the plan and the address of the plan, if different from that of the issuer named below:

EASTMAN INVESTMENT AND EMPLOYEE STOCK OWNERSHIP PLAN

B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

EASTMAN CHEMICAL COMPANY
200 S. Wilcox Drive
Kingsport, Tennessee 37662

Eastman Investment and Employee Stock Ownership Plan

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Note A: Other supplemental schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

armanino

Independent Auditor's Report

To the Participants and Investment Plan Committee of the
Eastman Investment and Employee Stock Ownership Plan

Opinion

We have audited the accompanying financial statements of Eastman Investment and Employee Stock Ownership 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, 2022 and 2021, 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, 2022 and 2021 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.

Supplemental Schedule Required by ERISA

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2022, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Armanino LLP

Armanino LLP
St. Louis, Missouri

June 22, 2023

Eastman Investment and Employee Stock Ownership Plan
Statements of Net Assets Available for Benefits
December 31, 2022 and 2021
(in thousands)

	2022			2021		
	Participant Directed	Non-participant Directed	Total	Participant Directed	Non-participant Directed	Total
Assets						
Investments at fair value	$ 2,175,934	$ 153,782	$ 2,329,716	$ 2,780,680	$ 232,610	$ 3,013,290
Investments at contract value	704,879	—	704,879	757,185	—	757,185
Total investments	2,880,813	153,782	3,034,595	3,537,865	232,610	3,770,475
Receivables:						
Plan sponsor contributions	42,693	14,596	57,289	39,120	11,645	50,765
Notes receivable from participants	45,943	—	45,943	47,534	—	47,534
Other receivables	3,691	1,487	5,178	3,441	1,951	5,392
Total assets	2,973,140	169,865	3,143,005	3,627,960	246,206	3,874,166
Liabilities						
Other liabilities	1,327	1,532	2,859	1,291	1,492	2,783
Total liabilities	1,327	1,532	2,859	1,291	1,492	2,783
Net assets available for benefits	$ 2,971,813	$ 168,333	$ 3,140,146	$ 3,626,669	$ 244,714	$ 3,871,383

The accompanying notes are an integral part of these financial statements.

Eastman Investment and Employee Stock Ownership Plan
Statements of Changes in Net Assets Available for Benefits
For the Years Ended December 31, 2022 and 2021
(in thousands)

	2022			2021		
	Participant Directed	Non-participant Directed	Total	Participant Directed	Non-participant Directed	Total
Additions to net assets:						
Investment income						
Interest	$ 10,888	$ —	$ 10,888	$ 10,791	$ —	$ 10,791
Dividends	9,797	5,855	15,652	15,579	5,581	21,160
Net appreciation (depreciation) in fair value of investments	(493,331)	(75,734)	(569,065)	392,502	40,888	433,390
Net investment gain (loss)	(472,646)	(69,879)	(542,525)	418,872	46,469	465,341
Interest income from notes receivable	2,255	—	2,255	2,722	—	2,722
Participant contributions	128,250	—	128,250	126,239	—	126,239
Plan sponsor contributions	66,396	14,596	80,992	60,091	11,646	71,737
Total additions (deductions)	(275,745)	(55,283)	(331,028)	607,924	58,115	666,039
Deductions from net assets:						
Distributions to and withdrawals by participants	333,205	14,249	347,454	360,457	12,954	373,411
Administrative expenses	986	—	986	851	—	851
Total deductions	334,191	14,249	348,440	361,308	12,954	374,262
Net (decrease) increase in net assets	(609,936)	(69,532)	(679,468)	246,616	45,161	291,777
Transfers from non-participant directed	5,183	(5,183)	—	14,067	(14,067)	—
Plan transfers (see Note 15)	(50,103)	(1,666)	(51,769)	—	—	—
Net assets available for benefits at beginning of year	3,626,669	244,714	3,871,383	3,365,986	213,620	3,579,606
Net assets available for benefits at end of year	$ 2,971,813	$ 168,333	$ 3,140,146	$ 3,626,669	$ 244,714	$ 3,871,383

The accompanying notes are an integral part of these financial statements.

1. DESCRIPTION OF PLAN

The Eastman Investment and Employee Stock Ownership Plan (the "Plan") is a defined contribution plan of a controlled group of corporations consisting of Eastman Chemical Company and certain of its wholly-owned subsidiaries operating in the United States ("Eastman", the "Company" or the "Plan Sponsor"). The Plan is organized pursuant to Sections 401(a) and (k) and Section 4975(e) (7) of the Internal Revenue Code ("IRC"). All United States employees of Eastman, with the exception of certain limited service and special program employees, and employees covered by a collective bargaining agreement with the Company, unless the collective bargaining agreement or the Plan specifically provides for participation, are eligible to participate in the Plan on their first day of employment with Eastman. The Plan was adopted by Eastman, the Plan Sponsor, on January 1, 1994 and is subject to the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan is administered by the Investment Plan Committee ("IPCO"), which is the Plan Administrator and is comprised of Eastman employees. The Plan has trusts which are administered by the Fidelity Management Trust Company (the "Trustee"). The trusts include the Eastman Chemical Trust and the Eastman Stock Ownership Plan ("ESOP") Trust.

Money in the forfeiture account of the Plan is available to be used both to offset future Company contributions and for various administrative expenses of the Plan. The balance of the forfeiture account at December 31, 2022 and 2021 was $200,973 and $214,479, respectively. There were no forfeitures used in 2022 and approximately $100,000 used to offset employer contributions in 2021.

On or after January 1, 2007, each eligible employee hired by the Company will, in addition to the Retirement Savings Contribution ("RSC"), be automatically enrolled as a participant in the Eastman Investment Plan ("EIP") portion of the Plan. The participants will be deemed to have elected to defer 7% of their qualifying compensation each pay period to the EIP portion of the Plan, unless they affirmatively decline or they elect to contribute a percentage other than 7%. Each participant will also be eligible to receive a matching contribution from the Company equal to 50% of the first 7% of their pay that they contribute to the Plan each pay period. Plan participants with a Collective Bargaining Agreement will be eligible to receive a matching contribution from the Company equal to 100% of the first 7% of their pay that they contribute to the Plan each pay period. Plan participants may elect to enroll in an automatic annual increase program with an increase to deferral rates each year until the participant's deferral reaches 40%. Their contributions will be invested in a Vanguard Target Date Fund that has a target retirement date closest to the year in which the participant reaches age 65 until changed by the participant.

On January 1, 2022, the Plan was amended to remove Flexsys America LP as an adopting employer of the Plan consequently returning the plan to a single employer plan. Previously, on November 1, 2021, the Plan was amended to become a multiple employer plan with Flexsys America LP adopting the Plan.

For additional information regarding the Plan, see the complete Plan documents.

Contributions and vesting

Contributions to the Plan are made through two separate provisions: (1) deferral of qualifying compensation and (2) contributions by the Plan Sponsor of cash or its common stock to the participants' accounts as determined by the Compensation and Management Development Committee of the Board of Directors of Eastman.

The Plan includes a salary deferral provision allowing eligible employees to defer up to 40% of qualifying compensation, as defined in the Plan, up to the statutory limit of $20,500 for 2022 and $19,500 for 2021 as permitted by the IRC. For the catch-up salary deferral, an eligible employee who attained age 50 before the close of the calendar year was allowed to defer up to an additional $6,500 for both 2022 and 2021 of qualifying compensation, as defined in the Plan, up to certain IRC limitations. Plan Sponsor contributions are also subject to certain other limitations. Participants' salary deferrals are contributed to the Plan by Eastman on behalf of the participants. The Plan's Trustee invests amounts contributed to the Plan, as designated by the participant, in common stock of Eastman, various mutual funds, and/or interest in a guaranteed investment contract fund (see Notes 6 and 7). Generally, participants may transfer amounts among the funds on any business day. Additionally, participants may diversify amounts from their ESOP Fund account within the Plan (see Note 10). Each participant is at all times 100% vested in their account, with the exception of amounts transferred from other plans, which may continue to be subject to the former plans' vesting requirements, as applicable.

The Plan requires for the RSC to be contributed either to the employee's ESOP Fund accounts for employee's first five RSC contributions or into other Plan funds, as directed by the participant, for participants with more than five RSC contributions. For participants with more than five RSC contributions, the RSC is allocated to participant-directed funds in accordance with each participant's investment elections at such time as the RSC is made.

Plan Sponsor contributions may be paid at any time during the plan year and subsequent to such plan year through the due date for filing the Company's federal income tax return, including any extensions. Contributions may be paid to the ESOP Trust in cash or shares of Eastman common stock and are deposited in the Company contribution account. Allocations to the participants' accounts from the Company contribution account will be made each plan year to participants who are eligible employees on the date designated by the Company. Participants are not permitted to make contributions to the ESOP Trust.

Employees may elect to transfer, into any of the Plan's fund options, balances received from (1) lump sum payouts from the Eastman Retirement Assistance Plan, Solutia Employees' Pension Plan, or Sterling Chemicals Pension Plan, qualified defined benefit plans also sponsored by Eastman Chemical Company, (2) a former employer's 401(a) and 401(k) plan, or (3) an employee's individual retirement account containing amounts received from a qualified defined contribution plan under Section 401(a) and 401(k) of the IRC. All rollover contributions into the Plan must meet the applicable IRC requirements. Employees' rollover contributions were $13.4 million and $18.8 million in 2022 and 2021, respectively.

Notes receivable from participants

The IPCO may grant a note receivable (loan) of at least $1,000 to a participant provided that the aggregate of the participant's notes receivable does not exceed the lesser of (1) $50,000 reduced by the excess, if any, of (a) the participant's highest notes receivable balance from the preceding 12 months over (b) the outstanding total notes receivable balance from the Plan on the date on which the notes receivable was made, or (2) 50% of the non-forfeitable portion of the participant's account. Additional limitations on the availability of loans may apply to individuals who are categorized as "insiders" for purposes of federal securities laws. In accordance with the Plan provisions, the rate of interest on new participant notes receivable approximates current market rates. The term of any notes receivable from participants is determined by IPCO and shall not exceed five years. Notes receivable from participants transferred to the Plan from acquisitions carry terms applicable under that plan and may have terms that exceed five years. Notes receivable from participants are valued at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2022 or 2021. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan is reduced and a benefit payment is recorded. At December 31, 2022, $45.9 million in notes receivable from participants were outstanding with interest rates ranging from 4.25% to 7.25% and various maturity dates through December 2027. At December 31, 2021, $47.5 million in notes receivable from participants were outstanding with interest rates ranging from 4.25% to 6.5% and various maturity dates through January 2027.

Distributions

Distributions from the Plan require the approval of IPCO or its designee and are made under the following circumstances:

- Upon attaining age 59½, a participant may elect to receive a lump sum cash distribution of their total or partial account value while still actively employed.

- Upon separation of service from Eastman for any reason except death, the full value of a participant's account is distributed in a lump sum payment for those participants whose account value is less than or equal to $1,000. Separated participants with accounts in excess of $1,000 may elect either (1) to defer distribution until a later date but, in no event, later than April 1 of the calendar year following the year a participant attains age 72 or (2) an immediate lump-sum distribution of the participant's account or, at the election of the participant, distributions in monthly or annual installments. Participants in the Eastman Stock Fund or ESOP Fund may elect a lump sum distribution in Eastman common stock.

- In the event of death, the value of a participant's account is paid in a lump sum if the designated beneficiary is not the surviving spouse or if the account value is less than or equal to $1,000. If the beneficiary is a surviving spouse and the participant account value exceeds $1,000, payment will be made in either a lump-sum amount or, at the election of the surviving spouse, in monthly or annual installments.

- Distributions to participants shall commence in the year following the year a participant attains age 72, unless the participant is still actively employed with the Company.

- Approval of hardship withdrawals will only be granted in order to meet obligations relating to the payment of substantial out-of-pocket medical expenses, the purchase of a primary residence, the payment of tuition or other post-secondary educational expenses, or payments to prevent eviction or foreclosure. They are also granted for payment of funeral expenses for a deceased parent, spouse or child of the participant, or payment of expenses for repair or damage to the participant's principal residence. Hardship withdrawals may not exceed the value of the participant's accounts in the Plan on the date of withdrawal.

- The Trustee is authorized to honor qualified domestic relation orders issued and served in accordance with Section 414(p) of the IRC.

Investment of ESOP Fund assets

ESOP Fund assets are invested primarily in Eastman common stock. However, at IPCO's discretion, funds may also be invested in other securities or held in cash.

Investment assets can be acquired by the ESOP Fund in three ways:

- The Company may make a direct contribution of cash to the ESOP Fund, which would then be used to purchase Eastman common stock or other securities.

- The Company may contribute shares of Eastman common stock directly to the ESOP Fund.

- The Company may direct the Trustee to obtain a loan to purchase securities (i.e., leveraged ESOP). Until the loan is repaid, securities acquired with the respective loan proceeds are not available to be allocated to participants' accounts and are maintained in a "Loan Suspense Account". On the last day of each plan year, a proportionate share of securities relating to loan amounts which have been repaid will be transferred out of the Loan Suspense Account and allocated to the accounts of ESOP Fund participants. The ESOP Fund currently is not a leveraged ESOP.

Dividends attributable to the ESOP Fund

IPCO may direct that Eastman common stock dividends attributable to the non-participant directed ESOP Fund be (a) allocated to the accounts of participants, (b) paid in cash to the participants on a nondiscriminatory basis, or (c) paid by the Company directly to participants. Alternatively, dividends received from Eastman common stock maintained in the Loan Suspense Account may be applied to reduce the related loan balance.

Allocations to participants' ESOP Fund accounts

Separate participant accounts are established to reflect each participant's interest in the ESOP Fund and are maintained under the unit value method of accounting. The ESOP Fund account maintained for each participant consists of:

- Plan Sponsor contributions made or invested in shares of Eastman common stock.

- Shares of Eastman common stock purchased with assets transferred to the ESOP Fund pursuant to the spin-off from Eastman Kodak Company and/or acquired with the proceeds of a loan released from the Loan Suspense Account.

- An allocable share of short-term interest and money market funds held in the ESOP Fund for purposes of payment of expenses and similar purposes.

- After-tax contributions transferred to the ESOP Fund pursuant to the spin-off from Eastman Kodak Company (such after-tax contributions are no longer permitted under the ESOP provisions).

The number of units allocated to a participant's account in any year is based on the ratio of the participant's compensation to the total compensation of all eligible employees entitled to share in the allocation for that plan year. In any year in which a Company contribution is made, a participant's allocation will not be less than one share of stock.

Federal law limits the total annual contributions that may be made on a participant's behalf to all defined contribution and defined benefit plans offered by the Company. Participants will be notified if their total annual contribution is limited by this legal maximum.

2. SUMMARY OF ACCOUNTING POLICIES

The following accounting policies, which conform to accounting principles generally accepted in the United States of America ("USGAAP"), have been used consistently in the preparation of the Plan's financial statements.

Basis of accounting

The Plan's financial statements are prepared on the accrual basis of accounting.

Use of estimates

The preparation of financial statements in conformity with USGAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment policy and valuation

The Plan's investments are stated at fair value except for its fully benefit responsive investment contract, which is valued at contract value (see Note 7). If available, quoted market prices are used to value investments. IPCO determines the Plan's valuation policies utilizing information provided by Fidelity Investments and the Director of Global Treasury Operations and Investments. See Note 8 for discussion of fair value measurements.

For investments in the ESOP Fund and the Eastman Stock Fund, the Trustee may keep any portion of participant and Plan Sponsor contributions temporarily in cash or liquid investments as it may deem advisable. All dividends, interest or gains derived from investment in each fund are reinvested in the respective fund by the Trustee.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is accrued when earned. Dividend income is recorded at the ex-dividend date.

The Plan presents in the Statements of Changes in Net Assets Available for Benefits the net appreciation (depreciation) in the fair value of its investments which consists of the realized gains or losses and the unrealized appreciation (depreciation) on those investments.

Payments to participants

Benefit payments to participants are recorded when paid.

3. RISKS AND UNCERTAINTIES

Investment securities are exposed to various risks, such as interest rate risk, market risk, and credit risk. 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 participant account balances and the amounts reported in the financial statements. Included in investments at December 31, 2022 and 2021 are shares of the Plan Sponsor's common stock amounting to approximately $249 million and $345 million, respectively. This investment represents 8.2% and 9.2% of total investments at December 31, 2022 and 2021, respectively. A significant decline in the market value of the Plan Sponsor's stock would significantly affect the net assets available for benefits.

4. CONTRIBUTIONS

Participant contributions represent qualifying compensation and other qualifying employee bonuses withheld from participating employees by Eastman and contributed to the Plan. Contributions are invested in the Plan's funds as directed by the participants, with the exception of the ESOP Fund, subject to ERISA funding limitations. The Plan has accrued Company contributions for participant-directed funds of $42.7 million and $39.1 million and for the non-participant-directed ESOP Fund of $14.6 million and $11.7 million at December 31, 2022 and 2021, respectively.

5. NOTES RECEIVABLE FROM PARTICIPANTS

The Plan Trustee makes loans to participants in accordance with Plan provisions. The loans are reflected as notes receivable from participants. Notes receivable from participants are accounted for as a transfer from the fund directed by the participant to the Notes Receivable from Participants Fund. The principal portion of participant repayments reduces the Notes Receivable from Participants Fund receivable. The principal and interest repaid are directed to funds to which the participant's current contributions are directed; the principal is accounted for as a transfer and the interest accounted for as income in the fund to which the participant's current contributions are directed. The Notes Receivable from Participants Fund's net assets and other changes in net assets are included in the participant-directed funds in the Statements of Net Assets Available for Benefits and Statements of Changes in Net Assets Available for Benefits, respectively. Notes receivable from participants are valued at their unpaid principal balance plus any accrued but unpaid interest.

Unless otherwise specified by the participant, the proceeds of new notes receivable will be withdrawn from the investment funds on a pro-rata basis. Outstanding notes receivable from participants at December 31, 2022 and 2021 were approximately $45.9 million and $47.5 million, respectively. Interest income earned on notes receivable from participants is credited directly to the participants' accounts and was approximately $2.3 million and $2.7 million in 2022 and 2021, respectively.

6. INVESTMENTS

At December 31, 2022 and 2021, the Plan's assets were invested in common stock, mutual funds, collective investment trusts, and managed income fund, including synthetic investment contracts (see Note 7) and bonds. Subject to certain limitations, participants are provided the option of directing their contributions among the investment options. The Plan also holds an interest in the non-participant directed Eastman ESOP Fund, which invests in Eastman Chemical Company common stock and short-term interest funds. The following table presents the Plan's investments by type at December 31, 2022 and 2021, respectively.

(in thousands)	2022	2021
Cash and Cash Equivalents	$ 6,886	$ 4,635
Common stock - Eastman Chemical Company	248,770	345,135
Common stock - other	102,433	137,855
Mutual funds	522,519	730,214
Collective investment trusts	1,345,379	1,655,561
Managed income fund	704,879	757,185
Self-directed brokerage account - mutual funds	103,729	139,890
Total	$ 3,034,595	$ 3,770,475

The following investment options, which invest primarily in common stock of the Plan Sponsor, were available to participants in 2022 and 2021:

Eastman Stock Fund
This participant-directed fund consists primarily of Eastman common stock. Purchases and sales of Eastman common stock are generally made on the open market on behalf of and as elected by Plan participants. During 2022, the Trustee purchased 502,700 shares of Eastman common stock for the fund at an average price of $91.63 per share and sold 264,799 shares of Eastman common stock for the fund at an average price of $104.31 per share. During 2021, the Trustee purchased 289,600 shares of Eastman common stock for the fund at an average price of $109.74 per share and sold 376,924 shares of Eastman common stock for the fund at an average price of $112.81 per share. Dividends paid from the Eastman Stock Fund totaled $3.2 million in 2022 and $2.7 million in 2021.

Eastman ESOP Fund
This non-participant directed fund consists primarily of Eastman common stock. Purchases and sales of Eastman common stock are generally made on the open market, on behalf of its participants and as directed by the Plan's guidelines. During 2022, the Trustee purchased 131,461 shares of Eastman common stock for the fund at an average price of $112.85 per share and sold 169,199 shares of Eastman common stock for the fund at an average price of $104.61 per share. During 2021, the Trustee purchased 137,500 shares of Eastman common stock for the fund at an average price of $107.61 per share and sold 225,725 shares of Eastman common stock for the fund at an average price of $112.24 per share. Participants can elect to have the dividends paid in cash or reinvested back into the Eastman ESOP fund.

7. SYNTHETIC INVESTMENT CONTRACTS

The Plan invests in the Managed Income Fund (the "Fund"), which invests in synthetic investment contracts, totaling $705 million and $757 million at December 31, 2022 and 2021, respectively. The term "synthetic" investment contract is used to describe a variety of investment contracts under which a Plan retains ownership of the invested assets, or owns units of an account or trust which holds the invested assets. A synthetic investment contract, also referred to as a "wrap" contract, is negotiated with an independent financial institution. Under the terms of these investment contracts, the contract issuer ensures the Plan's ability to pay eligible employee benefits at book value. The investment performance of a synthetic investment contract may be a function of the investment performance of the invested assets. Participants can redeem interest in this daily and there is no notice period on these redemptions.

A wrap contract is an agreement by another party, such as a bank or insurer, to make payments to the Fund in certain circumstances. Wrap contracts are designed to allow a stable value fund, such as the Fund, to maintain a constant net asset value ("NAV") and to protect the Fund in extreme circumstances. In a typical wrap contract, the wrap issuer agrees to pay the Fund the difference between the contract value and the market value of the covered assets once the market value has been totally exhausted. Though relatively unlikely, this could happen if the Fund experiences significant redemptions (redemption of most of the Fund's shares) during a time when the market value of the Fund's covered assets are below their contract value and market value is ultimately reduced to zero. If that occurs, the wrap issuer agrees to pay the Fund an amount sufficient to cover shareholder redemptions and certain other payments (such as fund expenses), provided all the terms of the wrap contract have been met. Purchasing wrap contracts is similar to buying insurance, in that the Fund pays a relatively small amount to protect against a relatively unlikely event (the redemption of most of the shares of the Fund). Fees paid by the Fund for wrap contracts are a component of the Fund's expenses.

Wrap contracts accrue interest using a formula called the "crediting rate". Wrap contracts use the crediting rate formula to convert market value changes in the covered assets into income distributions in order to minimize the difference between the market and contract value of the covered assets over time. Using the crediting rate formula, an estimated future market value is calculated by compounding the Fund's current market value at the Fund's current yield to maturity for a period equal to the Fund's duration. The crediting rate is the discount rate that equates the estimated future market value with the Fund's current contract value. Crediting rates are reset quarterly. The wrap contracts provide a guarantee that the crediting rate will not fall below zero percent.

The crediting rate, and hence the Fund's return, may be affected by many factors, including purchases and redemptions by shareholders. The precise impact on the Fund depends on whether the market value of the covered assets is higher or lower than the contract value of those assets. If the market value of the covered assets is higher than their contract value, the crediting rate will ordinarily be higher than the yield of the covered assets. Under these circumstances, cash from new investors will tend to lower the crediting rate and the Fund's return, and redemptions by existing shareholders will tend to increase the crediting rate and the Fund's return.

The Fund and the wrap contracts purchased by the Fund are designed to pay all participant-initiated transactions at contract value. Participant-initiated transactions are those transactions allowed by the underlying defined contribution plan (typically this would include withdrawals for benefits, loans, or transfers to non-competing funds within the Plan). However, the wrap contracts limit the ability of the Fund to transact at contract value upon the occurrence of certain events. These events include:

- The Plan's failure to qualify under Section 401(a) or Section 401(k) of the IRC.
- The establishment of a defined contribution plan that competes with the Plan for employee contributions.
- Any substantive modification of the Plan or the administration of the Plan that is not consented to by the wrap issuer.
- Complete or partial termination of the Plan.
- Any change in law, regulation or administrative ruling applicable to the Plan that could have a material adverse effect on the Fund's cash flow.
- Merger or consolidation of the Plan with another plan, the transfer of Plan assets to another plan, or the sale, spin-off or merger of a subsidiary or division of the Plan Sponsor.
- Any communication given to participants by the Plan Sponsor or any other Plan fiduciary that is designed to induce or influence participants not to invest in the Fund or to transfer assets out of the Fund.
- Exclusion of a group of previously eligible employees from eligibility in the Plan.
- Any early retirement program, group termination, group layoff, facility closing, or similar program.
- Any transfer of assets from the Fund directly to a competing option.

At this time, the occurrence of any of these events is not considered probable by IPCO.

8. FAIR VALUE MEASUREMENT

Following is a description of the valuation methodologies used for assets measured at fair value:

- *Common stock:* Valued at the closing price reported on the active market on which the individual securities are traded.

- *Mutual funds:* Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

- *Collective investment trusts:* The Plan's collective trust investments are held in separate investment accounts, which are valued using the readily determinable fair value ("RDFV"). The RDFV is based on the value of the underlying assets owned by the fund, which include a mix of U.S. and international equities, fixed income investments, target date funds, and short-term investments. The collective trust investments held by the Plan publish their RDFV daily and transact at that price.

- *Self-directed brokerage account - mutual funds:* Unit valuation based on the published underlying NAV of the mutual funds. These mutual funds are deemed to be actively traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

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

Level 1 - Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2 - 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; or inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Level 3 - Unobservable inputs based on the Plan's assumptions used to measure assets and liabilities at fair value.

A financial instrument's classification within the hierarchy is determined based on the lowest level input that is significant to the fair value measurement.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2022 and 2021:

(in thousands)	December 31, 2022	December 31, 2021
Description	Quoted Prices in Active Markets for Identical Assets (Level 1)	Quoted Prices in Active Markets for Identical Assets (Level 1)
Cash and Cash Equivalents	$ 6,886	$ 4,635
Common stock - Eastman Chemical Company	248,770	345,135
Common stock - other	102,433	137,855
Mutual funds	522,519	730,214
Collective investment trusts	1,345,379	1,655,561
Self-directed brokerage account - mutual funds	103,729	139,890
Total	$ 2,329,716	$ 3,013,290

There are no redemption restrictions on the mutual fund investments or collective investment trusts. They are fully liquid and can be redeemed on a daily basis. There are no Level 2 or Level 3 investments at December 31, 2022 and 2021.

9. OTHER RECEIVABLES AND OTHER LIABILITIES

Other receivables in the amount of $5.2 million and $5.4 million at December 31, 2022 and 2021, respectively, represent interest and dividends receivable, as well as receivables from the sale of investments. Other liabilities in the amount of $2.9 million and $2.8 million at December 31, 2022 and 2021, respectively, represent liabilities from the purchase of investments.

10. DIVERSIFICATION FROM ESOP FUND

A participant may direct that all or any portion of his ESOP Fund account be transferred to other funds in the Plan without restrictions. During 2022 and 2021, $5.2 million and $14.1 million, respectively, were transferred from the ESOP Fund within the Plan in connection with this program.

11. PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of termination, participant accounts will be distributed to individual participants in accordance with the Plan document and ERISA provisions.

12. FEDERAL INCOME TAX STATUS

The Internal Revenue Service ("IRS") has determined and informed the Plan Sponsor by a letter dated May 11, 2015, that the Plan and related trust are designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe the Plan is qualified, and the related trust is tax-exempt. No provision for income taxes has been included in the Plan's financial statements.

USGAAP requires Plan management 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 IRS. The Plan Administrator has analyzed the tax positions by the Plan, and has concluded that as of December 31, 2022 and 2021, there are 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.

13. PLAN EXPENSES

Reasonable expenses of administering the Plan, unless paid by the Company, shall be paid by the Plan. For both 2022 and 2021, trustee fees associated with the Eastman Stock Fund and the Eastman ESOP Fund were paid with assets of those individual funds. Brokerage fees, transfer taxes, investment fees and other expenses incidental to the purchase and sale of securities and investments shall be included in the cost of such securities or investments or deducted from the sales proceeds. Administration fees for notes receivable from participants are deducted quarterly from the accounts of participants with outstanding notes receivable balances. Origination fees from notes receivable from participants are deducted from the participant's account at the inception of the note receivable. As of April 2016, the EIP fee methodology was changed to improve fee transparency. The methodology was changed from a revenue sharing model to a flat-dollar payment model. The flat-dollar payment is charged quarterly to the participant account and covers administrative fees including recordkeeping, legal, and consulting. Investment related fees are charged directly to the participant account via the investment NAV.

14. RELATED PARTIES

Certain Plan investments are shares of mutual funds managed by the Trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions, which are exempt from prohibited transaction rules. The Plan also invests in the common stock of the Plan Sponsor as well as notes receivable from Plan participants, both of which qualify as parties-in-interest to the Plan and are exempt from prohibited transaction rules (see Note 6).

15. PLAN TRANSFERS

On January 1, 2022, the Plan was amended to remove Flexsys America LP as an adopting employer of the Plan consequently returning the plan to a single employer plan. The assets attributable to the Flexsys America LP employees were transferred out of the Plan on January 11, 2022 and February 10, 2022 in the amounts of $50,019,898 and $804,230, respectively. Loans in the amount of $945,443 were transferred out of the Plan on January 11, 2022.

16. SUBSEQUENT EVENTS

The Plan Administrator has evaluated events occurring between December 31, 2022 and June 22, 2023 for proper recording and disclosure in these financial statements.

Supplemental Schedule

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4 (i) - Schedule of Assets (Held at End of Year)
December 31, 2022
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
*	Fidelity Management Trust Company	Interest Bearing Cash, Participant directed	**	$ 2,044
*	Fidelity Management Trust Company	Interest Bearing Cash, Non-Participant directed	$ 1,357	1,357
	SSBK Govt Stif Fund	Interest Bearing Cash Equivalents	**	3,485
	Subtotal – Cash and Cash Equivalents			**6,886**
*	Eastman Chemical Company	Common Stock, Participant directed, 1,183 Shares	**	96,345
*	Eastman Chemical Company	Common Stock, Non-Participant directed, 1,872 Shares	110,355	152,425
	Subtotal – Common Stock – Eastman Chemical Co			**248,770**
	Abbott Laboratories	Common Stock, 8 Shares	**	897
	Abbvie Inc	Common Stock, 12 Shares	**	1,965
	Accenture Plc Cl A	Common Stock, 2 Shares	**	430
	Advance Auto Parts Inc	Common Stock, 5 Shares	**	771
	Air Products & Chemicals Inc.	Common Stock, 7 Shares	**	2,256
	Alexandria Real Estate Eq Inc REIT	Common Stock, 2 Shares	**	348
	American Express Co	Common Stock, 8 Shares	**	1,179
	AmerisourceBergen Corp	Common Stock, 5 Shares	**	747
	Amgen Inc	Common Stock, 2 Shares	**	627
	Analog Devices Inc	Common Stock, 12 Shares	**	1,943
	Apple Inc	Common Stock, 2 Shares	**	286
	Arthur J Gallaghar and Co	Common Stock, 5 Shares	**	893
	Avalonbay Communities Inc REIT	Common Stock, 3 Shares	**	407
	Bank of America Corporation	Common Stock, 59 Shares	**	1,942
	Becton Dickinson & Co	Common Stock, 4 Shares	**	924
	Best Buy Co Inc	Common Stock, 8 Shares	**	659
	Blackrock Inc	Common Stock, 3 Shares	**	1,923
	Boston Properties Inc	Common Stock, 4 Shares	**	269
	Bristol-Myers Squibb Co	Common Stock, 37 Shares	**	2,671
	Capital One Financial Corp	Common Stock, 8 Shares	**	698
	Chevron Corp	Common Stock, 7 Shares	**	1,270
	Chubb Ltd	Common Stock, 6 Shares	**	1,373
	CIGNA Corp	Common Stock, 4 Shares	**	1,357
	Citigroup Inc	Common Stock, 15 Shares	**	676
	CME Group Inc Cl A	Common Stock, 8 Shares	**	1,285
	CMS Energy Corp	Common Stock, 11 Shares	**	723
	Coca Cola Co	Common Stock, 17 Shares	**	1,097
	Comcast Corp Cl A	Common Stock, 51 Shares	**	1,776
	ConocoPhillips	Common Stock, 27 Shares	**	3,146
	Corning Inc	Common Stock, 21 Shares	**	669
	CVS Health Corp	Common Stock, 18 Shares	**	1,667
	Deere & Co	Common Stock, 3 Shares	**	1,301
	Dominion Energy Inc	Common Stock, 11 Shares	**	653
	Dover Corp	Common Stock, 11 Shares	**	1,468
	Eaton Corp PLC	Common Stock, 7 Shares	**	1,173
	EOG Resources Inc	Common Stock, 14 Shares	**	1,850
	Exxon Mobil Corp	Common Stock, 29 Shares	**	3,171

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	General Dynamics Corporation	Common Stock, 8 Shares	**	2,008
	Hartford Finl Svcs Group Inc	Common Stock, 12 Shares	**	881
	Home Depot Inc	Common Stock, 5 Shares	**	1,525
	Intl Bus Mach Corp	Common Stock, 6 Shares	**	840
	Johnson & Johnson	Common Stock, 12 Shares	**	2,118
	Lam Research Corp	Common Stock, 1 Share	**	289
	Lilly (Eli) & Co	Common Stock, 2 Shares	**	881
	Marsh & McLennan Cos Inc	Common Stock, 2 Shares	**	397
	McDonalds Corp	Common Stock, 6 Shares	**	1,497
	Medtronic Plc	Common Stock, 18 Shares	**	1,392
	Merck & Co Inc New	Common Stock, 4 Shares	**	495
	MetLife Inc	Common Stock, 15 Shares	**	1,051
	Microsoft Inc	Common Stock, 4 Shares	**	1,076
	Mondelez Intl Inc	Common Stock, 22 Shares	**	1,455
	Morgan Stanley	Common Stock, 21 Shares	**	1,775
	Nextera Energy	Common Stock, 21 Shares	**	1,715
	Norfolk Southern Corp	Common Stock, 6 Shares	**	1,390
	Northern Trust Corp	Common Stock, 3 Shares	**	272
	Northrop Grumman Corp	Common Stock, 2 Shares	**	1,027
	NXP Semiconductors NV	Common Stock, 7 Shares	**	1,058
	Parker Hannifin Corp	Common Stock, 3 Shares	**	945
	Pepsico Inc	Common Stock, 6 Shares	**	1,016
	Pfizer Inc	Common Stock, 19 Shares	**	970
	Philip Morris Intl Inc	Common Stock, 20 Shares	**	2,026
	PNC Financial Services Grp Inc	Common Stock, 8 Shares	**	1,211
	PPG Industries Inc	Common Stock, 12 Shares	**	1,520
	Price (T Rowe) Group Inc	Common Stock, 6 Shares	**	606
	Proctor & Gamble Co	Common Stock, 9 Shares	**	1,433
	Progressive Corp Ohio	Common Stock, 6 Shares	**	807
	Prologis Inc REIT	Common Stock, 7 Shares	**	764
	Public Svc Enterprise Grp Inc	Common Stock, 10 Shares	**	631
	Raytheon Technologies Corp	Common Stock, 26 Shares	**	2,641
	Republic Services Inc	Common Stock, 5 Shares	**	594
	Schwab Charles Corp	Common Stock, 13 Shares	**	1,063
	Seagate Technology Holdings Plc	Common Stock, 9 Shares	**	463
	Starbucks Corp	Common Stock, 10 Shares	**	953
	Sysco Corp	Common Stock, 19 Shares	**	1,469
	Texas Instruments Inc	Common Stock, 7 Shares	**	1,092
	TJX Companies Inc New	Common Stock, 21 Shares	**	1,682
	Truist Finl Corp	Common Stock, 17 Shares	**	735
	United Parcel Service Inc Cl B	Common Stock, 10 Shares	**	1,734
	UnitedHealth Group Inc	Common Stock, 5 Shares	**	2,782
	US Bancorp Del	Common Stock, 26 Shares	**	1,122
	Ventas Inc REIT	Common Stock, 9 Shares	**	391
	Verizon Communications Inc	Common Stock, 17 Shares	**	675

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	Walmart Inc	Common Stock, 9 Shares	**	1,342
	Wells Fargo	Common Stock, 25 Shares	**	1,021
	Xcel Energy Inc	Common Stock, 16 Shares	**	1,113
	Subtotal - Common Stock – Other			**102,433**
	DODGE & COX STOCK FUND	Registered Investment Company 474 Shares	**	102,169
*	FID GOVT MMKT	Registered Investment Company 166 Shares	**	166
*	FID US BOND INDX	Registered Investment Company 2,656 Shares	**	27,039
*	FID GLB EX US IDX	Registered Investment Company 2,101 Shares	**	26,370
*	FID 500 INDEX	Registered Investment Company 2,238 Shares	**	297,977
*	FID EXT MKT IDX	Registered Investment Company 1,092 Shares	**	68,798
	Sub-Total Mutual Funds			**522,519**
	ARROWST ACWI EX-US A	Collective Investment Trust 386 Shares	**	58,574
	BTC STR COMP NL M	Collective Investment Trust 306 Shares	**	3,820
*	FID BLUE CHIP GR POOL	Collective Investment Trust 5,093 Shares	**	117,795
	Hotchkis & Wiley Small Cap Diversified V Class F	Collective Investment Trust 5,833 Shares	**	56,517
	LOOMIS SAYLES & CO SMC GWTH C	Collective Investment Trust 2,510 Shares	**	52,191
	PRU CORE PL BD CL 5	Collective Investment Trust 314 Shares	**	52,411
	VANGUARD TARGET INC	Collective Investment Trust 1,098 Shares	**	52,116
	VANGUARD TARGET 2020	Collective Investment Trust 1,181 Shares	**	71,737
	VANGUARD TARGET 2025	Collective Investment Trust 2,239 Shares	**	145,244
	VANGUARD TARGET 2030	Collective Investment Trust 3,028 Shares	**	208,398
	VANGUARD TARGET 2035	Collective Investment Trust 1,783 Shares	**	130,436
	VANGUARD TARGET 2040	Collective Investment Trust 1,442 Shares	**	110,590
	VANGUARD TARGET 2045	Collective Investment Trust 1,069 Shares	**	84,071
	VANGUARD TARGET 2050	Collective Investment Trust 1,285 Shares	**	101,300
	VANGUARD TARGET 2055	Collective Investment Trust 740 Shares	**	58,310
	VANGUARD TARGET 2060	Collective Investment Trust 733 Shares	**	34,760
	VANGUARD TARGET 2065	Collective Investment Trust 239 Shares	**	7,009
	VANGUARD TARGET 2070	Collective Investment Trust 6 Shares	**	100
	Sub-Total Collective Investment Trusts			**1,345,379**
*	Fidelity	Cash	**	1,702
	AIG GLOBAL FDG 0.9% 09/22/2025 144A	Corporate Bond 0.90% 9/22/25	**	1,790
	AT&T INC 1.65% 02/01/2028	Corporate Bond 1.65% 2/01/28	**	1,466
	AERCAP IRELAND CAP LTD / AERCAP GLOBAL AVIATION TR	Corporate Bond 4.13% 7/03/23	**	605
	AERCAP IRELAND CAP LTD / AERCAP GLOBAL AVIATION TR	Corporate Bond 4.88% 1/16/24	**	465
	AERCAP IRELAND CAP LTD / AERCAP GLOBAL AVIATION TR	Corporate Bond 1.65% 10/29/24	**	1,040
	AERCAP IRELAND CAP LTD / AERCAP GLOBAL AVIATION TR	Corporate Bond 2.45% 10/29/26	**	360
	AERCAP IRELAND CAP LTD / AERCAP GLOBAL AVIATION TR	Corporate Bond 1.75% 10/29/24	**	738
	AIR LEASE CORP 4.25% 02/01/2024	Corporate Bond 4.25% 2/01/24	**	812
	AIR LEASE CORP 0.7% 02/15/2024	Corporate Bond 0.70% 2/15/24	**	706
	AIR LEASE CORP 0.8% 08/18/2024	Corporate Bond 0.80% 8/18/24	**	777

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	AIR LEASE CORP 2.2% 01/15/2027	Corporate Bond 2.20% 1/15/27	**	638
	ALTRIA GROUP INC 2.35% 05/06/2025	Corporate Bond 2.35% 5/06/25	**	239
	AMERICAN EXPRESS CO 2.25% 03/04/2025	Corporate Bond 2.25% 3/04/25	**	840
	AMERICAN EXPRESS CO 2.55% 03/04/2027	Corporate Bond 2.55% 3/04/27	**	1,252
	AMERICAN EXPRESS CR ACC MST TR 0.9% 11/15/2026	Mortgage Backed Security 0.90% 11/15/26	**	2,136
	AMERICAN EXPRESS CR ACC MST TR 3.39% 05/15/2027	Mortgage Backed Security 3.39% 5/15/27	**	2,140
	AMERICAN EXPRESS CR ACC MST TR 3.75% 08/15/2027	Mortgage Backed Security 3.75% 8/15/27	**	1,764
	AMERICAN EXPRESS CR ACC MST TR 4.95% 10/15/2027	Mortgage Backed Security 4.95% 10/15/27	**	1,096
	American General Life	Synthetic GIC - 1.722% (fair value to contract value)	**	5,743
	AMPHENOL CORPORATION NEW 3.2% 04/01/2024	Corporate Bond 3.20% 4/01/24	**	295
	ASTRAZENECA FINANCE LLC 0.7% 05/28/2024	Corporate Bond 0.70% 5/28/24	**	1,453
	ATHENE GLOBAL FUNDING 0.95% 01/08/2024 144A	Corporate Bond 0.95% 1/08/24	**	1,765
	ATHENE GLOBAL FUNDING 1.73% 10/02/2026 144A	Corporate Bond 1.73% 10/02/26	**	1,606
	ATHENE GLOBAL FUNDING 1.716% 01/07/2025 144A	Corporate Bond 1.72% 1/07/25	**	1,769
	EQUITABLE HOLDINGS INC 3.9% 04/20/2023	Corporate Bond 3.90% 4/20/23	**	97
	BA CR CARD TR 0.34% 05/15/2026	Mortgage Backed Security 0.34% 5/15/26	**	2,457
	BA CR CARD TR 0.44% 09/15/2026	Mortgage Backed Security 0.44% 9/15/26	**	1,942
	BA CR CARD TR 3.53% 11/15/2027	Mortgage Backed Security 3.53% 11/15/27	**	1,977
	BA CR CARD TR 5% 04/15/2028	Mortgage Backed Security 5.00% 4/15/28	**	1,252
	BAT INTL FINANCE PLC 1.668% 03/25/2026	Corporate Bond 1.67% 3/25/26	**	1,781
	BPCE SA 1.625% 01/14/2025 144A	Corporate Bond 1.63% 1/14/25	**	1,407
	BPCE SA 2.045/VAR 10/19/2027 144A	Corporate Bond 2.04% 10/19/27	**	1,150
	BX COMMERCIAL MORTGAGE TRUST 2021-PAC 1ML+71.21 10/36	Mortgage Backed Security 5.01% 10/15/36	**	842
	BX TR 2021-ACNT 1ML+85 11/15/2026 144A	Mortgage Backed Security 5.17% 11/15/38	**	826
	BX 2021-BXMF 1ML+64 10/15/2026 144A	Mortgage Backed Security 4.95% 10/15/26	**	766
	BX COMMERCIAL MORTGAGE TRUST 22-LP2 A TSFR1M+96.27	Mortgage Backed Security 5.35% 2/15/39	**	1,045
	BAKER HUGHES A GE CO LLC / CO-OBLIGOR INC 1.231% 12/15/23	Corporate Bond 1.231% 12/15/23	**	365
	BAKER HUGHES A GE CO LLC / CO-OBLIGOR INC 2.061% 12/15/26	Corporate Bond 2.061% 12/15/26	**	319
	BANCO SANTANDER SA 1.722%/VAR 09/14/2027	Corporate Bond 1.722% 9/14/27	**	859
	BANK OF AMERICA CORPORATION 2.456%/VAR 10/22/2025	Corporate Bond 2.456% 10/22/25	**	1,700
	BANK OF AMERICA CORPORATION 1.319%/VAR 06/19/2026	Corporate Bond 1.319% 6/19/26	**	1,351

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	BANK OF AMERICA CORPORATION 1.197/VAR 10/24/2026	Corporate Bond 1.197% 10/24/26	**	2,484
	BANK OF AMERICA CORP 1.734%/VAR 07/22/2027	Corporate Bond 1.734% 7/22/27	**	1,228
	BANK OF AMERICA CORPORATION SOFR+0 02/04/2028	Corporate Bond 2.55% 2/04/28	**	1,707
	BANK OF AMERICA CORPORATION 4.948/VAR 07/22/2028	Corporate Bond 4.948% 7/22/28	**	1,398
	BANK OF MONTREAL QUE 1.85% 05/01/2025	Corporate Bond 1.85% 5/01/25	**	1,687
	BANK NEW YORK MELLON CORP 1.6% 04/24/2025	Corporate Bond 1.60% 4/24/25	**	620
	BANQUE FED CRED MUTUEL PARIS 4.524% 07/13/2025 144	Corporate Bond 4.524% 7/13/25	**	1,423
	BARCLAYS BANK PLC 4.338/VAR 05/16/2024	Corporate Bond 4.338% 5/16/24	**	1,179
	BARCLAYS PLC (UNGTD) 3ML+161/VAR 05/07/2025	Corporate Bond 3.93% 5/07/25	**	1,093
	BARCLAYS PLC (UNGTD) 2.852%/VAR 05/07/2026	Corporate Bond 2.852% 5/07/26	**	906
	BARCLAYS PLC (UNGTD) 1.007%/VAR 12/10/2024	Corporate Bond 1.007% 12/10/24	**	1,098
	BARCLAYS PLC (UNGTD) 2.279%/VAR 11/24/2027	Corporate Bond 2.279% 11/24/27	**	1,673
	BENCHMARK MTG TR 2018-B2 A2 3.6623% 02/15/2051	Mortgage Backed Security 3.662% 2/15/51	**	673
	BENCHMARK MORTGAGE TRUST 2018-B7 A2 4.377% 05/15/2053	Mortgage Backed Security 4.377% 5/15/53	**	892
	BENCHMARK MTG TR 2018-B8 A2 4.149% 01/15/2052	Mortgage Backed Security 4.149% 1/15/52	**	475
	BERKSHIRE HATHAWAY ENERGY COMPANY 4.05% 04/15/2025	Corporate Bond 4.05% 4/15/25	**	1,390
	BERKSHIRE HATHAWAY INC DEL 2.75% 03/15/2023	Corporate Bond 2.75% 3/15/23	**	713
	BNP PARIBAS SOFR 1.323%/VAR 01/13/2027 144A	Corporate Bond 1.323% 1/13/27	**	1,353
	BRISTOL-MYERS SQUIBB CO 2.9% 07/26/2024	Corporate Bond 2.90% 7/26/24	**	1,829
	COMM 2014-UBS6 ASB 3.387% 12/10/2047	Mortgage Backed Security 3.387% 12/10/47	**	151
	COMM 2015-CR22 ASB MTG TR 3.144% 03/10/2048	Mortgage Backed Security 3.144% 3/10/48	**	270
	COMM 2015-CCRE23 MORTGAGE TRUST 3.257% 05/10/2048	Mortgage Backed Security 3.257% 5/10/48	**	301
	COMM 2015-CCRE26 MTG TR 3.373% 10/10/2048	Mortgage Backed Security 3.373% 10/10/48	**	240
	CSAIL 2017-CX9 A2 3.0538% 09/15/2050	Mortgage Backed Security 3.0538% 9/15/50	**	154
	COMM 2013-CCRE7 MTG TR 3.213% 03/10/2046	Mortgage Backed Security 3.213% 3/10/46	**	585
	CSAIL 2015-C2 COML MTG TR 3.2241% 06/15/2057	Mortgage Backed Security 3.224% 6/15/57	**	280
	CA ST 2.40% 10/1/2025	Municipal Bond 2.40% 10/01/25	**	1,125
	CANADIAN IMPERIAL BK OF COMM 3.945% 08/04/2025	Corporate Bond 3.945% 8/04/25	**	1,544
	CANADIAN IMPERIAL BK OF COMM 3.45% 04/07/2027	Corporate Bond 3.45% 4/07/27	**	2,086
	CANADIAN PAC RY CO 1.75% 12/02/2026	Corporate Bond 1.75% 12/02/26	**	372

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(in thousands)

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	CAPITAL ONE FINANCIAL CORP 1.878%/VAR 11/02/2027	Corporate Bond 1.878% 11/02/27	**	2,010
	CAPITAL ONE FINANCIAL CORP SOFR 1.343%/VAR 12/06/24	Corporate Bond 1.343% 12/06/24	**	1,821
	CAPITAL ONE FINANCIAL CORP SOFR 4.985%/VAR 07/24/26	Corporate Bond 4.985% 7/24/26	**	628
	CAPITAL ONE MULTI-ASST EXEC TR 1.04% 11/15/2026	Mortgage Backed Security 1.04% 11/15/26	**	2,211
	CAPITAL ONE MULTI-ASST EXEC TR 2.8% 03/15/2027	Mortgage Backed Security 2.80% 3/15/27	**	3,569
	CAPITAL ONE MULTI-ASST EXEC TR 3.49% 05/15/2027	Mortgage Backed Security 3.49% 5/15/27	**	2,143
	CAPITAL ONE MULTI-ASST EXEC TR 4.95% 10/15/2027	Mortgage Backed Security 4.95% 10/15/27	**	1,567
	CAPITAL ONE BK (USA) NA 2.28%/VAR 01/28/2026	Corporate Bond 2.28% 1/28/26	**	1,340
	CARMAX AUTO OWNER TR 2020-4 0.5% 08/15/2025	Mortgage Backed Security 0.50% 8/15/25	**	840
	CHASE ISSUANCE TR 3.97% 09/15/2027	Mortgage Backed Security 3.97% 9/15/27	**	1,662
	CHEVRON CORP NEW 1.141% 05/11/2023	Corporate Bond 1.141% 5/11/23	**	1,242
	CITIGROUP INC 3.106%/VAR 04/08/2026	Corporate Bond 3.106% 4/08/26	**	1,621
	CGCMT 13-GC11 A4 3.093% 04/46	Mortgage Backed Security 3.093% 4/10/46	**	192
	CITIGROUP COML MTG TR 13-GC17 4.131% 11/10/2046	Mortgage Backed Security 4.131% 11/10/46	**	710
	CITIGROUP COML MTG TR 2014-GC21 3.477% 05/10/2047	Mortgage Backed Security 3.477% 5/10/47	**	122
	CITIGROUP COML MTG TR 2014-GC23 A3 3.356% 07/10/2047	Mortgage Backed Security 3.356% 7/10/47	**	788
	CITIGROUP COML MTG TR 2016-GC36 AAB 3.368% 02/10/2049	Mortgage Backed Security 3.368% 2/10/49	**	460
	CITIBANK NA 3.65% 01/23/2024	Corporate Bond 3.65% 1/23/24	**	1,754
	CITIGROUP INC SOFR 2.014%/VAR 01/25/2026	Corporate Bond 2.014% 1/25/26	**	1,777
	COMCAST CORP NEW 3.7% 04/15/2024	Corporate Bond 3.70% 4/15/24	**	1,489
	COMCAST CORP NEW 3.95% 10/15/2025	Corporate Bond 3.95% 10/15/25	**	845
	CONOCOPHILLIPS CO 2.4% 03/07/2025	Corporate Bond 2.40% 3/07/25	**	716
	COREBRIDGE FINANCIAL INC 3.5% 04/04/2025 144A	Corporate Bond 3.50% 4/04/25	**	199
	COREBRIDGE FINANCIAL INC 3.65% 04/05/2027 144A	Corporate Bond 3.65% 4/05/27	**	276
	CREDIT SUISSE GRP AG 2.593%/VAR 09/11/2025 144A	Corporate Bond 2.593% 9/11/25	**	1,147
	CREDIT SUISSE GRP AG SOFR 1.305%/VAR 02/02/2027 14	Corporate Bond 1.305% 2/02/27	**	1,367
	CREDIT SUISSE GRP AG 6.373%/VAR 07/15/2026 144A	Corporate Bond 6.373% 7/15/26	**	1,060
	CSAIL 2019-C15 COML MTG TR 3.4505% 03/15/2052	Mortgage Backed Security 3.4505% 3/15/52	**	883
	DNB BANK ASA T5Y 1.535%/VAR 05/25/2027 144A	Corporate Bond 1.535% 5/25/27	**	834

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	MERCEDES BENZ RETAIL SA 0.75% 03/01/2024 144A	Corporate Bond 0.75% 3/01/24	**	2,054
	MERCEDES BENZ RETAIL SA 1.45% 03/02/2026 144A	Corporate Bond 1.45% 3/02/26	**	1,290
	DAIMLER TRUCKS FINANCE NORTH AMERICA LLC 1.625% 12/13/24	Corporate Bond 1.625% 12/13/24	**	592
	DEERE & CO 2.75% 04/15/2025	Corporate Bond 2.75% 4/15/25	**	104
	DEERE JOHN CAPITAL CORP 3.4% 06/06/2025	Corporate Bond 3.40% 6/06/25	**	1,132
	DELL EQUIPMENT FINANCE TRUST 2021-1 0.43% 05/22/2026	Mortgage Backed Security 0.43% 5/22/26	**	805
	DELL EQUIPMENT FINANCE TRUST 2020-2 0.57% 10/23/2023	Mortgage Backed Security 0.57% 10/23/23	**	404
	DEUTSCHE BANK AG NEW YORK BNCH 2.222%/VAR 09/18/24	Corporate Bond 2.222% 9/18/24	**	1,080
	DEUTSCHE BANK AG NEW YORK BNCH 2.129%/VAR 11/24/26	Corporate Bond 2.129% 11/24/26	**	1,123
	DEUTSCHE BANK AG NEW YORK BNCH 1.447%/VAR 04/01/25	Corporate Bond 1.447% 4/01/25	**	1,322
	DEUTSCHE BANK AG NEW YORK BNCH 0.898% 05/28/2024	Corporate Bond 0.898% 5/28/24	**	558
	DEUTSCHE BANK AG NEW YORK BNCH 2.311%/VAR 11/16/2027	Corporate Bond 2.311% 11/16/27	**	1,183
	DISCOVER CARD EXECUTION NT TR 0.58% 09/15/2026	Mortgage Backed Security 0.58% 9/15/26	**	1,824
	DISCOVER CARD EXECUTION NT TR 1.96% 02/15/2027	Mortgage Backed Security 1.96% 2/15/27	**	1,154
	DISCOVER CARD EXECUTION NT TR 3.32% 05/15/2027	Mortgage Backed Security 3.32% 5/15/27	**	1,753
	DISCOVER CARD EXECUTION NT TR 3.56% 07/15/2027	Mortgage Backed Security 3.56% 7/15/27	**	1,661
	DISCOVER CARD EXECUTION NT TR 5.03% 10/15/2027	Mortgage Backed Security 5.03% 10/15/27	**	1,556
	DNB BANK ASA 1.605/VAR 03/30/2028 144A	Corporate Bond 1.605% 3/30/28	**	1,566
	DOLLAR GEN CORP NEW 4.625% 11/01/2027	Corporate Bond 4.625% 11/01/27	**	1,233
	EASTERN ENERGY GAS HOLDINGS LLC 2.5% 11/15/2024	Corporate Bond 2.50% 11/15/24	**	297
	DUKE ENERGY CORP NEW 4.3% 03/15/2028	Corporate Bond 4.30% 3/15/28	**	1,042
	ELP COMMERCIAL MORTGAGE TRUST 2021-ELP 1ML+70.1 11	Mortgage Backed Security 5.02% 11/15/38	**	1,142
	ERP OPERATING LP 3.375% 06/01/2025	Corporate Bond 3.375% 6/01/25	**	713
	EDISON INTERNATIONAL 2.95% 03/15/2023	Corporate Bond 2.95% 3/15/23	**	276
	ENBRIDGE INC 2.15% 02/16/2024	Corporate Bond 2.15% 2/16/24	**	282
	ENBRIDGE INC 2.5% 02/14/2025	Corporate Bond 2.50% 2/14/25	**	289
	EQUINOR ASA 1.75% 01/22/2026	Corporate Bond 1.75% 1/22/26	**	258
	EQUITABLE FINANCIAL LIFE GLOBAL FUNDING 1.7% 11/12/26	Corporate Bond 1.70% 11/12/26	**	1,063
	EXELON CORP 2.75% 03/15/2027	Corporate Bond 2.75% 3/15/27	**	136
	FHLG 5.50% 3/34 #G01665	Government Bond 5.50% 3/01/34	**	39

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	FHLG 25YR 5.50% 7/35 #G05815	Government Bond 5.50% 7/01/35	**	25
	FHLG 15YR 3% 05/01/2033#G16550	Government Bond 3.00% 5/01/33	**	610
	FHLG 20YR 3.5% 06/01/2032#C91456	Government Bond 3.50% 6/01/32	**	425
	FHLG 15YR 2.5% 12/01/2031#SB0093	Government Bond 2.50% 12/01/31	**	959
	FHLG 15YR 3% 02/01/2034#SB0179	Government Bond 3.00% 2/01/34	**	941
	FHLG 15YR 3% 03/01/2033#SB0181	Government Bond 3.00% 3/01/33	**	1,767
	FHLG 15YR 3.5% 04/01/2034#SB0378	Government Bond 3.50% 4/01/34	**	780
	FHLG 5.50% 5/34 #Z40042	Government Bond 5.50% 5/01/34	**	289
	FHLG 20YR 3% 11/01/2033#G30872	Government Bond 3.00% 11/01/33	**	650
	FHLG 20YR 3.5% 07/01/2032#G31067	Government Bond 3.50% 7/01/32	**	277
	FEDERAL NAT MTG ASN GTD REM PA 2012-149 DA 1.75% 01/25/43	Mortgage Backed Security 1.75% 1/25/43	**	69
	FNR 2013-16 GP 3% 1/1/33	Mortgage Backed Security 3.00% 3/25/33	**	131
	FEDERAL NAT MTG ASN GTD REM PA 1.85% 05/25/2033	Mortgage Backed Security 1.85% 5/25/33	**	478
	FEDERAL NAT MTG ASN GTD REM PA 3.0% 06/25/2043	Mortgage Backed Security 3.00% 6/25/43	**	374
	FNR 2015-49 LE 3% 07/45	Mortgage Backed Security 3.00% 7/25/45	**	379
	FEDERAL NAT MTG ASN GTD REM PA 3.0% 04/25/2044	Mortgage Backed Security 3.00% 4/25/44	**	191
	FEDERAL NAT MTG ASN GTD REM PA 2.5% 05/25/2045	Mortgage Backed Security 2.50% 5/25/45	**	772
	FEDERAL NAT MTG ASN GTD REM PA 2015-28 JE 3.0% 05/45	Mortgage Backed Security 3.00% 5/25/45	**	552
	FNR 2015-42 LE 3.0% 06/25/45	Mortgage Backed Security 3.00% 6/25/45	**	493
	FNR 2015-54 GA 2.5% 07/25/2045	Mortgage Backed Security 2.50% 7/25/45	**	324
	FNR 2016-26 CG 3% 05/46	Mortgage Backed Security 3.00% 5/25/46	**	988
	FNR 2016-19 AH 3% 04/46	Mortgage Backed Security 3.00% 4/25/46	**	366
	FNR 2016-27 HK 3% 01/25/2041	Mortgage Backed Security 3.00% 1/25/41	**	535
	FNR 2016-27 KG 3% 01/40	Mortgage Backed Security 3.00% 1/25/40	**	248
	FNR 2016-37 BK 3% 06/25/46	Mortgage Backed Security 3.00% 6/25/46	**	1,075
	FNR 2016-34 GH 3% 06/46	Mortgage Backed Security 3.00% 6/25/46	**	946
	FEDERAL NATL MTG AS GTD RE PTT 2016-105 PA 3.5% 04/45	Mortgage Backed Security 3.50% 4/25/45	**	392
	FNR 2016-100 P 3.5% 11/44	Mortgage Backed Security 3.50% 11/25/44	**	611
	FNR 2017-20 AP 3.5% 03/25/2045	Mortgage Backed Security 3.50% 3/25/45	**	889
	FEDERAL NAT MTG ASN GTD REM PA 2017-11 HA 3.5% 12/45	Mortgage Backed Security 3.50% 12/25/45	**	743
	FANNIE MAE 2017-74 PA 3.5% 11/25/2045	Mortgage Backed Security 3.50% 11/25/45	**	718
	FEDERAL NAT MTG ASN GTD REM 2017-97 P 3% 01/25/2047	Mortgage Backed Security 3.00% 1/25/47	**	827
	FEDERAL NAT MTG ASN GTD REM PA 2018-3 LP 3% 02/25/47	Mortgage Backed Security 3.00% 2/25/47	**	1,268
	FNR 2018-16 NB 3.25% 12/25/2044	Mortgage Backed Security 3.25% 12/25/44	**	155
	FEDERAL NATL MTG AS GTD RE PTT 2018-11 LA 3.5% 07/45	Mortgage Backed Security 3.50% 7/25/45	**	545
	FEDERAL NAT MTG ASN GTD REM PA 3.5% 02/25/2046	Mortgage Backed Security 3.50% 2/25/46	**	545

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	FNMA GTD MTG PASS THRU CTF 3.5% 10/25/2044	Mortgage Backed Security 3.50% 10/25/44	**	642
	FEDERAL NAT MTG ASN GTD REM PA 3% 03/25/2048	Mortgage Backed Security 3.00% 3/25/48	**	1,638
	FEDERAL NAT MTG ASN GTD REM PA 2019-14 DA 4% 03/25/48	Mortgage Backed Security 4.00% 3/25/48	**	364
	FEDERAL NAT MTG ASN GTD REM PA 4% 11/25/2048	Mortgage Backed Security 4.00% 11/25/48	**	419
	FEDERAL NAT MTG ASN GTD REM PA 2019-38 AB 3% 07/25/39	Mortgage Backed Security 3.00% 7/25/39	**	952
	FEDERAL NAT MTG ASN GTD REM PA 2.5% 10/25/2039	Mortgage Backed Security 2.50% 10/25/39	**	482
	FEDERAL NAT MTG ASN GTD REM PA 2% 06/25/2035	Mortgage Backed Security 2.00% 6/25/35	**	1,124
	FNMA 5.50% 11/34 #310105	Mortgage Backed Security 5.50% 11/01/34	**	206
	FEDERAL HOME LN MTG MLT CTF GT 4135 AB 1.75% 06/15/42	Mortgage Backed Security 1.75% 6/15/42	**	55
	FEDERAL HOME LN MTG MLT CTF GT 3.0% 05/15/2045	Mortgage Backed Security 3.00% 5/15/45	**	315
	FREDDIE MAC 4656 PA 3.5% 10/15/2045	Mortgage Backed Security 3.50% 10/15/45	**	537
	FHR 4683 EA 2.5% 05/47	Mortgage Backed Security 2.50% 5/15/47	**	926
	FREDDIE MAC REMICS 2018-4766 MA 3.5% 02/15/2046	Mortgage Backed Security 3.50% 2/15/46	**	912
	FEDERAL HOME LN MTG MLT CTF GT K727 A2 2.946% 07/24	Government Bond 2.946% 7/25/24	**	1,479
	FEDERAL HOME LN MTGE CORP 4765 QA 3% 02/15/2046	Mortgage Backed Security 3.00% 2/15/46	**	899
	FEDERAL HOME LN MTG MLT CTF GT 4847 CA 3.5% 11/15/45	Mortgage Backed Security 3.50% 11/15/45	**	389
	FEDERAL HOME LN MTG MLT CTF GT 4% 07/15/2047	Mortgage Backed Security 4.00% 7/15/47	**	599
	FEDERAL HOME LN MTG MLT CTF GT 2019-4872 AB 4% 08/47	Mortgage Backed Security 4.00% 8/15/47	**	575
	FEDERAL HOME LN MTG MLT CTF GT 3% 07/25/2039	Mortgage Backed Security 3.00% 7/25/39	**	744
*	FIDELITY SHORT TERM CASH FUND	Fid Inst Cash Port: MM Fund Class 1 SHS F/N/A	**	4,271
	FREDDIE MAC REMICS 3% 10/25/2048	Mortgage Backed Security 3.00% 10/25/48	**	764
	FNMA 6.50% 7/32 #545759	Mortgage Backed Security 6.50% 7/01/32	**	12
	FNMA 6.50% 7/32 #545762	Mortgage Backed Security 6.50% 7/01/32	**	3
	FNMA 20YR 2.5% 01/01/2033#AL2982	Mortgage Backed Security 2.50% 1/01/33	**	152
	FNMA 20YR 2.5% 01/01/2033#AL2974	Mortgage Backed Security 2.50% 1/01/33	**	191
	FNMA 20YR 2.5% 01/01/2033#AL2975	Mortgage Backed Security 2.50% 1/01/33	**	224
	FNMA 20YR 2.5% 01/01/2033#AL2976	Mortgage Backed Security 2.50% 1/01/33	**	120
	FNMA 15YR 4.5% 11/01/2025#AL8242	Mortgage Backed Security 4.50% 11/01/25	**	50
	FNMA 15YR 2.5% 10/01/2031#AS8010	Mortgage Backed Security 2.50% 10/01/31	**	432
	FHR 3415 PC 5% 12/37	Mortgage Backed Security 5.00% 12/15/37	**	31
	FEDERAL NAT MTG ASN GTD REM 2011-26 PA 4.5% 04/25/41	Mortgage Backed Security 4.50% 4/25/41	**	262
	FNMA 6.50% 12/32 #735415	Mortgage Backed Security 6.50% 12/01/32	**	5
	FNMA 6.50% 7/35 #745092	Mortgage Backed Security 6.50% 7/01/35	**	5
	FNMA 15YR 3% 02/01/2033#BM5108	Mortgage Backed Security 3.00% 2/01/33	**	2,255

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	FNMA 15YR 3% 12/01/2032#BM5109	Mortgage Backed Security 3.00% 12/01/32	**	2,310
	FNMA 15YR 3.5% 02/01/2035#FM0065	Mortgage Backed Security 3.50% 2/01/35	**	844
	FNMA 20YR 4.5% 03/01/2039#FM1774	Mortgage Backed Security 4.50% 3/01/39	**	119
	FNMA 20YR 4.5% 06/01/2039#FM1045	Mortgage Backed Security 4.50% 6/01/39	**	58
	FNMA 20YR 4.5% 08/01/2039#FM1353	Mortgage Backed Security 4.50% 8/01/39	**	151
	FNMA 30YR 4.5% 09/01/2049#FM1534	Mortgage Backed Security 4.50% 9/01/49	**	939
	FNMA 15YR 3.5% 09/01/2034#FM1577	Mortgage Backed Security 3.50% 9/01/34	**	760
	FNMA 15YR 3.5% 09/01/2034#FM1578	Mortgage Backed Security 3.50% 9/01/34	**	338
	FNMA 15YR 3.5% 10/01/2034#FM1579	Mortgage Backed Security 3.50% 10/01/34	**	205
	FNMA 15YR 4% 03/01/2034#FM2867	Mortgage Backed Security 4.00% 3/01/34	**	2,276
	FNMA 15YR 4% 02/01/2034#FM3001	Mortgage Backed Security 4.00% 2/01/34	**	1,013
	FNMA 20YR 3% 12/01/2040#FM4710	Mortgage Backed Security 3.00% 3/01/40	**	1,116
	FNMA 20YR 3% 12/01/2040#FM4711	Mortgage Backed Security 3.00% 3/01/40	**	1,365
	FNMA 6.50% 8/36 #888034	Mortgage Backed Security 6.50% 8/01/36	**	7
	FNMA 6.50% 8/36 #888544	Mortgage Backed Security 6.50% 8/01/36	**	36
	FNMA 20YR 3.00% 11/32 #MA1237	Mortgage Backed Security 3.00% 11/01/32	**	1,498
	FNMA 20YR 3% 07/01/2036#MA2672	Mortgage Backed Security 3.00% 7/01/36	**	1,901
	FNMA 20YR 4% 04/01/2038#MA3337	Mortgage Backed Security 4.00% 4/01/38	**	760
	FNMA 6.50% 12/35 #AD0723	Mortgage Backed Security 6.50% 12/01/35	**	43
	FNMA 6.50% 8/36 #AE0746	Mortgage Backed Security 6.50% 8/01/36	**	29
	FLORIDA PWR & LT CO 2.85% 04/01/2025	Corporate Bond 2.85% 4/01/25	**	368
	FORD CR FLOORPLN MAST OWN TR A 0.7% 09/15/2025	Mortgage Backed Security 0.70% 9/15/25	**	1,580
	FORD CR AUTO OWNER TR 2019-1 A 3.52% 07/15/2030 14	Mortgage Backed Security 3.52% 7/15/30	**	1,444
	GMF FLOORPLAN OWNER REVOLVING TR 0.68% 08/15/2025	Mortgage Backed Security 0.68% 8/15/25	**	714
	GMF FLOORPLAN OWNER REVOLVING TR 0.69% 10/15/2025	Mortgage Backed Security 0.69% 10/15/25	**	1,616
	GS MTG SECS TR 2014-GC26 AAB 3.365% 11/10/2047	Mortgage Backed Security 3.365% 11/10/47	**	387
	GS MTG SECS TR 2015-GC32 AAB 3.513% 07/10/2048	Mortgage Backed Security 3.513% 7/10/48	**	295
	GS MTG SECS TR 2015-GC28 AAB 3.206% 02/10/2048	Mortgage Backed Security 3.206% 2/10/48	**	303
	GS MTG SECS TR 2014-GC18 AAB 3.648% 01/10/2047	Mortgage Backed Security 3.648% 1/10/47	**	46
	GS MTG SECS TR 2014-GC20 AAB 3.655% 04/10/2047	Mortgage Backed Security 3.655% 4/10/47	**	66
	GSK CONSUMER HEALTHCARE CAPITAL UK PLC 3.125% 03/25	Corporate Bond 3.125% 3/24/25	**	1,823
	GENERAL MTRS FINL CO INC 1.25% 01/08/2026	Corporate Bond 1.25% 1/08/26	**	1,543
	GENERAL MTRS FINL CO INC 1.05% 03/08/2024	Corporate Bond 1.05% 3/08/24	**	459
	GENERAL MTRS FINL CO INC 2.35% 02/26/2027	Corporate Bond 2.35% 2/26/27	**	705
	GOLDMAN SACHS GROUP INC (THE) 2.64%/VAR 02/24/2028	Corporate Bond 2.64% 2/24/28	**	1,404

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	GOLDMAN SACHS GROUP INC (THE) 4.482%/VAR 08/23/2028	Corporate Bond 4.482% 8/23/28	**	1,364
	GREAT-WEST LIFECO FIN 20 0.904% 08/12/2025 144A	Corporate Bond 0.904% 8/12/25	**	671
	GUARDIAN LIFE GLOBAL FUNDING 1.1% 06/23/2025 144A	Corporate Bond 1.10% 6/23/25	**	1,348
	GUARDIAN LIFE GLOBAL FUNDING 1.4% 07/06/2027 144A	Corporate Bond 1.40% 7/06/27	**	1,632
	HSBC HOLDINGS PLC 3.95%/VAR 5/18/2024	Corporate Bond 3.95% 5/18/24	**	1,595
	HSBC HOLDINGS PLC 3.803%/VAR 03/11/2025	Corporate Bond 3.803% 3/11/25	**	1,869
	HSBC HOLDINGS PLC 2.251%/VAR 11/22/2027	Corporate Bond 2.251% 11/22/27	**	1,625
	HSBC HOLDINGS PLC 5.21%/VAR 08/11/2028	Corporate Bond 5.21% 8/11/28	**	1,013
	WELLTOWER OP 4% 06/01/2025	Corporate Bond 4.00% 6/01/25	**	1,065
	HEALTHCARE TRUST OF AMERICA HOLDINGS LP 3.5% 08/01/26	Corporate Bond 3.50% 8/01/26	**	157
	HOME DEPOT INC 2.875% 04/15/2027	Corporate Bond 2.875% 4/15/27	**	658
	HUNTINGTON BANCSHARES INC/OH 2.625% 08/06/2024	Corporate Bond 2.625% 8/06/24	**	1,269
	HUNTINGTON BANCSHARES INC/OH 4.443%/VAR 08/04/2028	Corporate Bond 4.443% 8/04/28	**	802
	HUNTINGTON NATL BK COLUMBUS OH 5.699%/VAR 11/18/2025	Corporate Bond 5.699% 11/18/25	**	1,428
	HYUNDAI CAP AMER 1% 09/17/2024 144A	Corporate Bond 1.00% 9/17/24	**	1,755
	HYUNDAI AUTO RECEIVABLES TR 2020-C 0.38% 05/15/2025	Mortgage Backed Security 0.38% 5/15/25	**	1,017
	IMPERIAL BRANDS FINANCE PLC 3.125% 07/26/2024 144A	Corporate Bond 3.125% 7/26/24	**	1,406
	ING GROEP NV SOFR 1.726%/VAR 04/01/2027	Corporate Bond 1.726% 4/01/27	**	775
	INTERCONTINENTAL EXCHANGE INC 3.65% 05/23/2025	Corporate Bond 3.65% 5/23/25	**	1,034
	INTERCONTINENTAL EXCHANGE INC 4% 09/15/2027	Corporate Bond 4.00% 9/15/27	**	1,574
	JP MORGAN CHASE COML MTG SECS TR 2013-C10 A5 3.1425	Mortgage Backed Security 3.1425% 12/15/47	**	247
	JPMBB COML MTG SECS TR 2014-C22 3.8012% 09/15/2047	Mortgage Backed Security 3.8012% 9/15/47	**	657
	JPMCC COML MTG SECS TR 2016-JP4 A2 2.984% 12/15/2049	Mortgage Backed Security 2.984% 12/15/49	**	87
	JP Morgan Chase	Synthetic GIC - 1.722% (fair value to contract value)	**	7,932
	JPMORGAN CHASE & CO 3.559%/VAR 04/23/24	Corporate Bond 3.559% 4/23/24	**	2,001
	JPMORGAN CHASE & CO 4.023/VAR 12/05/2024	Corporate Bond 4.023% 12/05/24	**	721
	JPMORGAN CHASE & CO 2.083/VAR 04/22/2026	Corporate Bond 2.083% 4/22/26	**	1,678
	JPMORGAN CHASE & CO 1.045%/VAR 11/19/2026	Corporate Bond 1.045% 11/19/26	**	1,493
	JPMORGAN CHASE & CO 0.824/VAR 06/01/2025	Corporate Bond 0.824% 6/01/25	**	1,505

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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
	JPMORGAN CHASE & CO SOFR 1.47%/VAR 09/22/2027	Corporate Bond 1.47% 9/22/27	**	1,714
	JPMORGAN CHASE & CO 2.947%/VAR 02/24/2028	Corporate Bond 2.947% 2/24/28	**	1,555
	JPMORGAN CHASE & CO 4.851%/VAR 07/25/2028	Corporate Bond 4.851% 7/25/28	**	1,394
	KEYCORP 3.878%/VAR 05/23/2025	Corporate Bond 3.878% 5/23/25	**	582
	KEYBANK NATL ASSN 4.15% 08/08/2025	Corporate Bond 4.15% 8/08/25	**	509
	KINDER MORGAN ENERGY PTNRS LP 3.5% 09/01/2023	Corporate Bond 3.50% 9/01/23	**	850
	LIFE FINANCIAL SERVICES TRUST 2022 TSFR1M+129.524	Mortgage Backed Security 5.63% 5/15/39	**	1,229
	Lincoln Natl Life Ins Co	Synthetic GIC - 1.732% (fair value to contract value)	**	4,285
	LLOYDS BANKING GROUP PLC 2.438%/VAR 02/05/2026	Corporate Bond 2.438% 2/05/26	**	626
	LLOYDS TSB BANK T1Y 0.695%/VAR 05/11/2024	Corporate Bond 0.695% 5/11/24	**	1,360
	LOWES COS INC 4.4% 09/08/2025	Corporate Bond 4.40% 9/08/25	**	838
	MAGALLANES INC 3.638% 03/15/2025 144A	Corporate Bond 3.638% 3/15/25	**	218
	MAGALLANES INC 3.755% 03/15/2027 144A	Corporate Bond 3.755% 3/15/27	**	404
	MARSH & MCLENNAN COS INC 3.875% 03/15/2024	Corporate Bond 3.875% 3/15/24	**	667
	Massachusetts Mutual	Synthetic GIC - 1.722% (fair value to contract value)	**	257
	METROPOLITAN LIFE GLBL FDG I 0.9% 06/08/2023 144A	Corporate Bond 0.90% 6/08/23	**	1,095
	Metropolitan Life Inc Co	Synthetic GIC - 1.722% (fair value to contract value)	**	4,062
	MITSUBISHI UFJ FIN GRP INC 2.193% 02/25/2025	Corporate Bond 2.193% 2/25/25	**	1,680
	MITSUBISHI UFJ FIN GRP INC 1.412% 07/17/2025	Corporate Bond 1.412% 7/17/25	**	1,372
	MITSUBISHI UFJ FIN GRP INC 0.953%/VAR 07/19/2025	Corporate Bond 0.953% 7/19/25	**	1,867
	MITSUBISHI UFJ FIN GRP INC 1.64%/VAR 10/13/2027	Corporate Bond 1.64% 10/13/27	**	2,092
	MIZUHO FINL GROUP INC 0.849%/VAR 09/08/2024	Corporate Bond 0.849% 9/08/24	**	931
	MIZUHO FINL GROUP INC 1.234%/VAR 5/22/2027	Corporate Bond 1.234% 5/22/27	**	1,822
	MIZUHO FINL GROUP INC T1Y 2.651%/VAR 05/22/2026	Corporate Bond 2.651% 5/22/26	**	1,462
	MOODYS CORP 3.75% 03/24/2025	Corporate Bond 3.75% 3/24/25	**	609
	MSBAM 2015-C22 ASB 3.04% 04/15/48	Mortgage Backed Security 3.04% 4/15/48	**	157
	MORGAN STANLEY VAR/2.72 07/22/2025	Corporate Bond 2.72% 7/22/25	**	1,075
	MORGAN STANLEY 2.188%/VAR 04/28/2026	Corporate Bond 2.188% 4/28/26	**	1,306
	MORGAN STANLEY 3.737%/VAR 04/24/2024	Corporate Bond 3.737% 4/24/24	**	1,610
	MORGAN STANLEY 4.679%/VAR 07/17/2026	Corporate Bond 4.679% 7/17/26	**	1,080
	MSBAM 2013-C13 ASB 3.557% 11/15/2046	Mortgage Backed Security 3.557% 11/15/46	**	154

Eastman Investment and Employee Stock Ownership Plan
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	MORGAN STANLEY BK AMER MERRILL LYNCH TR 2014-C16 A	Mortgage Backed Security 3.48% 6/15/47	**	234
	MSBAM 2014-C17 ASB 3.477% 8/47	Mortgage Backed Security 3.477% 8/15/47	**	505
	MORGAN STANLEY BK AMER MERRILL LYNCH TR 2015-C21 A	Mortgage Backed Security 3.15% 3/15/48	**	89
	MSBAM 2016-C28 3.272% 01/15/49	Mortgage Backed Security 3.272% 1/15/49	**	320
	MORGAN STANLEY CAP I TR 2019-MEAD 3.17% 11/10/2036	Mortgage Backed Security 3.17% 11/10/36	**	963
	NTT FINANCE CORP 0.583% 03/01/2024 144A	Corporate Bond 0.583% 3/01/24	**	834
	NTT FINANCE CORP 1.162% 04/03/2026 144A	Corporate Bond 1.162% 4/03/26	**	1,633
	NATIONAL BANK OF CANADA 0.55/VAR 11/15/2024	Corporate Bond 0.55% 11/15/24	**	826
	Nationwide Life Ins Co	Synthetic GIC - 1.732% (fair value to contract value)	**	5,992
	NATWEST GRP PLC(UNGTD) 1.642/VAR 06/14/2027	Corporate Bond 1.642% 6/14/27	**	1,189
	NATWEST MARKETS PLC 0.8% 08/12/2024 144A	Corporate Bond 0.80% 8/12/24	**	983
	NYC TFA (PIT) 2.85% 2/1/2024	Municipal Bond 2.85% 2/01/24	**	426
	NYC TFA (PIT) 2.05% 8/1/2023	Municipal Bond 2.05% 8/01/23	**	462
	NYS UDC 2.67% 3/15/2023	Municipal Bond 2.67% 3/15/23	**	1,090
	NYS UDC 2.7% 3/15/2023	Municipal Bond 2.70% 3/15/23	**	1,858
	NISOURCE INC 0.95% 08/15/2025	Corporate Bond 0.95% 8/15/25	**	574
	OPG TR 2021-PORT 1ML+49.8 10/15/2036 144A	Mortgage Backed Security 4.80% 10/15/36	**	1,280
	ORACLE CORP 1.65% 03/25/2026	Corporate Bond 1.65% 3/25/26	**	678
	OTIS WORLDWIDE CORP 2.056% 04/05/2025	Corporate Bond 2.056% 4/05/25	**	1,693
	PNC FINANCIAL SERVICES GRP INC SOFR+ 12/02/2028	Corporate Bond 5.35% 12/02/28	**	952
	PACIFIC LIFE GF II 1.2% 06/24/2025 144A	Corporate Bond 1.20% 6/24/25	**	973
	Pacific Life Ins Co	Synthetic GIC - 1.722% (fair value to contract value)	**	3,117
	PARKER-HANNIFIN CORP 3.65% 06/15/2024	Corporate Bond 3.65% 6/15/24	**	1,431
	PARKER-HANNIFIN CORP 4.25% 09/15/2027	Corporate Bond 4.25% 9/15/27	**	706
	PAYPAL HLDGS INC 1.65% 06/01/2025	Corporate Bond 1.65% 6/01/25	**	489
	PHILIP MORRIS INTL INC 2.875% 05/01/2024	Corporate Bond 2.875% 5/01/24	**	1,463
	PHILIP MORRIS INTL INC 0.875% 05/01/2026	Corporate Bond 0.875% 5/01/26	**	841
	PRICOA GLOBAL FDG I 2.4% 09/23/2024 144A	Corporate Bond 2.40% 9/23/24	**	1,666
	PROTECTIVE LIFE GLOBAL FUNDING 3.218% 03/28/2025 1	Corporate Bond 3.218% 3/28/25	**	414
	Prudential Ins Co America	Synthetic GIC - 1.722% (fair value to contract value)	**	6,958
	RABOBANK NEDERLAND COOP CENTL 1.98%/VAR 12/15/2027	Corporate Bond 1.98% 12/15/27	**	1,662
	CITIZENS BANK NA 2.25% 04/28/2025	Corporate Bond 2.25% 4/28/25	**	1,229
	REGIONS FINL CORP NEW 2.25% 05/18/2025	Corporate Bond 2.25% 5/18/25	**	735

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	RGA GLOBAL FUNDING 2% 11/30/2026 144A	Corporate Bond 2.00% 11/30/26	**	649
	ROGERS COMMUNICATIONS INC 3.2% 03/15/2027 144A	Corporate Bond 3.20% 3/15/27	**	446
	ROPER TECHNOLOGIES INC 1% 09/15/2025	Corporate Bond 1.00% 9/15/25	**	195
	ROSS STORES INC 0.875% 04/15/2026	Corporate Bond 0.875% 4/15/26	**	1,377
	ROYAL BANK OF CANADA 4.65% 01/27/2026	Corporate Bond 4.65% 1/27/26	**	821
	ROYAL BK SCOTLND GRP PLC(UNGTD 4.519%/VAR 06/25/20	Corporate Bond 4.519% 6/25/24	**	1,962
	ROYAL BANK OF CANADA 1.15% 06/10/2025	Corporate Bond 1.15% 6/10/25	**	1,328
	S&P GLOBAL INC 2.45% 03/01/2027 144A	Corporate Bond 2.45% 3/01/27	**	1,491
	SSM HEALTH CARE CORP 3.688% 06/01/2023	Corporate Bond 3.688% 6/01/23	**	913
	SREIT TR 2021-MFP 1ML+73.08 11/15/2038 144A	Mortgage Backed Security 5.05% 11/15/38	**	775
	SANTANDER HLDGS USA INC 2.49%/VAR 01/06/2028	Corporate Bond 2.49% 1/06/28	**	488
	SANTANDER RETAIL AUTO LEASE TR 2020-B 0.57% 04/22/24	Mortgage Backed Security 0.57% 4/22/24	**	1,507
	SANTANDER RETAIL AUTO LEASE TR 2021-A 0.51% 07/22/24	Mortgage Backed Security 0.51% 7/22/24	**	1,089
	SEMPRA ENERGY 3.3% 04/01/2025	Corporate Bond 3.30% 4/01/25	**	695
	7 ELEVEN INC 0.95% 02/10/2026 144A	Corporate Bond 0.95% 2/10/26	**	534
	7 ELEVEN INC 1.3% 02/10/2028 144A	Corporate Bond 1.30% 2/10/28	**	633
	SIEMENS FINANCIERINGSMAATSCHAPPIJ NV 0.65% 03/11/24	Corporate Bond 0.65% 3/11/24	**	1,240
	SIEMENS FINANCIERINGSMAATSCHAPPIJ NV 1.2% 03/11/2026	Corporate Bond 1.20% 3/11/26	**	1,232
	SIMON PROPERTY GROUP LP 2.75% 06/01/2023	Corporate Bond 2.75% 6/01/23	**	1,051
	SOCIETE GENERALE FRANCE 2.625% 10/16/2024 144A	Corporate Bond 2.625% 10/16/24	**	303
	SOCIETE GENERALE FRANCE 1.488%/VAR 12/14/2026 144A	Corporate Bond 1.488% 12/14/26	**	981
	SOCIETE GENERALE FRANCE 1.792/VAR 06/09/2027 144A	Corporate Bond 1.792% 6/09/27	**	1,192
	SOCIETE GENERALE FRANCE 2.797%/VAR 01/19/2028 144A	Corporate Bond 2.797% 1/19/28	**	1,686
	SOUTHERN COMPANY 0.6% 02/26/2024	Corporate Bond 0.60% 2/26/24	**	742
	State St BK & TR Co Boston	Synthetic GIC - 1.722% (fair value to contract value)	**	3,458
	STATE STREET CORP 2.901%/VAR 03/30/2026	Corporate Bond 2.901% 3/30/26	**	74
	SUMITOMO MITSUI FINL GRP INC 0.508% 01/12/2024	Corporate Bond 0.508% 1/12/24	**	197
	SUMITOMO MITSUI FINL GRP INC 1.402% 09/17/2026	Corporate Bond 1.402% 9/17/26	**	1,750
	TORONTO DOMINION BANK 2.8% 03/10/2027	Corporate Bond 2.80% 3/10/27	**	1,499

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	Transamerica Premier Life	Synthetic GIC - 1.722% (fair value to contract value)	**	6,314
	TRUIST FINANCIAL CORP 4.26%/VAR 07/28/2026	Corporate Bond 4.26% 7/28/26	**	1,451
	UBS GROUP AG 1.008%/VAR 07/30/2024 144A	Corporate Bond 1.008% 7/30/24	**	1,070
	UBS AG LON BRANCH 1.375% 01/13/2025 144A	Corporate Bond 1.375% 1/13/25	**	1,290
	USAA CAPITAL CORP 1.5% 05/01/2023 144A	Corporate Bond 1.50% 5/01/23	**	271
	US BANCORP DEL 1.45% 05/12/2025	Corporate Bond 1.45% 5/12/25	**	1,524
	UST NOTES 1.375% 08/31/2023	Government Bond 1.375% 8/31/23	**	983
	UST NOTES 2.375% 08/15/2024	Government Bond 2.375% 8/15/24	**	27,015
	UST NOTES 0.375% 04/30/2025	Government Bond 0.375% 4/30/25	**	8,255
	UST NOTES 0.75% 03/31/2026	Government Bond 0.75% 3/31/26	**	62,091
	UST NOTES 0.25% 05/15/2024	Government Bond 0.25% 5/15/24	**	1,023
	UST NOTES 0.625% 07/31/2026	Government Bond 0.625% 7/31/26	**	17,382
	UST NOTES 0.625% 10/15/2024	Government Bond 0.625% 10/15/24	**	9,820
	UST NOTES 1.25% 12/31/2026	Government Bond 1.25% 12/31/26	**	9,213
	UST NOTES 1.125% 01/15/2025	Government Bond 1.125% 1/15/25	**	14,181
	UST NOTES 2.75% 04/30/2027	Government Bond 2.75% 4/30/27	**	26,825
	UST NOTES 2.625% 05/31/2027	Government Bond 2.625% 5/31/27	**	4,746
	UST NOTES 3% 06/30/2024	Government Bond 3.00% 6/30/24	**	10,742
	UST NOTES 2.75% 07/31/2027	Government Bond 2.75% 7/31/27	**	3,900
	UST NOTES 3.125% 08/15/2025	Government Bond 3.125% 8/15/25	**	6,750
	UST NOTES 3.5% 09/15/2025	Government Bond 3.50% 9/15/25	**	26,377
	UST NOTES 4.125% 09/30/2027	Government Bond 4.125% 9/30/27	**	7,916
	UST NOTES 4.125% 10/31/2027	Government Bond 4.125% 10/31/27	**	18,968
	UST NOTES 4.125% 11/15/2032	Government Bond 4.125% 11/15/32	**	1,128
	UST NOTES 4.5% 11/30/2024	Government Bond 4.50% 11/30/24	**	8,032
	UST NOTES 3.875% 11/30/2029	Government Bond 3.875% 11/30/29	**	1,096
	UST NOTES 3.875% 11/30/2027	Government Bond 3.875% 11/30/27	**	21,131
	UST NOTES 4% 12/15/2025	Government Bond 4.00% 12/15/25	**	9,936
	UNITEDHEALTH GROUP INC 3.7% 05/15/2027	Corporate Bond 3.70% 5/15/27	**	1,290
	VENTAS RLTY LTD PARTNERSHIP 3.5% 04/15/2024	Corporate Bond 3.50% 4/15/24	**	657
	VENTAS RLTY LTD PARTNERSHIP 2.65% 01/15/2025	Corporate Bond 2.65% 1/15/25	**	1,005
	VERIZON COMMUNICATIONS INC 1.45% 03/20/2026	Corporate Bond 1.45% 3/20/26	**	553
	VERIZON MASTER TRUST 2021-1 A 0.5% 05/20/2027	Mortgage Backed Security 0.50% 5/20/27	**	1,445
	VERIZON MASTER TRUST 2021-1 A 0.99% 04/20/2028	Mortgage Backed Security 0.99% 4/20/28	**	2,135
	VERIZON MASTER TRUST 3.72% 07/20/2027	Mortgage Backed Security 3.72% 7/20/27	**	863
	VIRGINIA ELECTRIC AND POWER CO 3.75% 05/15/2027	Corporate Bond 3.75% 5/15/27	**	1,518
	VOLKSWAGEN GROUP AMER FIN LLC 1.25% 11/24/2025 144	Corporate Bond 1.25% 11/24/25	**	1,893

Eastman Investment and Employee Stock Ownership Plan
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	VOLKSWAGEN GROUP AMER FIN LLC 3.95% 06/06/2025 144	Corporate Bond 3.95% 6/06/25	**	726
	VOLKSWAGEN GROUP AMER FIN LLC 4.35% 06/08/2027 144	Corporate Bond 4.35% 6/08/27	**	673
	WFRBS COML MTG TR 2014-C20 ASB 3.638% 05/15/2047	Mortgage Backed Security 3.638% 5/15/47	**	114
	WFRBS COML MTG TR 2014-C22 ASB 3.464% 09/15/2057	Mortgage Backed Security 3.464% 9/15/57	**	570
	WFRBS COML MTG TR 2013-C16 A5 4.415% 09/15/2046	Mortgage Backed Security 4.415% 9/15/46	**	894
	WFRBS COML MTG TR 2013-C16 3.963% 09/15/2046	Mortgage Backed Security 3.963% 9/15/46	**	42
	WFRBS COML MTG TR 2014-C23 ASB 3.636% 10/15/2057	Mortgage Backed Security 3.636% 10/15/57	**	191
	WELLS FARGO COML MTG TR 15-C27 ASB 3.278% 02/15/2048	Mortgage Backed Security 3.278% 2/15/48	**	412
	WELLS FARGO & CO NEW 2.164%/VAR 02/11/2026	Corporate Bond 2.164% 2/11/26	**	1,731
	WELLS FARGO & CO NEW 2.188/VAR 04/30/2026	Corporate Bond 2.188% 4/30/26	**	1,028
	WELLS FARGO & CO NEW 1.654%/VAR 06/02/2024	Corporate Bond 1.654% 6/02/24	**	1,084
	WELLS FARGO & CO NEW 3.526%/VAR 03/24/2028	Corporate Bond 3.526% 3/24/28	**	890
	WELLS FARGO & CO NEW 4.808%/VAR 07/25/2028	Corporate Bond 4.808% 7/25/28	**	1,397
	WELLTOWER OP 3.625% 03/15/2024	Corporate Bond 3.625% 3/15/24	**	1,167
	Sub-total Managed Income Funds			**704,879**
	Self-Directed Brokerage Account	**Various shares**	**	**103,729**
	Total Investment Assets			**$ 3,034,595**
*	**Participant Loans**	**Interest rates ranging 4.25% - 7.25% with maturity dates through December 2027**		**$ 45,943**

* Represents a party-in-interest to the Plan.
** Historical cost is omitted because the investment is participant-directed.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

Eastman Investment and Employee
Stock Ownership Plan

Date: June 22, 2023

By: /s/Michelle R. Stewart
Michelle R. Stewart
Vice President, Chief Accounting Officer and Corporate Controller,
Eastman Chemical Company;
Member of Eastman Investment Plan Committee and
Named Fiduciary for Eastman Investment and Employee Stock Ownership Plan

Eastman Investment and Employee Stock Ownership Plan
Exhibit Index

Exhibit Number	Description	Sequential Page Number
23.1	Consent of Armanino LLP Independent Registered Public Accounting Firm	35