

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 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan SHELL PROVIDENT FUND
1b	Three-digit plan number (PN) ▶ 002
1c	Effective date of plan 09/01/1939
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) SHELL USA, INC. P. O. BOX 1438 HOUSTON, TX 77251-1438
2b	Employer Identification Number (EIN) 13-1299890
2c	Plan Sponsor's telephone number 832-337-2445
2d	Business code (see instructions) 324110

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.	06/27/2024	DEFORESTER L. JONES
	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 ADMINISTRATOR - SHELL PROVIDENT FUND P. O. BOX 1438 HOUSTON, TX 77251-1438	3b Administrator's EIN 74-1865496																						
	3c Administrator's telephone number 832-337-2445																						
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 25739																						
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 a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td colspan="2" style="background-color: #cccccc;"></td></tr> <tr><td style="width: 15%;">6a(1)</td><td style="text-align: right;">12230</td></tr> <tr><td>6a(2)</td><td style="text-align: right;">12718</td></tr> <tr><td>6b</td><td style="text-align: right;">1938</td></tr> <tr><td>6c</td><td style="text-align: right;">10379</td></tr> <tr><td>6d</td><td style="text-align: right;">25035</td></tr> <tr><td>6e</td><td style="text-align: right;">254</td></tr> <tr><td>6f</td><td style="text-align: right;">25289</td></tr> <tr><td>6g(1)</td><td style="text-align: right;">25672</td></tr> <tr><td>6g(2)</td><td style="text-align: right;">25236</td></tr> <tr><td>6h</td><td style="text-align: right;">0</td></tr> </table>			6a(1)	12230	6a(2)	12718	6b	1938	6c	10379	6d	25035	6e	254	6f	25289	6g(1)	25672	6g(2)	25236	6h	0
6a(1)	12230																						
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6b	1938																						
6c	10379																						
6d	25035																						
6e	254																						
6f	25289																						
6g(1)	25672																						
6g(2)	25236																						
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:

2A 2E 2F 2G 2J 2K 2R 2S 2T 3H

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) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

- (1)** ☒ **H** (Financial Information)
- (2)** ☐ **I** (Financial Information – Small Plan)
- (3)** ☐ **A** (Insurance Information) – Number Attached **0**
- (4)** ☒ **C** (Service Provider Information)
- (5)** ☒ **D** (DFE/Participating Plan Information)
- (6)** ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider 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
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan SHELL PROVIDENT FUND	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 SHELL USA, INC.	D Employer Identification Number (EIN) 13-1299890	

Part I	Service Provider Information (see instructions)
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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).. ☒ 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
FID INV INST OPS CO
04-2647786

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

BLACKROCK INSTITUTIONAL TRUST CO.

94-3112180

(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?
21 24 28 50 51	NONE	1745949	Yes ☒ No ☐	Yes ☒ No ☐	2703939	Yes ☐ No ☒

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

EDELMAN FINANCIAL ENGINES,INC

94-3250323

(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 50	NONE	3335048	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FID INV INST OPS CO

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?
15 37 38 50 64 65 71	NONE	1070337	Yes ☒ No ☐	Yes ☒ No ☐	975000	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)

FID MGMT TRUST CO

04-2723880

(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?
28 51	NONE	216902	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

ERNST & YOUNG

34-6565596

(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 50	NONE	158000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

RUSSELL IMPLEMENTATION SERVICES

81-1706025

(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?
28 51 71	NONE	112229	Yes ☐ No ☒	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)

J. MUSE

13-1299890

(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?
35 50	EMPLOYEE	108007	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

M. LAUDERDALE

13-1299890

(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?
35 50	EMPLOYEE	80834	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

J. CARRIER

13-1299890

(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?
35 50	EMPLOYEE	44172	Yes ☐ No ☒	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)

AON BENEFITS AND INSURANCE SERVICES

22-2232264

(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?
16 50	NONE	18612	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

(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?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

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

(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?
			Yes ☐ No ☐	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
BLACKROCK INSTITUTIONAL TRUST CO	33	2703939

(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.
SHELL PROVIDENT FUND 74-1865496	SECURITY LENDING AGENT

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FID INV INST OPS CO	27	975000

(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.
EDELMAN FINANCIAL ENGINES, INC 94-3250323	DATA CONNECTIVITY

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FID INV INST OPS CO	60	0

(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.
MULTIPLE MUTUAL FUND COMPANIES 04-2647786	SUB-TRANSFER AGENCY FEES; SEE ATTACHMENT TO LINE 2(H) FOR FORMULAS

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
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(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 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan SHELL PROVIDENT FUND	B Three-digit plan number (PN) ▶	002
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C Plan or DFE sponsor's name as shown on line 2a of Form 5500 SHELL USA, INC.	D Employer Identification Number (EIN) 13-1299890
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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)
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a Name of MTIA, CCT, PSA, or 103-12 IE: SPARTAN 500 INDEX POOL

b Name of sponsor of entity listed in (a): GEODE CAPITAL MANAGEMENT TRUST CO, LLC

c EIN-PN 82-6293122-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1789988222
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a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 2000 INDEX FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.

c EIN-PN 94-3318704-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 151870181
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a Name of MTIA, CCT, PSA, or 103-12 IE: MID CAP EQUITY INDEX FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.

c EIN-PN 94-3272818-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 479372586
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a Name of MTIA, CCT, PSA, or 103-12 IE: EMERGING MARKETS INDEX FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.

c EIN-PN 45-4544245-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 182028670
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a Name of MTIA, CCT, PSA, or 103-12 IE: EAFE EQUITY INDEX FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.

c EIN-PN 94-3358162-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 514952102
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a Name of MTIA, CCT, PSA, or 103-12 IE: US DEBT INDEX FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.

c EIN-PN 94-3291425-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 516786530
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a Name of MTIA, CCT, PSA, or 103-12 IE: 1-3 YEAR GOV-CRED BOND IDX FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.

c EIN-PN 27-5012676-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 61339502
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a Name of MTIA, CCT, PSA, or 103-12 IE: 20PLUS TREASURY BOND FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.		
c EIN-PN 94-3272815-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 201384085

a Name of MTIA, CCT, PSA, or 103-12 IE: DEVELOPED REAL ESTATE INDEX FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.		
c EIN-PN 27-2659367-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 22953443

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK LIFEPATH IDX RET FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.		
c EIN-PN 71-0986421-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 800165851

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK LIFEPATH IDX 2025 FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.		
c EIN-PN 20-5114920-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 386958491

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK LIFEPATH IDX 2030 FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.		
c EIN-PN 71-0986424-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 577447759

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK LIFEPATH IDX 2035 FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.		
c EIN-PN 20-5114956-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 494668613

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK LIFEPATH IDX 2040 FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.		
c EIN-PN 71-0986419-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 516654455

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK LIFEPATH IDX 2045 FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.		
c EIN-PN 20-5115008-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 316077910

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK LIFEPATH IDX 2050 FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.		
c EIN-PN 26-0896020-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 268745800

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK LIFEPATH IDX 2055 FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.		
c EIN-PN 27-2470604-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 128610676

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK LIFEPATH IDX 2060 FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.

c EIN-PN 47-1878775-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 38684382
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK LIFEPATH IDX 2065 FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO., N.A.

c EIN-PN 84-1770109-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 14738088
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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)
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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)
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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)
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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)
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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)
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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)
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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)
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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)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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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
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan SHELL PROVIDENT FUND	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 SHELL USA, INC.	D Employer Identification Number (EIN) 13-1299890	

Part I	Asset and Liability Statement
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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)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	12306990	18211570
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	600743055	558712116
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	80041125	84823108
(9) Value of interest in common/collective trusts	1c(9)	6650541433	7463427346
(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)	8637780	3503562
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	1835042408	2280225823

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	323344332	319137830
(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	9510657123	10728041355
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	13599683	14919883
k Total liabilities (add all amounts in lines 1g through 1j)	1k	13599683	14919883
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	9497057440	10713121472

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)	196541735	
(B) Participants	2a(1)(B)	219948497	
(C) Others (including rollovers)	2a(1)(C)	28262692	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		444752924
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	29379570	
(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)	4034614	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		33414184
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	12990035	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		12990035
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	51750184	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		1092526342
(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)		
c Other income	2c		389800146
d Total income. Add all income amounts in column (b) and enter total	2d		2025233815

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	801912657	
(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)		801912657
f Corrective distributions (see instructions)	2f		-7725
g Certain deemed distributions of participant loans (see instructions)	2g		475145
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	233778	
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)	969186	
(4) IQPA audit fees.....	2i(4)	158000	
(5) Investment advisory and investment management fees	2i(5)	5297899	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	130843	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		6789706
j Total expenses. Add all expense amounts in column (b) and enter total	2j		809169783

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1216064032
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) ☒ 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) ☒ 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: **ERNST & YOUNG LLP**

(2) EIN: **34-6565596**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
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.			

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)

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 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan SHELL PROVIDENT FUND	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 SHELL USA, INC.	D Employer Identification Number (EIN) 13-1299890	

Part I	Distributions
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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): 04-6568107		
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.)
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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
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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
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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.
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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
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

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

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation. _____

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

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

Shell Provident Fund

Financial Statements

December 31, 2023 and 2022

SHELL PROVIDENT FUND

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Report of Independent Auditors

Plan Administrator
Shell Provident Fund

Opinion

We have audited the financial statements of Shell Provident Fund (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, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the “financial statements”).

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan at December 31, 2023 and 2022, 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 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 audits were conducted for the purpose of forming an opinion of the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2023 (referred to as the "supplemental schedule"), 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 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 its form and content, is 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 supplemental 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.

Ernst & Young LLP

May 31, 2024

Shell Provident Fund
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets:		
Investments at fair value:		
Short-term investments	\$ 558,712,116	\$ 600,743,055
Common stock/American Depository Receipts	319,137,830	323,344,332
Common/collective funds	7,463,427,346	6,650,541,433
Registered investment company funds	3,503,562	8,637,780
Self-directed brokerage accounts	<u>2,280,225,823</u>	<u>1,835,042,408</u>
Total investments at fair value	10,625,006,677	9,418,309,008
Receivables:		
Interest and other receivables	18,211,570	12,306,990
Notes receivable from participants	<u>87,969,818</u>	<u>82,855,508</u>
Total receivables	<u>106,181,388</u>	<u>95,162,498</u>
Total assets	10,731,188,065	9,513,471,506
Liabilities:		
Accounts payable	<u>14,919,883</u>	<u>13,599,683</u>
Total liabilities	<u>14,919,883</u>	<u>13,599,683</u>
Net assets available for benefits	<u><u>\$ 10,716,268,182</u></u>	<u><u>\$ 9,499,871,823</u></u>

Shell Provident Fund
Statements of Changes in Net Assets Available for Benefits
Years Ended 2023 and 2022

	<u>2023</u>	<u>2022</u>
Additions:		
Investment income		
Dividends and interest	\$ 42,369,605	\$ 22,702,655
Net appreciation/(depreciation) in fair value of investments	<u>1,534,076,672</u>	<u>(1,760,353,230)</u>
	1,576,446,277	(1,737,650,575)
 Interest income on notes receivables from participants	 4,034,614	 3,336,151
Contributions		
Participant	219,948,497	196,477,234
Employer	196,541,735	179,872,925
Rollover/other	<u>28,262,692</u>	<u>44,828,958</u>
	444,752,924	421,179,117
Total additions	<u>2,025,233,815</u>	<u>(1,313,135,307)</u>
Deductions:		
Participant distributions and withdrawals	802,047,750	1,106,238,874
Administrative expenses	<u>6,789,706</u>	<u>8,141,414</u>
Total deductions	<u>808,837,456</u>	<u>1,114,380,288</u>
Net increase/(decrease)	1,216,396,359	(2,427,515,595)
Net assets available for benefits:		
Beginning of year	<u>9,499,871,823</u>	<u>11,927,387,418</u>
End of year	<u><u>\$10,716,268,182</u></u>	<u><u>\$9,499,871,823</u></u>

1. Plan Description

General

The Shell Provident Fund ("the Plan") is a defined contribution plan subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended, and is described more fully in the Plan Instrument (the Regulations) and Trust Agreement, which govern the Plan.

Eligibility and Contributions

Employees of Shell USA, Inc. ("Shell") and certain affiliated companies ("Contributing Companies") may elect to contribute up to 50% of their eligible compensation on a pre-tax basis, up to 50% on an after-tax Roth 401(k) basis and up to 25% on a standard after-tax basis (non-Roth 401(k)) to the Plan, subject to federal tax limitations for all contributions. All new employees or rehired employees who do not elect otherwise are automatically enrolled to contribute 3% of their base pay on a pre-tax basis. The Contributing Companies make contributions to each eligible employee's account based on their base and variable pay immediately upon hire at a rate of 2.5% until the completion of 6 years of accredited service, at a rate of 5.0% after completion of 6 years of accredited service until the completion of 9 years of accredited service, and at a rate of 10.0% after completion of 9 years of accredited service. The Plan also allows Roth in-plan conversions. Employees may elect to roll over an account from another qualified retirement plan or IRA into the Plan if certain requirements are met (current Federal law prevents the Plan from accepting rollovers from Roth IRAs).

Each participant's account is credited with the participant's and company contributions along with investment returns based on each participant's investment direction. Participants may direct the investment of their account balances into various investment options including short-term investments, a company stock fund, common/collective funds, registered investment company funds (mutual funds), and a self-directed brokerage account ("BrokerageLink"). For participants who do not select an investment election, contributions, as well as rollovers to the Plan, loan repayments, and restored forfeitures are credited to a BlackRock LifePath Fund (default fund) based on their date of birth.

Investment managers of the investment options invest funds at their discretion, as governed by the Plan instrument, investment manager agreements and prospectuses. The BrokerageLink account provides participants access to zero coupon, mortgage-backed, corporate, and government bonds, US Treasuries, certificates of deposit, equities, and various mutual funds. Investments in the Plan are valued at the end of each business day.

Vesting and Withdrawals

Participants are immediately vested in all contributions to their accounts plus actual earnings or losses thereon. The Plan operationally adopted certain required minimum distribution provisions of the Setting Every Community Up for Retirement Enhancement Act ("SECURE Act") that were effective beginning with the 2020 plan year, including not requiring minimum distributions until age 72. Additionally, required minimum distributions beginning in 2020 were delayed by one year, but may still be received at the request of a participant. To comply with the SECURE Act, the Plan will be amended on or before December 31, 2025, or such later date as the Secretary of the Treasury may prescribe, to reflect the changes made to the Plan. Active employees age 59-1/2 or older may elect to withdraw their entire account balances or any portion thereof, without incurring any suspension of contributions. Active employees may withdraw their own standard after-tax contributions (plus any such after-tax contributions converted into Roth amounts) without any time or limit restriction. Active employees may also withdraw their own Roth 401(k) contributions, former pre-tax contributions that were converted into Roth amounts and pre-tax contributions in the event that they satisfy the Plan's financial hardship requirements. A variable payment option, which provides unlimited monthly, quarterly, semi-annual or annual drawdowns of a participant's account, is available for certain qualified Plan distributions.

To comply with the CARES Act, the Plan was amended on December 15, 2022 to reflect the changes made to the Plan.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$500 up to a maximum equal to the lesser of \$50,000, after considering the highest loan balance during the previous twelve months, or 50% of their account balance. The loans are secured by the balance in the participant's account and bear interest at a rate established by the Plan Administrator, generally based upon the Prime Rate.

Forfeiture Account

At December 31, 2023 and 2022, the forfeiture account totaled \$143,894 and \$121,876 respectively. The account is used to reduce current and future employer contributions and to pay Plan expenses. Forfeitures used during 2023 and 2022 were not material.

Plan Expenses

There are investment fees and expenses associated with each Plan investment option. Investment fees are generally charged directly against assets of the investment option and include such items as the costs expressed in the expense ratio plus brokerage fees incurred by the fund. Participants who utilize the Plan's BrokerageLink investment feature are also responsible for brokerage fees and commissions. Participants that enroll in the Plan's managed account service will incur a separate fee for that service.

The administrative expenses associated with the Plan include costs for accounting, custodial, recordkeeping, and other internal or external service providers. While participant accounts have not been charged for such administrative expenses in recent years due to the application of various credits applied towards Plan expenses, under the terms of the Plan, operating and administrative expenses can be charged directly to participants' accounts.

Under the Plan's recordkeeping agreement, the Plan receives payments (revenue credits) for the amount that revenue sharing related to the Plan's investment options exceeds specified Plan expenses. The Plan uses revenue credits to pay for additional costs of operating the Plan. In the event that revenue credits exceed these Plan costs, residual amounts will be allocated to participant accounts on a schedule and in a manner established by the Plan Administrator. Revenue credits received and used by the Plan during 2023 and 2022 were not material. Amounts received on account of litigation settlements can also be used by the Plan to pay Plan expenses. In the event that Plan expenses exceed the amounts available as described above, residual operating expenses are charged to participants' accounts.

Some Plan service providers are paid directly by Shell on the Plan's behalf. When service providers are paid by Shell on the Plan's behalf, Shell is reimbursed by the Plan for such expenses to the extent permitted by law. Unreimbursed expenses incurred by Shell to be reimbursed by the Plan totaled \$88,970 and \$56,280 at December 31, 2023 and 2022, respectively, and are included in accounts payable. Other indirect costs (including Trustee/Plan Administrator salaries and data processing expenses) are absorbed by the Contributing Companies.

Plan Termination

The Plan is intended to be an ongoing part of the benefit plans of the Contributing Companies. However, the right is reserved to amend or terminate the Plan. Subject to the provisions of ERISA, should the Plan be terminated, participants will receive payment of their account balances.

2. Accounting Policies

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

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 7 for fair value measurement.

Notes receivable from participants are measured 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, 2023 or 2022.

Brokerage commissions, transfer taxes, and other fees are added to the cost of purchases or deducted from the proceeds of sales. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation/(depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year. Participant distributions or withdrawals are recorded when paid.

3. Line of Credit of the Plan

The Thrift Fund and the Shell Stock Fund each have an available line of credit to fund redemptions as needed. At December 31, 2023 and 2022 the Plan had no amounts outstanding under the lines of credit.

4. Risks and Uncertainties

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

5. Federal Income Tax Exemption

The Plan has received a determination letter from the Internal Revenue Service (IRS) dated December 20, 2016, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the Code) and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended and restated. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The Plan Administrator believes the Plan is being operated in compliance with the applicable requirements of the Code, and, therefore, believes the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (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 taken by the Plan, and has concluded that as of December 31, 2023, 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 the Plan for any tax periods in progress.

6. Reconciliation of the Financials to Schedule H of Form 5500

The following is a reconciliation of the Plan's net assets available for benefits per the financial statements at December 31, 2023 and 2022 to Schedule H of Form 5500:

	2023	2022
Net assets per financial statements	\$10,716,268,182	\$ 9,499,871,823
Deemed distributions of participant loans	(3,146,710)	(2,814,383)
Net assets available for benefits per Schedule H	<u>\$10,713,121,472</u>	<u>\$ 9,497,057,440</u>

The following is a reconciliation of total expenses paid per the financial statements for the year ending December 31, 2023 to Schedule H of Form 5500:

Total deductions per the financial statements	\$ 808,837,456
Deemed distributions of participant loans	475,145
Deemed distributions of participant loans – offset during plan year	<u>(142,818)</u>
Total expenses paid per Schedule H of Form 5500	<u>\$ 809,169,783</u>

Amounts allocated to deemed distributions of participant loans are recorded as notes receivables from participants in the financial statements and recorded as an expense on Schedule H on Form 5500.

7. Fair Value Measurement

ASC 820 establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under ASC 820 are described as follows:

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

Level 2 Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the assets or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at December 31, 2023 and 2022.

Common Stocks and Rights/Warrants

Valued at the closing price reported on the active market on which the individual securities are traded.

Corporate Bonds/Other Fixed Income Funds

Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

Registered Investment Company Funds (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 ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common/Collective Funds

Valued at the NAV of units of a bank collective trust. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

U.S. Government Securities

Valued using the pricing models maximizing the use of observable inputs for similar securities.

Short-Term Investments

Short-Term investments, including commercial paper having 60 days or less to maturity are recorded at amortized cost, which approximates fair value.

The following sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022:

Assets at Fair Value as of December 31, 2023			
	<u>Level 1</u>	<u>Level 2</u>	<u>Total</u>
Common stock	\$ 319,137,830	\$	\$ 319,137,830
Registered Investment Co Funds	3,503,562		3,503,562
Short-Term Investments		558,712,116	558,712,116
Self-directed brokerage acct:			
Common Stock	415,653,559		415,653,559
Registered investment co.	1,500,761,970		1,500,761,970
Money market	265,273,150		265,273,150
Rights/warrants	131,874		131,874
Corporate bonds/other		8,212,030	8,212,030
Short-Term investments		59,242,933	59,242,933
US Government securities		30,950,307	30,950,307
	<u>\$ 2,504,461,945</u>	<u>\$ 657,117,386</u>	<u>3,161,579,331</u>
Investments measured at net asset value:			
Common/collective funds			7,463,427,346
Total assets at fair value			<u>\$ 10,625,006,677</u>

Assets at Fair Value as of December 31, 2022			
	<u>Level 1</u>	<u>Level 2</u>	<u>Total</u>
Common stock	\$ 323,344,332	\$	\$ 323,344,332
Registered Investment Co Funds	8,637,780		8,637,780
Short-Term Investments		600,743,055	600,743,055
Self-directed brokerage acct:			
Common Stock	315,979,145		315,979,145
Registered investment co.	1,199,082,738		1,199,082,738
Money market	264,335,076		264,335,076
Rights/warrants	419,876		419,876
Corporate bonds/other		5,718,140	5,718,140
Short-Term investments		26,825,352	26,825,352
US Government securities		22,682,081	22,682,081
	<u>\$ 2,111,798,947</u>	<u>\$ 655,968,628</u>	<u>2,767,767,575</u>
Investments measured at net asset value:			
Common/collective funds			6,650,541,433
Total assets at fair value			<u>\$ 9,418,309,008</u>

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.

8. Related Party and Parties-in-Interest Transactions

Shell, the Trustees, the Plan Administrator and certain other Plan service providers qualify as parties-in-interest. In addition, the Plan invests in Royal Dutch Shell plc (now known as Shell plc) American Depository Shares and certain funds maintained by affiliates of the Plan's record keeper, which qualify as related party and party-in-interest transactions. These transactions qualify for exemptions from the prohibited transaction rules. Notes receivable from participants also qualify as party-in-interest transactions.

Supplemental Schedule

Shell Provident Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 13-1299890
Plan No. 002
December 31, 2023

{a}	{b}	{c}			{d}	{e}
	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment			Cost	Current Value
		Par Value	Rate Percentage	Maturity Date		
*	Thrift Fund					
	FIAM Institutional Cash Commingled Pool				**	558,712,116
	Common/Collective Funds					
	1-3 Year Gov/Credit Bond Index Fund F		Comm Fund		**	61,339,502
	20 Plus Treasury Bond Fund F		Comm Fund		**	201,384,085
	EAFE Equity Index Fund F		Comm Fund		**	514,952,102
	Developed Real Estate Index Fund F		Comm Fund		**	22,953,443
	Emerging Markets Index Non-Lendable Fund F		Comm Fund		**	182,028,670
	LifePath® Index 2025 Fund F		Comm Fund		**	386,958,491
	LifePath® Index 2030 Fund F		Comm Fund		**	577,447,759
	LifePath® Index 2035 Fund F		Comm Fund		**	494,668,613
	LifePath® Index 2040 Fund F		Comm Fund		**	516,654,455
	LifePath® Index 2045 Fund F		Comm Fund		**	316,077,910
	LifePath® Index 2050 Fund F		Comm Fund		**	268,745,800
	LifePath® Index 2055 Fund F		Comm Fund		**	128,610,676
	LifePath® Index 2060 Fund F		Comm Fund		**	38,684,382
	LifePath® Index 2065 Fund F		Comm Fund		**	14,738,088
	LifePath® Index Retirement Fund F		Comm Fund		**	800,165,851
	Mid Capital Equity Index Fund F		Comm Fund		**	479,372,586
	Russell 2000® Index Fund F		Comm Fund		**	151,870,181
	U.S. Debt Index Fund F		Comm Fund		**	516,786,530
*	U.S. Equity Index Fund		Comm Fund		**	1,789,988,222
	Shell Stock Fund					
*	Shell Stock Fund		Stock/ADSS		**	319,137,830
*	Fidelity Institutional Cash Portfolio		Mutual Funds		**	3,503,562
**	BrokerageLink		Various Investment Options		**	2,280,225,823
						10,625,006,677
	Participant Loans		Loan	3.25% - 9.50%***		84,823,108
	TOTAL					10,709,829,785

* Party-in-interest

** Cost information is not required for participant-directed accounts and, therefore, is not presented.

*** Varying maturity dates



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Report of Independent Auditors

Plan Administrator
Shell Provident Fund

Opinion

We have audited the financial statements of Shell Provident Fund (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, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the “financial statements”).

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan at December 31, 2023 and 2022, 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 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 audits were conducted for the purpose of forming an opinion of the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2023 (referred to as the "supplemental schedule"), 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 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 its form and content, is 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 supplemental 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.

Ernst & Young LLP

May 31, 2024

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
1919 FINANCIAL SERVICES CLASS A	2020 E. FINANCIAL WAY	SUITE 100	GLENDORA	CA	91741	0.40%
AB INCOME FUND CL A	8000 IH 10 W	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.40%
AB LARGE CAP GROWTH ADVISOR CLASS	8000 IH 10 W	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.15%
AB LARGE CAP GROWTH CLASS A	8000 IH 10 W	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.40%
AB SELECT US LONG SHORT PORT CLASS A	8000 IH 10 W	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.40%
AB SMALL CAP GROWTH PORT ADVISOR CLASS	8000 IH 10 W	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.10%
AB SMALL CAP GROWTH PORT CLASS A	8000 IH 10 W	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.10%
ABERDEEN GLOBAL ABS RETURN STRGYS CL A	1735 MARKET ST.	32ND FLOOR	PHILADELPHIA	PA	19103	0.40%
ACCESS FLEX BEAR HIGYIELD PROFUND INV	7501 WISCONSIN AVE	SUITE 1000 E TOWER	BETHESDA	MD	20814	0.40%
ACUITAS US MICROCAP INSTITUTIONAL FUND	THREE CANAL PLAZA	SUITE 600	PORTLAND	ME	04101	0.12%
ADVISORS CAPITAL ACTIVE ALL CAP FD	100 SALEM ST		SMITHFIELD	RI	02917	0.40%
ADVISORS CAPITAL TACTICAL FX INC INVS	100 SALEM ST		SMITHFIELD	RI	02917	0.40%
ADVISORS CAPITAL US DIVIDEND FD INVESTOR	100 SALEM ST		SMITHFIELD	RI	02917	0.40%
ADVISORS PREFERRED ONTRACK CORE FD ADV	1445 RESEARCH BLVD	SUITE 530	ROCKVILLE	MD	20850	0.40%
ADVISORS PREFERRED QUANTIFIED STF INVST	1445 RESEARCH BLVD	SUITE 530	ROCKVILLE	MD	20850	0.40%
AKRE FOCUS FUND INSTL	777 E. WISCONSIN AVE	4TH FLOOR	MILWAUKEE	WI	53202	0.10%
AKRE FOCUS FUND RETAIL	777 E. WISCONSIN AVE	4TH FLOOR	MILWAUKEE	WI	53202	0.40%
ALGER CAPITAL APPRECIATION CL A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER CAPITAL APPRECIATION CL Z	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.10%
ALGER CAPITAL APPRECIATION INSTL	600 PLAZA ONE	6TH FLOOR	JERSITY CITY	NJ	07311	0.40%
ALGER DYNAMIC OPPORTUNITIES CL A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER GROWTH&INCOME CLASS A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER SMALL CAP GROWTH CL Z	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.10%
ALGER SMALL CAP GROWTH FUND A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER SMALL CAP GROWTH INSTL FD CL I	600 PLAZA ONE	6TH FLOOR	JERSITY CITY	NJ	07311	0.40%
ALLSPRING C&B MID CAP VALUE FD INSTL	525 MARKET ST	MAC A0103 122	SAN FRANCISCO	CA	94105	0.10%
ALLSPRING CORE PLUS BOND FUND A	525 MARKET ST	MAC A0103 122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING CORE PLUS BOND FUND INST	525 MARKET ST	MAC A0103 122	SAN FRANCISCO	CA	94105	0.15%
ALLSPRING GROWTH FUND A	525 MARKET ST	MAC A0103 122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING OPPORTUNITY FD INST	525 MARKET ST	MAC A0103 122	SAN FRANCISCO	CA	94105	0.10%
ALLSPRING SHORT TERM BOND PLUS FD INST	525 MARKET ST	MAC A0103 122	SAN FRANCISCO	CA	94105	0.10%
ALLSPRING SMALL COMPANY VLUE FD A	525 MARKET ST	MAC A0103 122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING SPECIAL MID CAP VLUE INST	525 MARKET ST	MAC A0103 122	SAN FRANCISCO	CA	94105	0.15%
ALLSPRING ULTRA SHRT TERM INCOME FD INST	525 MARKET ST	MAC A0103 122	SAN FRANCISCO	CA	94105	0.10%
ALLSPRING ULTRA SHRTTERM INCOME FUND A	525 MARKET ST	MAC A0103 122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING UTILITY & TELECOMMS FUND A	525 MARKET ST	MAC A0103 122	SAN FRANCISCO	CA	94105	0.40%
ALTEGRIS AACA OPPORT REAL ESTATE FD I	1200 PROSPECT ST	SUITE 400	LAJOLLA	CA	92037	0.10%
AMANA DEVELOPING WORLD FUND	1300 NORTH STATE ST		BELLINGHAM	WA	98225	0.40%
AMANA GROWTH FUND INSTITUTIONAL	1300 NORTH STATE ST		BELLINGHAM	WA	98225	0.10%
AMANA INCOME FUND INSTITUTIONAL	1300 NORTH STATE ST		BELLINGHAM	WA	98225	0.10%
AMANA MUTUAL FUND TRUST GROWTH	1300 NORTH STATE ST		BELLINGHAM	WA	98225	0.40%
AMANA MUTUAL FUND TRUST INCOME	1300 NORTH STATE ST		BELLINGHAM	WA	98225	0.40%
AMER BEACON BRDGWAY LARGE CAP VAL INVST	220 E LAS COLINAS BLVD	SUITE 1200	IRVING	TX	75039	0.40%
AMER BEACON STEPHENS MID CAP GROWTH R5	220 E LAS COLINAS BLVD	SUITE 1200	IRVING	TX	75039	0.04%
AMER BEACON STEPHENS SMALL CAP GROWTH R5	220 E LAS COLINAS BLVD	SUITE 1200	IRVING	TX	75039	0.04%
AMERICAN 2050 TARGETDATE RETIREMENT CL A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	\$18.00
AMERICAN AMCAP FUND CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN AMCAP FUND F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.15%
AMERICAN BALANCED CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	\$18.00
AMERICAN BALANCED CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN BEACON ARK TRANS INNOVTN INVSTR	220 E LAS COLINAS BLVD	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BEACON SIM HIGH YIELD OPPS A CL	220 E LAS COLINAS BLVD	SUITE 1200	IRVING	TX	75039	0.10%
AMERICAN BEACON THE LONDON CO INC EQ INV	220 E LAS COLINAS BLVD	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BOND FUND OF AMERICA CL F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.15%
AMERICAN BOND FUND OF AMERICA CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	\$18.00
AMERICAN BOND FUND OF AMERICA CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN CAPITAL WORLD GRWTH & INC F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN CEN FOCUSEDYNAMIC GROWTH INV	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CEN SHT DURINFL PROTECTN BD INV	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.25%
AMERICAN CENTURY EQUITY INCOME INV CL	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY FOCUSED GLBL GR INVS	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY GOVERNMENT BOND	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.25%
AMERICAN CENTURY INFLN ADJ BOND INV	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.25%
AMERICAN CENTURY MIDCAP VALUE INV SHS	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY ONECHOICE INRETIR INV	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY SMALL CAP VALUE INV	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY SMLCAP VAL CLASS I	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.15%
AMERICAN CENTURY ULTRA INVESTOR CLASS	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY VALUE INV CL	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CORPORATE BOND FUND CL F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN EUROPACIFICGROWTH CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	\$18.00
AMERICAN EUROPACIFICGROWTH CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN FUNDAMENTALINVESTORS CL F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN FUNDS CONV GRWTH & INCM PORT F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN FUNDS GLBL GROWTH PORT F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN GROWTH FUND OF AMERICA CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	\$18.00
AMERICAN INTERMEDIATBOND FUND OF AMER F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN INVESTMENT CO OF AMERICA CL F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN MUTUAL FUNDCLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN NEW PERSPECTIVE CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	\$18.00
AMERICAN NEW PERSPECTIVE CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
AMERICAN NEW WORLD CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN NEW WORLD FUND CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	\$18.00
AMERICAN SMALL CAP WORLD CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	\$18.00
AMERICAN SMALLCAP WORLD CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN THE NEW ECONOMY FUND CL F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.15%
AMERICAN WASHINGTON MUTUAL INVESTORS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN WASHNTN MUTUAL INVESTRS CL A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	\$18.00
AMG GW&K ESG BOND FUND N	600 STEAMBOAT RD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG MANAGERS GLOBAL INCOME OPPORTUNITY N	600 STEAMBOAT RD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG VERITAS ASIA PACIFIC FUND I	600 STEAMBOAT RD	SUITE 300	GREENWICH	CT	06830	0.07%
AMG YACKTMAN FOCUSED N	600 STEAMBOAT RD	SUITE 300	GREENWICH	CT	06830	0.40%
APOLLO DIVERSIFIED RE FD CL I	1290 BROADWAY ST	SUITE 1100	SMITHFIELD	RI	02917	0.20%
AQR INTERNATIONAL DEFENSIVE STYLE CL I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.15%
AQR INTERNATIONAL MULTI STYLE FUND I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.15%
AQR RISK BALANCED COMMOD STRATEGY FD I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.12%
AQR RISK BALANCED COMMOD STRATEGY FD N	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.40%
ARIEL FUND	811 E. WISCONSIN AVE		MILWAUKEE	WI	53202	0.40%
ARTISAN DEVELOPING WORLD FD INVESTOR CL	875 E WISCONSIN AVE STE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN GLOBAL OPPORTUNITIES INV	875 E WISCONSIN AVE STE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN GLOBAL VALUE FD INVT SHARES	875 E WISCONSIN AVE STE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN HIGH INCOME FUND INVESTOR	875 E WISCONSIN AVE STE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN INTERNATL INVESTOR CLASS	875 E WISCONSIN AVE STE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN INTL VALUE FUND ADVISOR	875 E WISCONSIN AVE STE	SUITE 800	MILWAUKEE	WI	53202	0.15%
ARTISAN MID CAP	875 E WISCONSIN AVE STE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN MID CAP VALUE	875 E WISCONSIN AVE STE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN SMALL CAP FUND INVESTOR CL	875 E WISCONSIN AVE STE	SUITE 800	MILWAUKEE	WI	53202	0.39%
AVANTIS US SMALL CAP VALUE FUND	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.04%
AVE MARIA GROWTH	801 W. ANN ARBOR TRAIL	SUITE 244	PLYMOUTH	MI	48170	0.40%
AVE MARIA VALUE FUND	801 W. ANN ARBOR TRAIL	SUITE 244	PLYMOUTH	MI	48170	0.40%
AZZAD ETHICAL MID CAP FUND CL A	8000 TOWN CENTRE DR	SUITE 400	BROADVIEW HEIGHTS	OH	44147-4031	0.40%
BAILLIE GIFFORD EMERG MRKTS EQ INSTL	780 THIRD AVE		NEW YORK	NY	10017	0.12%
BAIRD AGGREGATE BOND FUND INSTL	777 E. WISCONSIN AVE	18TH FLOOR	MILWAUKEE	WI	53202	0.02%
BAIRD CORE PLUS BOND FD INVESTOR CL	777 E. WISCONSIN AVE	18TH FLOOR	MILWAUKEE	WI	53202	0.28%
BARON ASSET	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON ASSET FUND INSTL CLASS	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON DISCOVERY FUNDINSTL SHARES	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON EMERGING MARKETS FUND RETAIL	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON FIFTH AVENUE GROWTH FUND	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON FOCUSED GROWTH CLASS I	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON FOCUSED GROWTHFUND	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON GLOBAL ADVANTAGE FD RETAIL	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON GROWTH	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON GROWTH FUND INSTL CLASS	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON OPPORTUNITY FUND	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON PARTNERS FUND	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON PARTNERS FUND INSTL CLASS	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.10%
BARON REAL ESTATE FUND INSTITUTIONAL	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON REAL ESTATE FUND RETAIL	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON SMALL CAP FD	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON SMALL CAP FUNDINSTL CLASS	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON WEALTHBUILDER FUND RETAIL	767 5TH AVE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BBH LIMITED DURATION FUND CLASS I	140 BROADWAY		NEW YORK	NY	10005	0.05%
BECK, MACK & OLIVER PARTNERS FUND	THREE CANAL PLAZA	SUITE 600	PORTLAND	ME	04100	0.40%
BERKSHIRE FOCUS FUND	475 MILAN DR	SUITE 103	SAN JOSE	CA	95134	0.40%
BITCOIN STRATEGY FD INVESTOR	7501 WISCONSIN AVE	SUITE 1000 E TOWER	BETHESDA	MD	20814	0.40%
BLACK OAK EMERGING TECHNOLOGY FUND	225 PICTORIA DR	SUITE 450	CINCINNATI	OH	45246	0.40%
BLACKROCK 80/20 TARGET ALLOC FD CL A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK ADVANTAGE SMALL CAP CORE INSTL	40 EAST 52ND ST		NEW YORK	NY	10022	0.15%
BLACKROCK ADVANTAGE SMALL CAP CORE INV A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK COMMODITY STRATEGIES FUND CL A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK EMERGING MARKETS FD INC A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK EMERGING MARKETS FD INC INSL	40 EAST 52ND ST		NEW YORK	NY	10022	0.15%
BLACKROCK EQUITY DIVIDEND FD CL A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK GLOBAL ALLOCATION CL A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK GLOBAL DIVIDEND PORT CL INS	40 EAST 52ND ST		NEW YORK	NY	10022	0.15%
BLACKROCK HEALTH SCIENCES OPP PRT A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK HEALTH SCIENCES OPP PRT I	40 EAST 52ND ST		NEW YORK	NY	10022	0.15%
BLACKROCK HIGH YIELDBOND CLASS A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK INCOME FUND INSTITUTIONAL	40 EAST 52ND ST		NEW YORK	NY	10022	0.15%
BLACKROCK INTERNATIONAL FD A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK LIFEPATH DYNAMIC RETRMNT A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK LIFEPATH INDEX 2035 INSTL	40 EAST 52ND ST		NEW YORK	NY	10022	0.05%
BLACKROCK MID CAP GROWTH EQUITY CL A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK MID CAP GROWTH EQUITY SVS SH	40 EAST 52ND ST		NEW YORK	NY	10022	0.08%
BLACKROCK MID CAP VALUE FUND CL A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK STRATEGIC GLOBAL BD INVESTOR A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK STRATEGIC INC OPP PORT CL A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK STRATEGIC INCOME OPPrTSI INSTL	40 EAST 52ND ST		NEW YORK	NY	10022	0.15%
BLACKROCK SYSTEMATICMULTI STRAT INV A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK SYSTEMATICMULTI-STRATEGY INSTL	40 EAST 52ND ST		NEW YORK	NY	10022	0.15%
BLACKROCK TECHNOLOGYOPPORTUNITIES CL A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
BLACKROCK TOTAL RETURN FUND CL A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BLACKROCK UNCONSTRAINED EQUITY INV A	40 EAST 52ND ST		NEW YORK	NY	10022	0.40%
BNY MELLON DYNAMIC VALUE A	144 GLENN CURTISS BLVD	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BNY MELLON INT STOCK I	144 GLENN CURTISS BLVD	8TH FLOOR	UNIONDALE	NY	11556	0.15%
BNY MELLON NATURAL RESOURCES A	144 GLENN CURTISS BLVD	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BNY MELLON SMALL MIDCAP GROWTH A	144 GLENN CURTISS BLVD	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BNY MELLON SMALLCAP STOCK INDEX INVESTOR	144 GLENN CURTISS BLVD	8TH FLOOR	UNIONDALE	NY	11556	0.35%
BRANDES INTERNATIONAL SMALL CAP EQUITY I	11988 EL CAMINO RALO	SUITE 500	SAN DIEGO	CA	92130	0.12%
BRIDGEWAY OMNI SMALL CAP VALUE	20 GREENWAY PLAZA	SUITE 450	HOUSTON	TX	77046	0.06%
BROWN INTERNATIONAL SMALL COMPANY INVEST	1290 BROADWAY ST	SUITE 1100	DENVER	CO	80203	0.40%
BUFFALO DIVIDEND FOCUS FUND	615 E. MICHIGAN ST		MILWAUKEE	WI	53202	0.40%
BUFFALO FLEXIBLE INCOME FUND	615 E. MICHIGAN ST		MILWAUKEE	WI	53202	0.40%
BUFFALO SMALL CAP GROWTH	615 E. MICHIGAN ST		MILWAUKEE	WI	53202	0.40%
CALAMOS CONVERTIBLE FUND CLASS A	2020 CALAMOS COURT		NAPERVILLE	IL	60563	0.40%
CALAMOS HEDGED EQUITY INCOME CL C	2020 CALAMOS COURT		NAPERVILLE	IL	60563	0.08%
CALAMOS MARKET NEUTRAL INCOME CL A	2020 CALAMOS COURT		NAPERVILLE	IL	60563	0.40%
CALVERT BOND FUND CLASS A	4550 MONTGOMERY AVE	SUITE 1000N	BETHESDA	MD	20814	0.40%
CALVERT EQUITY FUND CLASS A	4550 MONTGOMERY AVE	SUITE 1000N	BETHESDA	MD	20814	0.40%
CALVERT EQUITY FUND CLASS I	4550 MONTGOMERY AVE	SUITE 1000N	BETHESDA	MD	20814	0.15%
CALVERT INTL EQUITY CLASS A	4550 MONTGOMERY AVE	SUITE 1000N	BETHESDA	MD	20814	0.40%
CALVERT INTL EQUITY CLASS I	4550 MONTGOMERY AVE	SUITE 1000N	BETHESDA	MD	20814	0.15%
CALVERT INTRNTL RESPBL INDEX A	4550 MONTGOMERY AVE	SUITE 1000N	BETHESDA	MD	20814	0.40%
CALVERT SHORT DURATION INC CL A	4550 MONTGOMERY AVE	SUITE 1000N	BETHESDA	MD	20814	0.40%
CALVERT SMALL CAP CL I	4550 MONTGOMERY AVE	SUITE 1000N	BETHESDA	MD	20814	0.15%
CALVERT U.S. LRG CAPCORE RESPNSBL INDX A	4550 MONTGOMERY AVE	SUITE 1000N	BETHESDA	MD	20814	0.40%
CARILLON REAMS CORE BOND CL Y	P.O. BOX 33022		ST PETERSBURG	FL	33733-8022	0.40%
CARILLON REAMS CORE PLUS BOND CL Y	P.O. BOX 33022		ST PETERSBURG	FL	33733-8022	0.40%
CARILLON SCOUT MID CAP FUND CL I	P.O. BOX 33022		ST PETERSBURG	FL	33733-8022	0.40%
CATALYST MILLBURN HEDGE STRATEGY CL C	80 ARKAY DR	SUITE 110	HAUPPAUGE	NY	11788	0.10%
CATALYST MILLBURN HEDGE STRTGY FD CL I	80 ARKAY DR	SUITE 110	HAUPPAUGE	NY	11788	0.15%
CAUSEWAY INTERNATNALVALUE INSTL	P.O. BOX 1100		OAKS	PA	19456	0.15%
CLEARBRIDGE INTERN'TGROWTH FD CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.40%
CLEARBRIDGE LARGE CAP GROWTH A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.40%
CLEARBRIDGE LARGE CAP GROWTH I	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.10%
CLEARBRIDGE MID CAP CL I	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.10%
CLEARBRIDGE SELECT FUND CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.40%
CLEARBRIDGE SMALL CAP FUND CLASS I	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.15%
CLEARBRIDGE VALUE TRUST CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.40%
CLIFFWATER CORPORATE LENDING FUND I	4640 ADMIRALTY WAY	11TH FLOOR	MARINA DEL REY	CA	90292	0.18%
CLIFFWATER ENHANCED LENDING FUND INSTL	4640 ADMIRALTY WAY	11TH FLOOR	MARINA DEL REY	CA	90292	0.18%
COHEN & STEERS PREF SECURITIES INC A	280 PARK AVE	10TH FLOOR	NEW YORK	NY	10017	0.40%
COHEN & STEERS PREF SECURITIES INCOME I	280 PARK AVE	10TH FLOOR	NEW YORK	NY	10017	0.15%
COHEN & STEERS REALTY SHARES	280 PARK AVE	10TH FLOOR	NEW YORK	NY	10017	0.40%
COLUMBIA CONTRARIAN CORE FUND CL A	225 FRANKLIN ST	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA DIVIDEND INCOME CL A	225 FRANKLIN ST	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA DIVIDEND INCOME FUND CL I2	225 FRANKLIN ST	BX25 10320	BOSTON	MA	02110	0.15%
COLUMBIA SELIGMAN TECH AND INFO CL A	225 FRANKLIN ST	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA SMALL CAP GROWTH FUND CL I2	225 FRANKLIN ST	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA STRATEGIC INCOME CL A	225 FRANKLIN ST	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA THERMOSTAT CL A	225 FRANKLIN ST	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA TOTAL RETURN BOND CL A	225 FRANKLIN ST	BX25 10320	BOSTON	MA	02110	0.40%
COMMERCE BOND	922 WALNUT ST	4TH FLOOR	KANSAS CITY	MO	64106	\$12.00
CONESTOGA SMID CAP FUND INSTITUTIONAL	225 PICTORIA DR	SUITE 450	CINCINNATI	OH	45246	0.10%
COUNTERPOINT TACTICAL INCOME CL I	12760 HIGH BLUFF DR	SUITE 280	SAN DIEGO	CA	92130	0.10%
CROMWELL GREENSPRING MID CAP INSTL CLASS	100 SALEM ST		SMITHFIELD	RI	02917	0.15%
DEER PARK TOTAL RETURN CREDIT FUND I	1580 LINCOLN ST	SUITE 680	DENVER	CO	80203	0.08%
DELAWARE CLIMATE SOLUTIONS FD CL A	2005 MARKET ST		PHILADELPHIA	PA	19103	0.40%
DELAWARE IVY MID CAPGROWTH CL A	2005 MARKET ST		PHILADELPHIA	PA	19103	0.40%
DESTINATIONS CORE FIXED INCOME INSTL	1055 WESTLAKES DR	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS EQUITY INCOME FD INSTL	1055 WESTLAKES DR	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS GLOBAL FIXD INC OPPOR INSTL	1055 WESTLAKES DR	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS INTL EQUITY FD INSTL	1055 WESTLAKES DR	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS LARGE CAP EQUITY INSTL	1055 WESTLAKES DR	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS LOW DURFIXED INC INSTL	1055 WESTLAKES DR	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS MULTI STRGY ALT INSTL	1055 WESTLAKES DR	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS SMALL MID CAP EQ INSTL	1055 WESTLAKES DR	SUITE 250	BERWYN	PA	19312	0.15%
DF DENT MIDCAP GROWTH FUND INVESTOR	2 EAST READ ST	6TH FLOOR	BALTIMORE	MD	21202	0.12%
DFA DIVERSIFIED FIX INCOME PORT INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA EMERGING MARKETS SMALL CAP	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA EMERGING MRKTS CORE EQU PORTF	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA FIVE YEAR GLBL FIXED INC PRTF INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA GLOBAL CORE PLUS FIXED INC INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA GLOBAL REAL ESTATE SEC PORTFOLIO	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INTERM EXTENDED QUALITY PORT INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INTERNATIONAL CORE EQUITY	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INTERNATIONAL SMALL COMPANY PORT	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INTERNATIONAL VALUE PORT III	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INT'L SMALL CAP VALUE	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INVESTMENT GRADE PORTFOLIO INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA REAL ESTATE SEC PRTF INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA SHORT TERM EXTENDED QUAL INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
DFA TARGETED CREDIT PORTFOLIO INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US CORE EQUITY II	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US HIGH RELATIVE PROFIT PORT INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US MICRO CAP PRTF INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US SMALL CAP VALUE PRTF INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DIAMOND HILL LARGE CAP FUND CLASS I	325 JOHN H MCCONNELL BLVD	SUITE 200	COLUMBUS	OH	43215	0.15%
DIAMOND HILL LONG/SHRT FUND CL I	325 JOHN H MCCONNELL BLVD	SUITE 200	COLUMBUS	OH	43215	0.10%
DIAMOND HILL SHORT DURAT SEC BOND INVST	325 JOHN H MCCONNELL BLVD	SUITE 200	COLUMBUS	OH	43215	0.40%
DOUBLELINE CORE FIXED INCOME FD CL N	777 E. WISCONSIN AVE		MILWAUKEE	WI	53202	0.40%
DOUBLELINE INCOME FD CL N	777 E. WISCONSIN AVE		MILWAUKEE	WI	53202	0.40%
DOUBLELINE LOW DURATION CL N	777 E. WISCONSIN AVE		MILWAUKEE	WI	53202	0.40%
DOUBLELINE TOTAL RETURN BOND FD CL I	777 E. WISCONSIN AVE		MILWAUKEE	WI	53202	0.06%
DOUBLELINE TOTAL RT BOND FD CL N	777 E. WISCONSIN AVE		MILWAUKEE	WI	53202	0.40%
DRIEHAUS SMALL CAP GROWTH INSTL CL	25 EAST ERIE ST		CHICAGO	IL	60611	0.12%
DWS GLOBAL MACRO FUND-INST	280 PARK AVE	9TH FLOOR	NEW YORK	NY	10026	0.10%
DWS RREEF REAL ESTATE SECURITIES A	280 PARK AVE	9TH FLOOR	NEW YORK	NY	10026	0.40%
EATON VANCE ATLANTA CAP FOCUSED GRWTH A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
EATON VANCE ATLANTA CAP FOCUSED GRWTH I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	\$16.00
EATON VANCE ATLANTA CAP SMID CAP FD I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	\$16.00
EATON VANCE EMERGINGAND FRONT COUNT EQ A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
EATON VANCE EMRG MARKETS LOCAL INC A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	\$16.00
EATON VANCE FLOATINGRATE CLASS I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	\$16.00
EATON VANCE SHORT DURATION GOV INC I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	\$16.00
EATON VANCE TXMAN SMALL CAP FUND CL A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
EDGEWOOD GROWTH FUND RETAIL CLASS	1 FREEDOM VALLEY DR		OAKS	PA	19456	0.40%
EUROPAC GOLD FUND CL I	LOTS 81 82, ST C	SUITE 204	DORADO	PR	00646	0.10%
EUROPAC GOLD FUND CLASS A	LOTS 81 82, ST C	SUITE 204	DORADO	PR	00646	0.08%
EUROPAC INTERNATNL DIVIDEND INC CL A	LOTS 81 82, ST C	SUITE 204	DORADO	PR	00646	0.08%
EUROPAC INTL VALUE FUND CLASS A	LOTS 81 82, ST C	SUITE 204	DORADO	PR	00646	0.08%
EVENTIDE GILEAD FUND CLASS N	80 ARKAY DR	SUITE 110	HAUPPAUGE	NY	11788	0.40%
EVENTIDE HEALTHCARE AND LIFE SCIENCES N	80 ARKAY DR	SUITE 110	HAUPPAUGE	NY	11788	0.40%
FAIRHOLME FUND	4400 BISCAYNE BOULEVARD		SOUTH MIAMI	FL	33143	0.10%
FEDERATED HERMES INSTL HIGH YLD BD IS	4000 ERICSSON DR		WARRENDALE	PA	15086-7515	0.15%
FEDERATED HERMES INTL SM MID CO CL A	4000 ERICSSON DR		WARRENDALE	PA	15086-7515	0.40%
FEDERATED HERMES KAUFMANN FUND CL A	4000 ERICSSON DR		WARRENDALE	PA	15086-7515	0.40%
FEDERATED HERMES KAUFMANN SM CAP A	4000 ERICSSON DR		WARRENDALE	PA	15086-7515	0.40%
FEDERATED HERMES KAUFMANN SM CAP IS	4000 ERICSSON DR		WARRENDALE	PA	15086-7515	0.15%
FEDERATED HERMES MDT MARKET NEUTRAL IS	4000 ERICSSON DR		WARRENDALE	PA	15086-7515	0.10%
FEDERATED HERMES OPPOR HIGH YLD BD SS	4000 ERICSSON DR		WARRENDALE	PA	15086-7515	0.40%
FEDERATED HERMES PRUDENT BEAR CL A	4000 ERICSSON DR		WARRENDALE	PA	15086-7515	0.40%
FEDERATED HERMES STR VAL DIV CL A	4000 ERICSSON DR		WARRENDALE	PA	15086-7515	0.40%
FEDERATED HERMES STR VAL DIV CL IS	4000 ERICSSON DR		WARRENDALE	PA	15086-7515	0.15%
FIRST EAGLE GLOBAL CLASS A	1345 AVE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.40%
FIRST EAGLE GLOBAL CLASS I	1345 AVE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.15%
FIRST EAGLE GOLD CLASS A	1345 AVE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.40%
FIRST TRUST MERGER ARBITRAGE CLASS I	2220 E. ROUTE 66	SUITE 226	SMITHFIELD	RI	02917	0.12%
FMI COMMON STOCK FUND	777 E. WISCONSIN AVE		MILWAUKEE	WI	53202	0.40%
FMI INTERNATIONAL	777 E. WISCONSIN AVE		MILWAUKEE	WI	53202	0.40%
FPA CRESCENT FUND	11601 WILSHIRE BLVD	SUITE 1200	LOS ANGELES	CA	90025	0.35%
FPA NEW INCOME FUND	11601 WILSHIRE BLVD	SUITE 1200	LOS ANGELES	CA	90025	0.10%
FPA QUEENS ROAD SM CAP VALUE INVSTR	11601 WILSHIRE BLVD	SUITE 1200	LOS ANGELES	CA	90025	0.40%
FRANKLIN DYNATECH FUND A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
FRANKLIN GOLD AND PRECIOUS METALS CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
FRANKLIN GROWTH CLASS A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
FRANKLIN GROWTH OPPORTUNITIES FD A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
FRANKLIN INCOME ADVISOR CLASS	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
FRANKLIN INCOME CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
FRANKLIN MUTUAL GLBLDISCOVERY CLASS A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
FRANKLIN RISING DIVIDENDS CLASS A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
FRANKLIN S&P 500 INDEX FUND CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.40%
FRANKLIN SMALL CAP VALUE CLASS A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
FRANKLIN SMALL-MID CAP GROWTH A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
FULLER & THALER BEHV SM CAP GROWTH INSTL	411 BOREL AVE	SUITE 300	SAN MATEO	CA	94402	0.10%
GABELLI ASSET FUND AAA	401 THEODORE FREMD. AVE.		RYE	NY	10580	0.35%
GABELLI GOLD FUND CLAAA	401 THEODORE FREMD. AVE.		RYE	NY	10580	0.40%
GLENMEDE LARGE CAP GROWTH	1650 MARKET ST.	SUITE 1200	PHILADELPHIA	PA	19103	0.40%
GOLD AND PRECIOUS METALS FUND	3 CANAL PLAZA	SUITE 600	PORTLAND	ME	04101	0.40%
GOLDMAN SACHS ABSOLU RETURN TRACKER INST	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.12%
GOLDMAN SACHS EMERG MRKTS EQ INSTL CL	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.17%
GOLDMAN SACHS EMRG MKTS EQTY INSIGHTS I	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.12%
GOLDMAN SACHS ENERGYINFRASTRUCTURE A	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS GLOBALCORE FIXED INC INST	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.17%
GOLDMAN SACHS GQG PART INTERNTL OPP A	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS GQG PARTNERS INTL OPP I	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.17%
GOLDMAN SACHS INTL SM CAP INSIGHTS INST	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.17%
GOLDMAN SACHS INVT GRADE CREDIT CL A	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS LARGE CAP CORE CL A	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS MANGD FUTURES STRATEGY A	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS RISINGDIVIDEND GROWTH CL A	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS TECH OPPORTUNITIES CL A	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS US EQUITY DIV PREM CL A	71 S. WACKER DR	4TH FLOOR	CHICAGO	IL	60606	0.40%

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Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
GQG PARTNERS GLOBAL QUALITY EQUITY INSTL	1 FREEDOM VALLEY DR		OAKS	PA	19456	0.12%
GQG PARTNERS US QUALITY SEL EQ INSTL	1 FREEDOM VALLEY DR		OAKS	PA	19456	0.15%
GQG PARTNERS US QULTSELECT EQUITY INVSTR	1 FREEDOM VALLEY DR		OAKS	PA	19456	0.40%
GRANDEUR PEAK GLOBAL STALWARTS INSTL	1290 BROADWAY ST	SUITE 1100	DENVER	CO	80203	0.12%
GRANDEUR PEAK INTL OPPORT FUND INST	1290 BROADWAY ST	SUITE 1100	DENVER	CO	80203	0.12%
GREEN CENTURY BALANCED	114 STATE ST.	SUITE 200	BOSTON	MA	02111	0.40%
GUGGENHEIM ALPHA OPPORTUNITY INSTL	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.09%
GUGGENHEIM FLOATING RATE STRATEGIES A	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM MACRO OPPORTUNTITIES INSTL	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.15%
GUGGENHEIM MULTI - HEDGE STRATEGIES P	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM SMID CAP VALUE I	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.07%
GUGGENHEIM SMID CAP VALUE P	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM TOTAL RETURN BOND FD INSTL	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.15%
HARBOR CAP APP INST	111 S. WACKER DR	34TH FLOOR	CHICAGO	IL	60606	0.15%
HARBOR CAP APP INV	111 S. WACKER DR	34TH FLOOR	CHICAGO	IL	60606	0.35%
HARBOR DISRUPTIVE INNOVATION FD INVSTR	111 S. WACKER DR	34TH FLOOR	CHICAGO	IL	60606	0.35%
HARDING LOEVNER INST EMERGING MRKTS CL I	P.O. BOX 4766		CHICAGO	IL	60680	0.15%
HARTFORD BALANCED INCOME FD CL A	100 MATSONFORD RD	SUITE 300	RADNOR	PA	19087	0.35%
HARTFORD CORE EQUITYCLASS A	100 MATSONFORD RD	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD DIV AND GROWTH FD CL Y	100 MATSONFORD RD	SUITE 300	RADNOR	PA	19087	0.10%
HARTFORD GROWTH OPPORTUNITY CLASS A	100 MATSONFORD RD	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD INTL VALUE FD CLASS I	100 MATSONFORD RD	SUITE 300	RADNOR	PA	19087	0.15%
HARTFORD MID CAP FD CLASS I	100 MATSONFORD RD	SUITE 300	RADNOR	PA	19087	0.15%
HARTFORD SCHRODERS INTL STOCK CL A	100 MATSONFORD RD	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD SCHRODERS INTL STOCK CL I	100 MATSONFORD RD	SUITE 300	RADNOR	PA	19087	0.15%
HARTFORD STRATEGIC INCOME FUND CL A	100 MATSONFORD RD	SUITE 300	RADNOR	PA	19087	0.35%
HARTFORD STRATEGIC INCOME FUND CL I	100 MATSONFORD RD	SUITE 300	RADNOR	PA	19087	0.15%
HARTFORD TOTAL RETURN BD FD CL I	100 MATSONFORD RD	SUITE 300	RADNOR	PA	19087	0.15%
HCM DIVIDEND SECTOR PLUS FUND INVESTOR	1145 HEMBREE ROAD		ROSWELL	GA	30076	0.40%
HCM INCOME PLUS FUNDINVESTOR	1145 HEMBREE ROAD		ROSWELL	GA	30076	0.40%
HCM TACTICAL GROWTH FUND CL A	1145 HEMBREE ROAD		ROSWELL	GA	30076	0.40%
HCM TACTICAL GROWTH FUND INVESTOR	1145 HEMBREE ROAD		ROSWELL	GA	30076	0.40%
HEARTLAND VALUE PLUS	789 N. WATER ST		MILWAUKEE	WI	53202	0.40%
HENNESSY FOCUS FUND INSTITUTIONAL CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.12%
HENNESSY GAS UTILITYINVESTOR CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HENNESSY SMALL CAP FINANCIAL INVSTR CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HODGES SMALL CAP FUND RETAIL CLASS	2905 MAPLE AVENUE		DALLAS	TX	75201	0.40%
HOLBROOK INCOME FD A	2933 NE 16TH ST		PORTLAND	OR	97212	0.40%
HOTCHKIS & WILEY SMALL CAP VALUE CL I	725 S FIGUEROA	39TH FLOOR	LOS ANGELES	CA	90017	0.40%
HOTCHKIS & WILEY SML CAP DIV VAL I	725 S FIGUEROA	39TH FLOOR	LOS ANGELES	CA	90017	0.10%
HOTCHKIS & WILEY VALUE OPP CLASS A	725 S FIGUEROA	39TH FLOOR	LOS ANGELES	CA	90017	0.40%
HOTCHKIS AND WILEY HIGH YIELD FUND CL I	725 S FIGUEROA	39TH FLOOR	LOS ANGELES	CA	90017	0.10%
IMPAX GLOBAL ENVIRONMARKETS INVESTOR	1290 BROADWAY ST	SUITE 1100	DENVER	CO	80203	0.40%
INVENOMIC INVESTOR CLASS	211 CONGRESS ST.	7TH FLOOR	BOSTON	MA	02110	0.40%
INVESCO CORE BOND A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO CORPORATE BOND FUND CL A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO DISCOVERY MID CAP GROWTH A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO ENERGY CLASSA	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO EQUITY AND INCOME FUND CL A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO GOLD & SPEC MINERALS A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO INTL SMALL MID COMPANY R	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	\$10.00
INVESCO MAIN STREET SMALL CAP A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
ISHARES RUSSELL 1000 LARGE CAP IDX INV A	40 EAST 52ND ST		NEW YORK	NY	10022	0.05%
ISHARES RUSSELL 2000SMALL CAP IDX INV A	40 EAST 52ND ST		NEW YORK	NY	10022	0.30%
ISHARES RUSSELL MID CAP IDX INVESTOR A	40 EAST 52ND ST		NEW YORK	NY	10022	0.30%
ISHARES RUSSELL SM MID CP IDX INV A	40 EAST 52ND ST		NEW YORK	NY	10022	0.30%
ISHARES S&P 500 INDEX INVESTOR A	40 EAST 52ND ST		NEW YORK	NY	10022	0.30%
JACKSON SQUARE SMID CAP GROWTH FD INVEST	1 LETTERMAN DR		SAN FRANCISCO	CA	94129	0.40%
JACOB INTERNET	727 2ND ST	SUITE 106	HERMOSA BEACH	CA	90254	0.40%
JACOB MICRO CAP GROWTH INV CL	727 2ND ST	SUITE 106	HERMOSA BEACH	CA	90254	0.40%
JANUS HENDERSON BALANCED I	151 DETROIT ST.		DENVER	CO	80206	\$15.00
JANUS HENDERSON BALANCED T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON CONTRARIAN T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON DEVELOPED WORLD BD T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON ENTERPRISE I	151 DETROIT ST.		DENVER	CO	80206	\$15.00
JANUS HENDERSON ENTERPRISE T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON FLEXIBLE BOND I	151 DETROIT ST.		DENVER	CO	80206	\$15.00
JANUS HENDERSON FLEXIBLE BOND T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON FORTY T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON GL LIFE SCIENCES I	151 DETROIT ST.		DENVER	CO	80206	\$15.00
JANUS HENDERSON GL LIFE SCIENCES T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON GLBLEQUITY INCOME T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON GLOB TECH & INNOV T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON GLOBAL RESEACH T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON HIGH-YIELD T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON MULTI-SECTOR INCME I	151 DETROIT ST.		DENVER	CO	80206	\$15.00
JANUS HENDERSON MULTISECTOR INCOME T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON OVERSEAS T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JENSEN QUALITY GROWTH FD CL J	811 E. WISCONSIN AVE	8TH FLOOR	MILWAUKEE	WI	53202	0.40%
JENSEN QUALITY VALUEFUND CLASS J	811 E. WISCONSIN AVE	8TH FLOOR	MILWAUKEE	WI	53202	0.40%
JOHN HAN DISCIPLINEDVALUE MID CAP CL I	601 CONGRESS ST.	9TH FLOOR	BOSTON	MA	02210	0.15%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
JOHN HANCOCK EMERG MARKETS EQUITY A	601 CONGRESS ST.	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK EMERGING MRKTS EQ I	601 CONGRESS ST.	9TH FLOOR	BOSTON	MA	02210	0.10%
JOHN HANCOCK REGIONAL BANK CL A	601 CONGRESS ST.	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK SMALL CAP CORE FUND CL A	601 CONGRESS ST.	9TH FLOOR	BOSTON	MA	02210	0.40%
JP MORGAN EQUITY PREMIUM INCOME CL C	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.08%
JP MORGAN HEDGED EQUITY 3 FD I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JP MORGAN SMALL CAP BLEND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN ADVANTAGE FD CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN CORE BOND CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN CORE BOND FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.38%
JPMORGAN CORE PLUS BOND CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN CORPORATE BOND FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.38%
JPMORGAN DIVERS MID CAP GROWTH CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN EMERGING MARKETS EQUITY CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN EQUITY INCOME CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN EQUITY INCOME FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN EQUITY PREM INCOME CL I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.08%
JPMORGAN EQUITY PREMIUM INCOME CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN GROWTH ADVANTAGE FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN HEDGED EQUITY CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN HEDGED EQUITY CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN INTERNTL EQUITY FUND CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN LARGE CAP GROWTH CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN LARGE CAP GROWTH CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN LARGE CAP VALUE FUND CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN MID CAP EQUITY FUND CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN MID CAP GROWTH FUDN CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN SHORT DURATION CORE PLUS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN US EQUITY FUND CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
KINETICS SMALL CAP OPPORTUNITIES	470 PARK AVE SOUTH		NEW YORK	NY	10016	0.40%
KKR REAL ESTATE SELECT TRUST I	615 E. MICHIGAN ST		MILWAUKEE	WI	53202	0.20%
KNIGHTS OF COLUMBUS CORE BOND I	1 FREEDOM VALLEY DR		OAKS	PA	19456	0.12%
KNIGHTS OF COLUMBUS INTERNATIONAL EQ I	1 FREEDOM VALLEY DR		OAKS	PA	19456	0.12%
KNIGHTS OF COLUMBUS LIMITED DURATION I	1 FREEDOM VALLEY DR		OAKS	PA	19456	0.12%
KNIGHTS OF COLUMBUS SMALL CAP I	1 FREEDOM VALLEY DR		OAKS	PA	19456	0.12%
KOPERNIK GLOBAL ALL CAP FUND CL A	ONE FREEDOM VALLEY DR		OAKS	PA	19456	0.08%
LAZARD EMERGING MKTSEQUITY INSTITUTIONAL	30 ROCKEFELLER PLAZA	57TH FLOOR	NEW YORK	NY	10112	0.15%
LAZARD INTL STRATEGYEQUITY PORT INTL CL	30 ROCKEFELLER PLAZA	57TH FLOOR	NEW YORK	NY	10112	0.15%
LOOMIS SAYLES GLOBALALLOCATION CLASS A	399 BOYLSTON ST	8TH FLOOR	BOSTON	MA	02116	0.40%
LOOMIS SAYLES GLOBALGROWTH FUND CL A	399 BOYLSTON ST	8TH FLOOR	BOSTON	MA	02116	0.40%
LOOMIS SAYLES INVST GRADE BOND CL Y	399 BOYLSTON ST	8TH FLOOR	BOSTON	MA	02116	0.15%
LOOMIS SAYLES SMALL CAP GROWTH INSTL	399 BOYLSTON ST	8TH FLOOR	BOSTON	MA	02116	0.05%
LOOMIS SAYLES STRATEGIC INC Y	399 BOYLSTON ST	8TH FLOOR	BOSTON	MA	02116	0.05%
LORD ABBETT BOND DEBENTURE CLASS A	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT CORE FIXED INCOME CL A	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT CORE PLUS BOND CL A	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT DEVELOP GROWTH CLASS A	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.45%
LORD ABBETT DIVIDENDGROWTH FUND A	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.45%
LORD ABBETT FLOATING RATE FD CL A	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT FOCUSED GROWTH A	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.45%
LORD ABBETT GROWTH LEADERS FUND CL A	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.45%
LORD ABBETT HIGH YIELD FD CL I	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.15%
LORD ABBETT INTERN'LOPPORTUNITIES CL A	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.45%
LORD ABBETT SHORT DURATION CORE BOND I	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.10%
LORD ABBETT SHORT DURATION INCOME CL A	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT SHORT DURATION INCOME CL I	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.15%
LORD ABBETT ULTRA SHORT BOND FD CL A	90 HUDSON ST	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
MAINSTAY CBRE GLOBALINFRASTRUCTURE I	30 HUDSON ST	23RD FLOOR	ARLINGTON	NJ	07032	0.15%
MAINSTAY CBRE GLOBALINFRATRUCTURE A	30 HUDSON ST	23RD FLOOR	ARLINGTON	NJ	07032	0.40%
MANNING & NAPIER HIGH YIELD BD SRS S	290 WOODCLIFF DR.		FAIRPORT	NY	14450	0.40%
MATTHEWS ASIA DIVIDEND FUND	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS ASIA GROWTH FUND INV	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS ASIAN INNOVATORS FD INVST	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS CHINA SMALLCOMPANIES INVESTOR	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS EMERG MRKTSSM COMPANIES INVSTR	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS INDIA FUND	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
METROPOLITAN WEST FLEXIBLE INCOME M	865 S FIGUEROA ST	#1400	LOS ANGELES	CA	90071	0.40%
METROPOLITAN WEST HIGH YIELD BOND CL M	865 S FIGUEROA ST	#1400	LOS ANGELES	CA	90071	0.40%
METROPOLITAN WEST INTERMED BOND FUND M	865 S FIGUEROA ST	#1400	LOS ANGELES	CA	90071	0.35%
METROPOLITAN WEST TOT RETURN BOND CL M	865 S FIGUEROA ST	#1400	LOS ANGELES	CA	90071	0.35%
METROPOLITAN WEST TOTAL RETURN CLASS I	865 S FIGUEROA ST	#1400	LOS ANGELES	CA	90071	0.10%
MFS AGGRESSIVE GWTH ALLOCATION CLASS A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%
MFS CORPORATE BOND CLASS A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%
MFS EMERGING MARKETSDEBT CL A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%
MFS EMERGING MARKETSDEBT FUND CL I	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.15%
MFS GLOBAL EQUITY FD CLASS I	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.08%
MFS GROWTH FUND CLASS A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%
MFS INTERNATIONAL DIVERSIFICATION CL I	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.15%
MFS INTERNATIONAL DIVERSIFICATION FD A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%
MFS INTERNATIONAL GROWTH FD CL I	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.08%
MFS INTERNATIONAL LG CAP VALUE A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
MFS MA INVESTORS GROWTH STOCK CL I	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.15%
MFS MASS INVESTOR GROWTH STOCK A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%
MFS MID CAP GROWTH CLASS A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%
MFS MID CAP VALUE CLASS A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%
MFS NEW DISCOVERY CLASS A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%
MFS RESEARCH INTL CLASS A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%
MFS VALUE CLASS A	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.40%
MORGAN STA INST INC. INCEPTION PORT I	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MORGAN STA INST INC.INCEPTION PORT CL A	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STAN CORE PLUS FIXED INC PT I	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MORGAN STANLEY CORE PLUS FIXED INC PRT A	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY DISCOVERY PORT CL A	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY DISCOVERY PORT CL I	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MORGAN STANLEY GLBL FRANCHISE CLASS I	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MORGAN STANLEY GLOBAL OPPORTUNITY A	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY GROWTH PORTFOLIO A	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY GROWTH PORTFOLIO I	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MORGAN STANLEY INSIGHT A	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY INSIGHT C	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MORGAN STANLEY INSIGHT I	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MORGAN STANLEY INSTLADVANTAGE CL A	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY INSTLINTERNTL OPP CL A	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY INTL ADVANTAGE CL A	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY INTL ADVANTAGE CL I	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MSIF GLOBAL INSIGHT PORT CL A	522 FIFTH AVE	4TH FLOOR	NEW YORK	NY	10036	0.40%
NATIONWIDE BNYM DYNMIC US CORE EAGLE	1000 CONTINENTAL DR	SUITE 400	COLUMBUS	OH	43215	0.35%
NEEDHAM AGGRESSIVE GROWTH	445 PARK AVE	15TH FLOOR	NEW YORK	NY	10022	0.40%
NEUBERGER BERMAN CORE BOND CL A	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN EMG MARKETS DEBT INSTL	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.10%
NEUBERGER BERMAN GENESIS INVESTOR CL	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	\$16.00
NEUBERGER BERMAN GENESIS TRUST CLASS	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN HIGH INCOME BOND A	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN INTRINSIC VALUE INST	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.10%
NEUBERGER BERMAN LARGE CAP GROWTH A	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN LARGE CAP VALUE CL A	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN LARGE CAP VALUE INST	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.15%
NEUBERGER BERMAN LRG CAP VALUE TRUST	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN MIDCAP GROWTH FUND CL A	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN REAL ESTATE TRUST CL	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN STRATEGIC INC INSTL	1290 AVE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.15%
NICHOLAS FUND	411 E. WISCONSIN AVE		MILWAUKEE	WI	53202	0.12%
NORTHERN MULTIMANAGRGL LSTD INFRASTRUCTR	801 SOUTH CANAL	C55	CHICAGO	IL	60675	0.40%
NUVEEN FLOATING RATEINCOME A	333 WEST WACKER DR		CHICAGO	IL	60606	0.40%
NUVEEN GLOBAL EQUITY INCOME FUND CL A	333 WEST WACKER DR		CHICAGO	IL	60606	0.40%
OAKMARK EQUITY & INCOME INVESTOR CL	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.35%
OAKMARK EQUITY AND INCOME FUND ADVISOR	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.15%
OAKMARK FUND ADVISORCLASS	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.15%
OAKMARK FUND INVESTOR CLASS	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.35%
OAKMARK INTL ADVISOR FUND	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.15%
OAKMARK INTL INVESTOR CL	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.35%
OBERWEIS CHINA OPPORTUNITIES FUND	3333 WARRENVILLE RD	SUITE 500	LISLE	IL	60532	0.40%
OBERWEIS INTL OPPORTUNITIES INVSTR	3333 WARRENVILLE RD	SUITE 500	LISLE	IL	60532	0.40%
OCM GOLD FUND ATLAS CLASS SHARES	235 W. GALENA ST		MILWAUKEE	WI	53212	0.40%
PALM VALLEY CAPITAL FUND INVESTOR	422 JACKSONVILLE DR		JACKSONVILLE BEACH	FL	32250	0.40%
PARADIGM MICRO CAP FUND	9 ELK ST		ALBANY	NY	12207	0.40%
PARAMETRIC COMMODITYSTRATEGIC CL A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
PARAMETRIC VOLATILTYRSK PREM DEFNSE CL I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	\$16.00
PARNASSUS CORE EQUITY INVESTOR	1 MARKET ST STEUART TOWER	SUITE 1600	SAN FRANCISCO	CA	94105	0.40%
PARNASSUS MID CAP	1 MARKET ST STEUART TOWER	SUITE 1600	SAN FRANCISCO	CA	94105	0.40%
PARNASSUS VALUE EQUITY INVESTOR	1 MARKET ST STEUART TOWER	SUITE 1600	SAN FRANCISCO	CA	94105	0.40%
PAYDEN CORPORATE BOND FUND INVESTOR	333 S GRAND AVE	32ND FLOOR	LOS ANGELES	CA	90071	0.33%
PEAR TREE POLARIS FRGN VAL SM CAP INST	55 OLD BEDFORD ROAD		LINCOLN	MA	01773	0.15%
PEAR TREE POLARIS FRGN VALUE ORDINARY	55 OLD BEDFORD ROAD		LINCOLN	MA	01773	0.40%
PERFORMANCE TRUST TOTAL RETRN BND INST	500 WEST MADISON	SUITE 470	CHICAGO	IL	60661	0.40%
PERMANENT PORTFOLIO	600 MONTGOMERY ST	SUITE 4100	SAN FRANCISCO	CA	94111-2702	0.38%
PFG ACTIVE CORE BOND STRATEGY FUND CL R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG AMERICAN FDS CONS INC STRAT CL R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG AMERICAN FUNDS GROWTH STRAT CL R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG BNY MELLON DIVERSIFIER STRAT R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG BR TRGT ALLOCAT EQ STRATEGY FD CL R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG EQUITY INDEX FOCUSED STRATEGY R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG FIDELITY INST AMCORE PLUS BD STRG R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG INVESCO EQ FACTRROTATION STRATEGY R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG JANUS HENDERSON BALANCED STRATEGY R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG JP MORGAN TACTICAGGRESSIVE STRAT R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG JP MORGAN TACTICMODERATE STRATEGY R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG MEEDER TACTICAL STRATEGY FUND R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG MFS AGGRESSIVE GROWTH STRATEGY R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG SECTOR EQUITY BUS CYCLE STRAT R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG TACTICAL INCOME STRATEGY CL R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PGIM GLOBAL REAL ESTATE CL Z	655 BROAD ST		NEWARK	NJ	07102	0.10%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
PGIM GLOBAL TOTAL RETURN CL A	655 BROAD ST		NEWARK	NJ	07102	0.40%
PGIM GLOBAL TOTAL RETURN CL Z	655 BROAD ST		NEWARK	NJ	07102	0.10%
PGIM HIGH YIELD CL A	655 BROAD ST		NEWARK	NJ	07102	0.40%
PGIM JEN INTL OPPORTUNITIES CL Z	655 BROAD ST		NEWARK	NJ	07102	0.15%
PGIM JENN GLOBAL OPPORTUNITIES CL C	655 BROAD ST		NEWARK	NJ	07102	0.10%
PGIM JENNISON GROWTH CL Z	655 BROAD ST		NEWARK	NJ	07102	0.15%
PGIM QUANT SOLUTIONS SMALL CAP VALUE Z	655 BROAD ST		NEWARK	NJ	07102	0.10%
PGIM SECURITIZED CREDIT CL Z	655 BROAD ST		NEWARK	NJ	07102	0.10%
PGIM SHRT DUR HGH YLD INC FD CL A	655 BROAD ST		NEWARK	NJ	07102	0.40%
PGIM TOTAL RETURN BOND CL A	655 BROAD ST		NEWARK	NJ	07102	0.40%
PGIM TOTAL RETURN BOND CL Z	655 BROAD ST		NEWARK	NJ	07102	0.15%
PIA HIGH YIELD FUND INSTITUTIONAL CLASS	1299 OCEAN AVE	SUITE 210	SANTA MONICA	CA	90401	0.40%
PIMCO DYNAMIC BOND FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO EMERGING MARKETS BOND I2	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO EMERGING MRKTS LOCAL CUR & BD I2	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO HIGH YIELD CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO HIGH YIELD FUND CLASS I2	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO HIGH YIELD SPECTRUM FUND CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO INCOME CL I2	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO INCOME CL I3	1633 BROADWAY		NEW YORK	NY	10019	0.15%
PIMCO INCOME FUND CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO INCOME FUND CL C	1633 BROADWAY		NEW YORK	NY	10019	0.20%
PIMCO INTL BD FD U SDOLLAR-HEDGED A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO INVESTMENT GR CREDIT BOND FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO INVMT GRADE CREDIT BOND FD I-2 MTX	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO INVMT GRADE CREDIT BOND FD I-3	1633 BROADWAY		NEW YORK	NY	10019	0.15%
PIMCO LONG DURATION TOTAL RETURN CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO LONG TERM US GOV'T CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO LOW DURATION CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.38%
PIMCO LOW DURATION INCOME FUND CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO MORTGAGE OPPOR AND BOND FUND I-2	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO MORTGAGE OPPOR AND BOND FUND I-3	1633 BROADWAY		NEW YORK	NY	10019	0.15%
PIMCO PREFERRED AND CAPITAL SECS CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO RAE US SMALL FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO REAL ESTATE REAL RETURN STRAT A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO REAL RETURN CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO REALPATH BLEND 2025 CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO STOCKSPLUS ABSOLUTE RTRN CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO STOCKSPLUS SMALL FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO TOTAL RETURN CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO TOTAL RETURN FUND CL I2	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO TOTAL RETURN FUND CL I3	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO TRENDS MANAGEDFUTURES STRATEGY A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIONEER DISCIPLINED VALUE FUND CLASS Y	60 STATE ST	17TH FLOOR	BOSTON	MA	02109	0.10%
PIONEER STRATEGIC INCOME FD CL Y	60 STATE ST	17TH FLOOR	BOSTON	MA	02109	0.15%
POLEN GLOBAL GROWTH FUND RETAIL SHARES	1825 NW CORPORATE BLVD	SUITE 300	BOCA RATON	FL	33431	0.40%
POLEN GROWTH FUND INST'L SHARES	1825 NW CORPORATE BLVD	SUITE 300	BOCA RATON	FL	33431	0.15%
POLEN GROWTH FUND RETAIL SHARES	1825 NW CORPORATE BLVD	SUITE 300	BOCA RATON	FL	33431	0.40%
POLEN INTL GROWTH FUND INVESTOR CL	1825 NW CORPORATE BLVD	SUITE 300	BOCA RATON	FL	33431	0.40%
POLEN US SMALL COMPANY GROWTH INVST	1825 NW CORPORATE BLVD	SUITE 300	BOCA RATON	FL	33431	0.40%
PREDEX FUND	222 N PACIFIC COAST HWY	SUITE 2000	EL SEGUNDO	CA	90245	0.20%
PRIMECAP ODYSSEY AGGRESSIVE GRWTH FD	2020 E. FINANCIAL WAY	SUITE 100	GLENDORA	CA	91741	0.10%
PRIMECAP ODYSSEY GROWTH FUND	2020 E. FINANCIAL WAY	SUITE 100	GLENDORA	CA	91741	0.10%
PRINCIPAL BLUE CHIP FUND CL A	620 COOLIDGE DR	SUITE 300	FOLSOM	CA	95630	0.40%
PRINCIPAL BLUE CHIP I SHARES	620 COOLIDGE DR	SUITE 300	FOLSOM	CA	95630	0.10%
PRINCIPAL CAPITAL APPRECIATION INSTL	620 COOLIDGE DR	SUITE 300	FOLSOM	CA	95630	0.10%
PRINCIPAL DIVERSIFIED INC INST	620 COOLIDGE DR	SUITE 300	FOLSOM	CA	95630	0.15%
PRINCIPAL MID CAP INSTL	620 COOLIDGE DR	SUITE 300	FOLSOM	CA	95630	0.15%
PRINCIPAL REAL ESTATE SEC FD CL A	620 COOLIDGE DR	SUITE 300	FOLSOM	CA	95630	0.40%
PRINCIPAL REAL ESTATE SEC INSTL CL	620 COOLIDGE DR	SUITE 300	FOLSOM	CA	95630	0.15%
PRINCIPAL SPECTRUM PREF CAPT SEC INC A	620 COOLIDGE DR	SUITE 300	FOLSOM	CA	95630	0.40%
PRINCIPAL SPECTRUM PREF CAPT SEC INC I	620 COOLIDGE DR	SUITE 300	FOLSOM	CA	95630	0.15%
PUTNAM GLOBAL TECHNOLOGY FUND CL A	1 POST OFFICE SQ	MAILZONE G3C	BOSTON	MA	02109	0.40%
PUTNAM LARGE CAP VALCLASS A	1 POST OFFICE SQ	MAILZONE G3C	BOSTON	MA	02109	0.40%
PUTNAM SMALL CAP GROWTH CL A	1 POST OFFICE SQ	MAILZONE G3C	BOSTON	MA	02109	0.40%
PUTNAM SMALL CAP GROWTH FD CL Y	1 POST OFFICE SQ	MAILZONE G3C	BOSTON	MA	02109	0.15%
PUTNAM ULTRA SHORT DURATION INCOME CL A	1 POST OFFICE SQ	MAILZONE G3C	BOSTON	MA	02109	0.10%
PZENA EMERGING MRKTS FOCUSED VAL INSTL	320 PARK AVE	8TH FLOOR	NEW YORK	NY	10022	0.12%
RIVERPARK LONG/SHORTOPPORTUNITY RETAIL	ONE FREEDOM VALLEY DR		OAKS	PA	19456	0.40%
ROYCE SMALL-CAP OPPORTUNITY SERVICE	745 FIFTH AVE	SUITE 2400	NEW YORK	NY	10151	0.40%
RYDEX DOW JONES IND AVERAGE FD CL H	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX INVERSE NASDAQ 100 STRATEGY INV	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX INVERSE S&P 500 2X STRATEGY CL H	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX INVERSE S&P 500 STRATEGY INV CL	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX NASDAQ 100 FUND CLASS H	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX S&P SMALLCAP 600 PURE VALUE H	9601 BLACKWELL RD	SUITE 500	ROCKVILLE	MD	20850	0.40%
SEMICONDUCTOR ULTRA SECTOR PRO FD INVSTR	7501 WISCONSIN AVE	SUITE 1000 E TOWER	BETHESDA	MD	20814	0.40%
SEVEN CANYONS WORLD INNOVATORS INVESTOR	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
SHELTON NASDAQ 100 INDEX INVESTOR	P.O. BOX 87		DENVER	CO	80201-0087	0.15%
SIT US GOVT SECS	80 SOUTH 8TH ST		MINNEAPOLIS	MN	55402	0.35%
SMEAD VALUE FUND INVESTOR CL SHARES	1290 BROADWAY ST	SUITE 1100	DENVER	CO	80203	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
SMEAD VALUE INSTL SHARE CLASS	1290 BROADWAY ST	SUITE 1100	DENVER	CO	80203	0.15%
STEWARD VALUES FOC LRG CAP ENH IND A	15375 MEMORIAL DR.	SUITE 200	HOUSTON	TX	77079	0.40%
STONE RIDGE HIGH YLD REINSRNC RSK PREM	510 MADISON AVE		NEW YORK	NY	10022	0.10%
STONERIDGE ALTERNTV LENDING RISK PREM I	510 MADISON AVE		NEW YORK	NY	10022	0.20%
STONERIDGE DIVERSIFI ALTERNATIVE FUND CL	510 MADISON AVE		NEW YORK	NY	10022	0.10%
STONERIDGE REINSURAC RISK PREM INTERVAL	510 MADISON AVE		NEW YORK	NY	10022	0.20%
T ROWE PRICE ALL CAP OPPORTUNITIES INVST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE BALANCED	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE BLUE CHIP GROWTH INC	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE COMM & TECHNOLOGY INVESTOR	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE DIVERSD MID CAP GROWTH	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE DIVIDEND GROWTH	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE DYNAMIC GLOBAL BOND FD INV	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EMERG MARKETS BOND FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EQUITY INDEX 500 FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EXTEND EQU MKT INDEX FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE FINANCIAL SERVICES	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE FLOATING RATE INVEST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLBL MULTI SECTOR BOND FD	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL CONSUMER FUND INVEST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL GR STOCK INVESTOR CL	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL INDUSTRIALS INVESTOR	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL STOCK	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL TECHNOLOGY	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL VALUE EQUITY INVSTR	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE HEALTH SCIENCES	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE INTL DISCOVERY FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE INT'L JAPAN	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE INTRTD US SM CAP GR EQUITY	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE LATIN AMERICA FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE MID CAP VALUE	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RET 2020 FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RETIRE 2050 FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RETIREMENT 2035 FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE SCIENCE& TECHNOLOGY	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE SMALL CAP VALUE FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE SPECT CONS ALLOCATION	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE SPECT MOD GRWTH ALLOC	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE TOTAL EQUITY MARKET INDEX	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE U.S EQUITY RESEARCH FD	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE ULTRA SHORT TERM BD INVEST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE US LARGE CAP CORE FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE US TREALONG TERM INDEX INV	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE VALUE	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T.ROWE PRICE LTD DURINFLAT FOCD BD INVST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
TCW ARTIFICIAL INTELLIGENCE EQ I	865 S FIGUEROA ST	22ND FLOOR	LOS ANGELES	CA	90071	0.10%
TCW ARTIFICIAL INTELLIGENCE EQ N	865 S FIGUEROA ST	22ND FLOOR	LOS ANGELES	CA	90071	0.40%
TCW GLOBAL REAL ESTATE CLASS N	865 S FIGUEROA ST	22ND FLOOR	LOS ANGELES	CA	90071	0.40%
TCW SELECT EQUITIES CLASS I	865 S FIGUEROA ST	22ND FLOOR	LOS ANGELES	CA	90071	0.10%
TCW SELECT EQUITIES CLASS N	865 S FIGUEROA ST	22ND FLOOR	LOS ANGELES	CA	90071	0.40%
TCW TOTAL RETURN BOND CLASS I	865 S FIGUEROA ST	22ND FLOOR	LOS ANGELES	CA	90071	0.10%
TCW TOTAL RETURN BOND CLASS N	865 S FIGUEROA ST	22ND FLOOR	LOS ANGELES	CA	90071	0.35%
TEMPLETON DEVELOPINGMARKETS CLASS C	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$19.00
TEMPLETON GLOBAL BOND ADVISOR CLASS	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
TEMPLETON GLOBAL BOND CLASS A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	\$16.00
THE OSTERWEIS STRATEGIC INCOME FD	777 E. WISCONSIN AVE	4TH FLOOR	MILWAUKEE	WI	53202	0.15%
THE PRIVATE SHARES FUND CLASS I	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.20%
THIRD AVENUE REAL ESTATE VALUE INVST	622 THIRD AVE	32ND FLOOR	NEW YORK	NY	10017	0.40%
THORNBURG BETTER WORLD INTNL WORLD A	2300 NORTH RIDGETOP RD		SANTA FE	NM	87506	0.40%
THORNBURG STRATEGIC INCOME FUND CL I	2300 NORTH RIDGETOP RD		SANTA FE	NM	87506	0.15%
THRIVENT SMALL CAP STOCK FUND CL S	4321 N. BALLARD ROAD		APPLETON	WI	54919-0001	0.15%
TIMOTHY PLAN DEFENSIVE STRAT CL A	80 ARKAY DR	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TIMOTHY PLAN ISRAEL COMMON VALUES CL A	80 ARKAY DR	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TOUCHSTONE MID CAP FD CL Y	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.10%
TOUCHSTONE MID CAP FUND CL Z	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.40%
TOUCHSTONE SANDS CAP SEL GRWTH Z	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.40%
TOUCHSTONE SANDS CAPSEL GROWTH CL Y	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.15%
TRANSAMERICA CAPITAL GROWTH CL A	4333 EDGEWOOD RD NE		CEDAR RAPIDS	IA	52499	0.40%
TRANSAMERICA CAPITAL GROWTH CL I	4333 EDGEWOOD RD NE		CEDAR RAPIDS	IA	52499	0.10%
TROWE PRICE SPECTRM INTERNATIONAL EQUITY	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
UNDISCOVERED MANAGERBEHAVIORAL VAL CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
VALUE LINE ASSET ALLOCATION INVESTOR	7 TIMES SQUARE	STE 1606	NEW YORK	NY	10036	0.40%
VALUE LINE MID CAP FOCUSED INVESTORS FD	7 TIMES SQUARE	STE 1606	NEW YORK	NY	10036	0.40%
VAN ECK CM COMMODITYINDEX FUND A	666 3RD AVE	9TH FLOOR	NEW YORK	NY	10017	0.38%
VAN ECK EMERGING MKTS BOND Y	666 3RD AVE	9TH FLOOR	NEW YORK	NY	10017	0.15%
VAN ECK INTERNATN'L INVESTORS GOLD CL A	666 3RD AVE	9TH FLOOR	NEW YORK	NY	10017	0.38%
VARIANT ALTERNATIVE INCOME FUND INSTL	10300 SW GREENBURG ROAD	SUITE 308	PORTLAND	OR	97223	0.20%
VAUGHAN NELSON SMALL CAP VALUE CL Y	399 BOYLSTON ST	8TH FLOOR	BOSTON	MA	02116	0.05%
VICTORY GLOBAL ENERGY TRANSITION A	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.40%
VICTORY GROWTH FUND	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.10%
VICTORY INCOME FUND	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.10%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
VICTORY INCOME STOCK FUND	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.10%
VICTORY MARKET NEUTRAL INCOME FD I	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.15%
VICTORY NASDAQ-100 INDEX FUND	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.15%
VICTORY NASDAQ-100 INDEX FUND CL A	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.40%
VICTORY RS GLOBAL FUND CLASS A	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.40%
VICTORY RS PARTNERS FD CL Y	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.12%
VICTORY RS SMALL CAP GROWTH CL Y	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.15%
VICTORY RS SMALL CAPGROWTH FUND CL A	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.40%
VICTORY SHORT-TERM BOND CLASS A	4900 TIEDEMAN RD	4TH FLOOR	BROOKLYN	OH	44114	0.40%
VIRTUS ALPHASIMPLEX MANAG FUTURE STRAT A	100 SUMMIT LAKE DR	#201	GREENFIELD	MA	01301	0.40%
VIRTUS ALPHASIMPLEX MANAG FUTURE STRAT I	100 SUMMIT LAKE DR	#201	GREENFIELD	MA	01301	0.15%
VIRTUS CONVERTIBLE FUND A	100 SUMMIT LAKE DR	#201	GREENFIELD	MA	01301	0.40%
VIRTUS CONVERTIBLE FUND INSTITUTIONAL	100 SUMMIT LAKE DR	#201	GREENFIELD	MA	01301	0.15%
VIRTUS KAR MID CAP GROWTH FUND CL A	100 SUMMIT LAKE DR	#201	GREENFIELD	MA	01301	0.40%
VIRTUS KAR MID CAP GROWTH FUND CL I	100 SUMMIT LAKE DR	#201	GREENFIELD	MA	01301	0.10%
VIRTUS SMALL CAP FUND A	100 SUMMIT LAKE DR	#201	GREENFIELD	MA	01301	0.40%
VIRTUS TACTICAL ALLOCATION FUND A	100 SUMMIT LAKE DR	#201	GREENFIELD	MA	01301	0.40%
VIRTUS ZEVENBERGEN INNOVATIVE GR STK A	100 SUMMIT LAKE DR	#201	GREENFIELD	MA	01301	0.40%
VOYA GNMA INCOME CLASS A	7337 E. DOUBLETREE RANCH RD		SCOTTSDALE	AZ	85258	0.40%
VOYA INTERMEDIATE BOND CLASS A	7337 E. DOUBLETREE RANCH RD		SCOTTSDALE	AZ	85258	0.40%
VOYA INTERMEDIATE BOND CLASS I	7337 E. DOUBLETREE RANCH RD		SCOTTSDALE	AZ	85258	0.15%
VOYA STRATEGIC INC OPPORTUNITIES CL I	7337 E. DOUBLETREE RANCH RD		SCOTTSDALE	AZ	85258	0.10%
VULCAN VALUE PARTNERFUND INVESTOR	2801 HIGHWAY 280 S	SUITE 300	BIRMINGHAM	AL	35223	0.40%
WASATCH EMERGING INDIA FUND	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH GLOBAL OPPORTUNITIES RETAIL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH MICROCAP	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH MICRO-CAP VALUE FUND	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH SMALL CAP GROWTH FUND INSTL CL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.10%
WASATCH SMALL CAP VALUE INSTITUTIONAL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.15%
WASATCH ULTRA GROWTH	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WATER ISLAND CREDIT OPPORTUNITIES FUND I	1290 BROADWAY ST	SUITE 1100	DENVER	CO	80203	0.15%
WCM FOCUSED EMERGING MARKETS FUND INSTL	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.12%
WEITZ CORE PLUS INCOME FD INVESTOR	1125 SOUTH 103RD ST		OMAHA	NE	68124	0.40%
WESTERN ASSET CORE BOND FUND CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.40%
WESTERN ASSET CORE BOND PLUS FUND CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.40%
WESTERN ASSET CORE PLUS BOND FUND INSTL	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.15%
WESTWOOD INCOME OPPORTUNITY FD INSTL	1 FREEDOM VALLEY DR		OAKS	PA	19456	0.15%
WILLIAM BLAIR INTERNAT'L GROWTH I	222 WEST ADAMS ST	12TH FLOOR	CHICAGO	IL	60606	0.15%
WILLIAM BLAIR INTNATLEADERS FUND CL I	222 WEST ADAMS ST	12TH FLOOR	CHICAGO	IL	60606	0.15%
WISE CAPITAL FUND	8000 TOWN CENTRE DR	SUITE 400	BROADVIEW HEIGHTS	OH	44147-4031	0.40%

Shell Provident Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 13-1299890
Plan No. 002
December 31, 2023

{a}	{b}	{c}			{d}	{e}
	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment			Cost	Current Value
		Par Value	Rate Percentage	Maturity Date		
*	Thrift Fund					
	FIAM Institutional Cash Commingled Pool				**	558,712,116
	Common/Collective Funds					
	1-3 Year Gov/Credit Bond Index Fund F		Comm Fund		**	61,339,502
	20 Plus Treasury Bond Fund F		Comm Fund		**	201,384,085
	EAFE Equity Index Fund F		Comm Fund		**	514,952,102
	Developed Real Estate Index Fund F		Comm Fund		**	22,953,443
	Emerging Markets Index Non-Lendable Fund F		Comm Fund		**	182,028,670
	LifePath® Index 2025 Fund F		Comm Fund		**	386,958,491
	LifePath® Index 2030 Fund F		Comm Fund		**	577,447,759
	LifePath® Index 2035 Fund F		Comm Fund		**	494,668,613
	LifePath® Index 2040 Fund F		Comm Fund		**	516,654,455
	LifePath® Index 2045 Fund F		Comm Fund		**	316,077,910
	LifePath® Index 2050 Fund F		Comm Fund		**	268,745,800
	LifePath® Index 2055 Fund F		Comm Fund		**	128,610,676
	LifePath® Index 2060 Fund F		Comm Fund		**	38,684,382
	LifePath® Index 2065 Fund F		Comm Fund		**	14,738,088
	LifePath® Index Retirement Fund F		Comm Fund		**	800,165,851
	Mid Capital Equity Index Fund F		Comm Fund		**	479,372,586
	Russell 2000® Index Fund F		Comm Fund		**	151,870,181
	U.S. Debt Index Fund F		Comm Fund		**	516,786,530
*	U.S. Equity Index Fund		Comm Fund		**	1,789,988,222
	Shell Stock Fund					
*	Shell Stock Fund		Stock/ADSS		**	319,137,830
*	Fidelity Institutional Cash Portfolio		Mutual Funds		**	3,503,562
**	BrokerageLink		Various Investment Options		**	2,280,225,823
						10,625,006,677
	Participant Loans		Loan	3.25% - 9.50%***		84,823,108
	TOTAL					10,709,829,785

* Party-in-interest

** Cost information is not required for participant-directed accounts and, therefore, is not presented.

*** Varying maturity dates