

<p style="text-align: center;">Form 5500</p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p style="font-size: x-small;">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).</p> <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: large; text-align: center;">2022</p> <hr/> <p style="text-align: center;">This Form is Open to Public Inspection</p>
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Part I Annual Report Identification Information
 For calendar plan year 2022 or fiscal plan year beginning 12/01/2022 and ending 11/30/2023

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

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

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

D Check box if filing under: 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

<p>1a Name of plan <u>ESG HOLDINGS, LLC PENSION PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>001</u></p>
<p>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) <u>ESG HOLDINGS, LLC</u></p> <p><u>330 E. KILBOURN AVENUE, SUITE 1400</u> <u>MILWAUKEE, WI 53202</u></p>	<p>1c Effective date of plan <u>07/01/1967</u></p> <p>2b Employer Identification Number (EIN) <u>38-3926387</u></p> <p>2c Plan Sponsor's telephone number <u>414-223-1560</u></p> <p>2d Business code (see instructions) <u>551112</u></p>

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.	09/12/2024	JANELLE HETZEL
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	09/12/2024	TODD FLUNKER
	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 <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
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 1238
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 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.....	6a(1) 5 6a(2) 0 6b 0 6c 0 6d 0 6e 0 6f 0 6g 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: 1A 1I 3H 1H 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) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) <input checked="" type="checkbox"/> R (Retirement Plan Information) (2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) <input checked="" type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) <input checked="" type="checkbox"/> H (Financial Information) (2) <input type="checkbox"/> I (Financial Information – Small Plan) (3) <input type="checkbox"/> A (Insurance Information) (4) <input checked="" type="checkbox"/> C (Service Provider Information) (5) <input type="checkbox"/> D (DFE/Participating Plan Information) (6) <input type="checkbox"/> G (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 12/01/2022 and ending 11/30/2023

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>ESG HOLDINGS, LLC PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>ESG HOLDINGS, LLC</u>		
D Employer Identification Number (EIN) <u>38-3926387</u>		

E Type of plan: Single Multiple-A Multiple-B **F** Prior year plan size: 100 or fewer 101-500 More than 500

Part I Basic Information

1 Enter the valuation date: Month <u>12</u> Day <u>01</u> Year <u>2022</u>			
2 Assets:			
a Market value.....	2a		<u>63028116</u>
b Actuarial value	2b		<u>63028116</u>
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	<u>878</u>	<u>45949556</u>	<u>45949556</u>
b For terminated vested participants.....	<u>388</u>	<u>13559318</u>	<u>13559318</u>
c For active participants.....	<u>5</u>	<u>1067863</u>	<u>1067863</u>
d Total	<u>1271</u>	<u>60576737</u>	<u>60576737</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
a Funding target disregarding prescribed at-risk assumptions.....	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b		
5 Effective interest rate.....	5		<u>5.35 %</u>
6 Target normal cost			
a Present value of current plan year accruals.....	6a		<u>0</u>
b Expected plan-related expenses	6b		<u>0</u>
c Total (line 6a + line 6b)	6c		<u>0</u>

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

SIGN HERE		
	Signature of actuary	<u>09/12/2024</u> Date
	<u>TIMOTHY J. HERMAN</u> Type or print name of actuary	<u>23-05628</u> Most recent enrollment number
	<u>MILLIMAN, INC.</u> Firm name	<u>262-796-3318</u> Telephone number (including area code)
	<u>17335 GOLF PARKWAY SUITE 100 BROOKFIELD, WI 53045</u> Address of the firm	

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

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year).....	0	4430598
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	4430598
10	Interest on line 9 using prior year's actual return of <u>-13.33</u> %	0	-590599
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year).....		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.52</u> %.....		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance.....		0
	d Portion of (c) to be added to prefunding balance.....		0
12	Other reductions in balances due to elections or deemed elections.....		0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....	0	3839999

Part III Funding Percentages			
14	Funding target attainment percentage	14	97.70 %
15	Adjusted funding target attainment percentage	15	104.04 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement.....	16	118.86 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls		18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees		
			Totals ▶	18(b)		18(c)	

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
	a Contributions allocated toward unpaid minimum required contributions from prior years.....	19a 0
	b Contributions made to avoid restrictions adjusted to valuation date.	19b 0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c 0
20	Quarterly contributions and liquidity shortfalls:	
	a Did the plan have a "funding shortfall" for the prior year?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	c If line 20a is "Yes," see instructions and complete the following table as applicable:	

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

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

21 Discount rate:

a Segment rates:	1st segment: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %	<input type="checkbox"/> N/A, full yield curve used
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b Applicable month (enter code)..... **21b** 4

22 Weighted average retirement age **22** 63

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

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

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment.....	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount..... **33**

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).... **34** 0

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	0	0	0

36 Additional cash requirement (line 34 minus line 35)..... **36** 0

37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)..... **37** 0

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

a Total (excess, if any, of line 37 over line 36)	38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)..... **39** 0

40 Unpaid minimum required contributions for all years..... **40** 0

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

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

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2022 This Form is Open to Public Inspection.
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For calendar plan year 2022 or fiscal plan year beginning 12/01/2022 and ending 11/30/2023

A Name of plan <u>ESG HOLDINGS, LLC PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ESG HOLDINGS, LLC</u>	D Employer Identification Number (EIN) <u>38-3926387</u>	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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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)

MILLIMAN

91-0675641

(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?
11 50	NONE	116361	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

FOLEY & LARDNER LLP

39-0473800

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	81689	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

DELOITTE CONSULTING LLP

06-1454513

(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?
17 50	CONSULTANT	75000	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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)

INCOME RESEARCH AND MANAGEMENT

04-2955404

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 28 51	INVESTMENT MGR	62655	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

BAKER TILLY US, LLP

39-0859910

(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	45675	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

ASSET CONSULTING GROUP LLC

26-0887500

(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?
17 50	NONE	20625	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
 (complete as many entries as needed)

a Name:	BAKER TILLY US, LLP	b EIN:	39-0859910
c Position:	AUDITOR		
d Address:	790 N. WATER STREET, SUITE 2000, MILWAUKEE, WI 53202	e Telephone:	414-777-5500

Explanation: BAKER TILLY US, LLP COMPLETED A STRATEGIC INVESTMENT ON JUNE 3, 2024, AND AS A RESULT HAS APPLIED FOR AND OBTAINED A NEW EIN. THERE HAS BEEN NO CHANGE IN THE AUDIT FIRM.

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 H
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning **12/01/2022** and ending **11/30/2023**

A Name of plan ESG HOLDINGS, LLC PENSION PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 ESG HOLDINGS, LLC	D Employer Identification Number (EIN) 38-3926387

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	3
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other.....	1b(3)	15812	6132
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	4517627	2000
(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)	58455448	0
(6) Real estate (other than employer real property).....	1c(6)		
(7) Loans (other than to participants).....	1c(7)		
(8) Participant loans.....	1c(8)		
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts.....	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)		
(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)	39229	0
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(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	63028116	8135
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	0	8135
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	8135
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	63028116	0

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		0
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	134814	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	62186589	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	61955448	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(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)		147
c Other income	2c		4264
d Total income. Add all income amounts in column (b) and enter total	2d		370366
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	61569917	
(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)		61569917
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)	342882	
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees	2i(3)	62655	
(4) Other	2i(4)	122692	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		528229
j Total expenses. Add all expense amounts in column (b) and enter total	2j		62098146
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		-61727780
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan.....	2l(2)		1300336

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: **BAKER TILLY US, LLP**

(2) EIN: **30-1413443**

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

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

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

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.)

	Yes	No	Amount
4a		X	

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

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... Yes No
 If "Yes," enter the amount of any plan assets that reverted to the employer this year 464736.

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)
ESG HOLDINGS, LLC 401(K) PLAN	38-3926387	002

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 510208.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2022 This Form is Open to Public Inspection.
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For calendar plan year 2022 or fiscal plan year beginning 12/01/2022 and ending 11/30/2023

A Name of plan <u>ESG HOLDINGS, LLC PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ESG HOLDINGS, LLC</u>	D Employer Identification Number (EIN) <u>38-3926387</u>	

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
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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): 41-6271370

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

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

3		0
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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

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: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> 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. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

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

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

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

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

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

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

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

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
 Stock: 0 % Investment-Grade Debt: 93 % High-Yield Debt: 0 % Real Estate: 0 % Other: 7 %

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

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

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

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

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

Yes.

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

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

No. Other. Provide explanation _____

ESG Holdings, LLC Pension Plan

Financial Statements and
Supplementary Information

November 30, 2023 and 2022

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Independent Auditors' Report

To the Plan Administrator of
ESG Holdings, LLC Pension Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of ESG Holdings, LLC Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of November 30, 2023 (in liquidation) and November 30, 2022 (ongoing), and the related statements of changes in net assets available for benefits for the years ended November 30, 2023 (in liquidation) and November 30, 2022 (ongoing), and the Statement of Accumulated Plan Benefits as of December 1, 2022, and the related Statement of Changes in Accumulated Plan Benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of ESG Holdings, LLC Pension Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of and for the years ended November 30, 2023 and 2022, stating that the certified investment information, as described in Note 8 to the financial statements, is complete and accurate.

Opinion on the Financial Statements

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the financial statements (in liquidation), other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the financial statements (in liquidation) related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the Financial Statements

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 Auditors' Responsibilities for the Audit of the Financial Statements (in liquidation) section of our report. We are required to be independent of ESG Holdings, LLC Pension Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Emphasis of Matter - Plan Termination and Liquidation Basis of Accounting

As discussed in Note 2 to the financial statements, the Plan's 2023 financial statements are presented on the liquidation basis of accounting as a result of the decision on February 22, 2023 to terminate the Plan. Plan termination is also discussed in Note 1.

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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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 ESG Holdings, LLC Pension Plan's ability to continue as a going concern for at least one year following 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.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, 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 auditors' 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 ESG Holdings, LLC Pension 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 ESG Holdings, LLC Pension Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) and Schedule H, Line 4(j) - Schedule of Reportable Transactions, as of or for the year ended November 30, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL'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 included in the supplemental schedules, other than that agreed to or derived from the certified investment 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. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Baker Tilly US, LLP

Milwaukee, Wisconsin
September 12, 2024

ESG Holdings, LLC Pension Plan

Statements of Net Assets Available for Benefits

Years Ended November 30, 2023 (In Liquidation) and 2022 (Ongoing)

	2023	2022
	(In Liquidation)	(Ongoing)
Assets		
Investments at fair value	\$ 2,000	\$ 63,012,304
Cash and cash equivalents	3	-
Receivables		
Accrued investment income	6,132	15,812
Total assets	8,135	63,028,116
Liabilities		
Payables		
Other payables	8,135	-
Total liabilities	8,135	-
Net assets available for benefits	\$ -	\$ 63,028,116

See notes to financial statements

ESG Holdings, LLC Pension Plan

Statements of Changes in Net Assets Available for Benefits

Years Ended November 30, 2023 (In Liquidation) and 2022 (Ongoing)

	2023	2022
	(In Liquidation)	(Ongoing)
Additions		
Investment income		
Interest and dividends	\$ 134,814	\$ 538,996
Net appreciation (depreciation) in fair value of investments	235,552	(10,494,434)
Total investment income	370,366	(9,955,438)
Total additions	370,366	(9,955,438)
Deductions		
Benefits paid to participants	1,794,494	4,504,135
Annuity contracts purchased	59,775,423	-
Administrative expenses	528,229	74,200
Total deductions	62,098,146	4,578,335
Net decrease	(61,727,780)	(14,533,773)
Transfers out of the Plan	(1,300,336)	-
Net assets available for benefits		
Beginning of year	63,028,116	77,561,889
End of year	\$ -	\$ 63,028,116

See notes to financial statements

ESG Holdings, LLC Pension Plan

Statement of Accumulated Plan Benefits

December 1, 2022

Actuarial present value of accumulated plan benefits

Vested benefits

Participants in pay status	\$ 41,705,835
Participants with deferred benefits	11,890,728
Active participants	938,030
Total actuarial present value of accumulated plan benefits	\$ 54,534,593

See notes to financial statements

ESG Holdings, LLC Pension Plan

Statement of Changes in Accumulated Plan Benefits

Year Ended December 1, 2022

Actuarial present value of accumulated plan benefits at beginning of year	\$ 56,154,150
Increase (decrease) during the year attributable to:	
Actuarial gain	(621,362)
Decrease in discount period	3,505,940
Benefits paid	(4,504,135)
Net decrease	(1,619,557)
Actuarial present value of accumulated plan benefits at end of year	\$ 54,534,593

See notes to financial statements

ESG Holdings, LLC Pension Plan

Notes to Financial Statements

November 30, 2023 and 2022

1. Description of Plan

The following description of the ESG Holdings, LLC Pension Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a noncontributory defined benefit plan established effective July 1, 1967, as restated June 29, 2023. Prior to the plan freeze, noted below, the Plan covered all employees of ESG Holdings, LLC (the Company) who have completed one year of service and are age 21 or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plan Committee is responsible for oversight of the Plan. The Plan's committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to the Plan Committee.

On December 31, 2008, the Company amended the Plan Part A (covering non-bargaining employees of Everett Smith Group, Ltd. and participating subsidiaries) and Part D (covering hourly employees of Trostel, Ltd.) to "freeze" the Plan effective January 1, 2009. On April 29, 2009 the Company amended Part F of the Plan (covering bargaining employees of the Maysteel Allenton plant) to "freeze" the Plan effective May 8, 2009, such that no employees would become participants, and no participants would earn Benefit Service on or after these dates. Prior to the dates mentioned above, all employees who had completed at least one year of service with the Company, as defined in the Plan, and were age 21 or older were eligible to participate. Certain exceptions applied to those who were participants in any of the Plans that merged into the Plan.

On February 22, 2023, the Board of Directors of the Company adopted a board resolution approving the termination of the Plan, and authorizing the Authorized Officer of the Plan to take such actions as required to approve and effectuate the termination. The Plan was terminated effective June 29, 2023 and the Company adopted an amendment effectuating that termination.

On February 28, 2023, the Plan and the Company entered into a contract agreement with Pacific Life Insurance Company (Pacific) pursuant to which substantially all of the Plan's assets and liabilities were invested in a group annuity contract with Pacific. On March 3, 2023, the Plan transferred \$58,486,723 to Pacific for the annuity purchase for retirees and deferred vested participants. As a result of this agreement, beginning with April 2023 benefit payments, Pacific is required to directly pay and administer pension payments to the Plan's participants or their designated beneficiaries. On November 15, 2023, the Plan purchased annuities for all remaining active participants from Pacific under the same group annuity contract purchased in March 2023 and transferred \$1,288,700 to Pacific. The remaining assets were transferred or were in the process of being transferred as of November 30, 2023 as discussed in Note 6.

Funding Policy

The Plan's funding policy is for the Company to contribute an amount which will meet or exceed the annual ERISA minimum funding requirement. The minimum funding requirements of ERISA were met in 2023.

ESG Holdings, LLC Pension Plan

Notes to Financial Statements

November 30, 2023 and 2022

Pension Benefits

Plan participants are entitled to their plan benefits after terminating employment with vested rights. Participants become vested in the Plan upon completion of at least six years of service or attainment of the normal retirement age (65), although the Plan does allow for early retirement at the age of 55. If employees terminate before rendering the required years of service, they forfeit the right to receive the portion of their accumulated plan benefits attributable to the Company's contributions. Upon becoming vested, plan members with five or more years of vesting service credit attaining the retirement age of 65 may receive benefits determined in accordance with plan provisions in effect at date of retirement. Plan members who have attained the required amount of vesting service may elect early retirement prior to reaching age 65. Benefits under the frozen plan are vested and may include a provision for disability benefits. If an active employee dies at age 55 or older, a death benefit equal to the value of the employee's accumulated pension benefit is paid to the employee's beneficiary. Upon termination of employment, pension payments are normally paid in the form of a monthly annuity payable for their lifetime or, if married, in the form of a qualified joint or survivor annuity.

Death and Disability Benefits

If an active employee dies at age 55 or older, a death benefit equal to the value of the employee's accumulated pension benefit is paid to the employee's beneficiary. Active employees who become totally disabled receive annual disability benefits that are equal to the equivalent normal retirement benefit they have accumulated as of the time they become disabled. Disability benefits are paid until normal retirement age, at which time disabled participants will receive the normal retirement benefit computed as though they had been employed to normal retirement age, with their annual compensation remaining the same as at the time they became disabled.

2. Summary of Accounting Policies

Basis of Accounting

As a result of the termination of the Plan, the financial statements as of and for the year ended November 30, 2023 have been prepared on the liquidation basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP). The financial statements as of and for the year ended November 30, 2022 have been prepared on the ongoing accrual basis of accounting in conformity with U.S. GAAP.

Use of Estimates

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

ESG Holdings, LLC Pension Plan

Notes to Financial Statements

November 30, 2023 and 2022

Investment Valuation and Income Recognition

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. The Plan's committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians and insurance company, as applicable. See Note 3 for discussion of fair value measurements.

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.

Payment of Benefits

Benefits payments to participants are recorded upon distribution.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the statements of changes in net assets available for benefits. In addition, certain investment related expenses are included in net appreciation (depreciation) in fair value of investments in the statements of changes in net assets available for benefits.

Subsequent Events

Subsequent events were evaluated through September 12, 2024, the date the financial statements were available to be issued.

3. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under authoritative guidance 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 other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

ESG Holdings, LLC Pension Plan

Notes to Financial Statements

November 30, 2023 and 2022

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 observables 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 the methodologies used at November 30, 2023 and 2022.

Money market funds: Valued at the quoted net asset value (NAV) of shares held by the Plan at year end.

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 U.S. Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of November 30, 2023 and 2022:

Assets at Fair Value as of November 30, 2023	Level 1		Level 2		Level 3		Total
Money market funds	\$	2,000	\$	-	\$	-	\$ 2,000
Total assets in the fair value hierarchy		2,000		-		-	2,000
Total	\$	2,000	\$	-	\$	-	\$ 2,000

Assets at Fair Value as of November 30, 2022	Level 1		Level 2		Level 3		Total
Money market funds	\$	4,517,626	\$	-	\$	-	\$ 4,517,626
Mutual funds		39,229		-		-	39,229
Total assets in the fair value hierarchy		4,556,855		-		-	4,556,855
Investments measured at NAV (a)		-		-		-	58,455,449
Total	\$	4,556,855	\$	-	\$	-	\$ 63,012,304

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

ESG Holdings, LLC Pension Plan

Notes to Financial Statements

November 30, 2023 and 2022

There were no investments measured at fair value based on NAV as of November 30, 2023. The following table summarizes investments measured at fair value based on NAV per share as of November 30, 2022:

	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
	November 30, 2022			
IR&M Core Bond Fund	\$ 40,361,311	None	Daily	5 days
Pioneer Multi-Sector Fixed Income	18,087,184	None	Daily	5 days
Trg Forestry Fund 7 B LP	6,954	None	Annually	90 days
	\$ 58,455,449			

4. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are based on employees' compensation during each year of credited service. The accumulated plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances, such as retirement, death, disability, and termination of employment, are included, to the extent they are attributable to employee service rendered to the valuation date. Benefits to be provided via annuity contracts excluded from plan assets are excluded from accumulated plan benefits.

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

The computations of the actuarial present value of accumulated plan benefits were made as of December 1, 2022. Had the valuations been performed as of November 30, there would be no material differences. The significant actuarial assumptions used in the valuations were:

Assumption	December 1, 2022
Discount rate	6.5%
Mortality	Private Retirement Plans-2012 mortality tables with project scale MP-2021
Retirement age	Range of 55-65 years of age

ESG Holdings, LLC Pension Plan

Notes to Financial Statements

November 30, 2023 and 2022

5. Plan Termination

The Company has the right to terminate the Plan at any time subject to the provisions of ERISA. The Company has insured the Plan and continuation of benefits with the Pension Benefit Guaranty Corporation (PBGC) as required under ERISA.

The Plan purchased annuities for all participants from Pacific on February 28, 2023 with Pacific taking over monthly benefit payments effective April 1, 2023. The Plan was terminated on June 29, 2023. Any assets remaining will be distributed in accordance with the plan document.

The balance in the plan at the end of the year consists of funds held for certain administrative expenses and residual interest investment earnings that were received and distributed subsequent to year end.

6. Transfers Out of the Plan

After the settlement of the benefit obligations and payments of expenses, the Company had excess assets in the Pension Plan. The Company elected to transfer \$835,600 in November 2023 of excess plan assets in the Pension Plan to a qualified defined contribution benefit plan to cover future profit sharing contributions. The Company also elected to revert \$464,736 of excess plan assets back to the Company as of the plan year end.

7. Concentrations

As of November 30, 2023 and 2022, the Plan held investments of \$2,000 and \$58,448,495, that were concentrated in one and two funds, respectively.

8. Information Certified by Trustee

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA for 2023 and 2022. Accordingly, U.S. Bank, N.A., the Trustee of the Plan, has certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of November 30, 2023 (in liquidation) and 2022 (ongoing), and the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of November 30, 2023, and the related investment activity reported in the Statement of Changes in Net Assets Available for Benefits for the years ended November 30, 2023 (in liquidation) and 2022 (ongoing), and the information reported in the supplemental Schedule H, Line 4(j) - Schedule of Reportable Transactions for the year ended November 30, 2023.

9. Related-Party and Party in Interest Transactions

The Plan's investments are administered under a contract with U.S. Bank, N.A., the Trustee of the Plan. Contributions are held and managed by U.S. Bank, N.A., who invests cash received, interest and dividend income and makes distributions to participants. These transactions are party in interest transactions under ERISA.

As described in Note 2, the Plan paid certain expenses related to plan operations and investment activity to various service providers. Additionally, certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. These transactions are party in interest transactions under ERISA.

ESG Holdings, LLC Pension Plan

Notes to Financial Statements

November 30, 2023 and 2022

Fees incurred by the Plan for the investment management services are included in net appreciation (depreciation) in the fair value of the investment, as they are paid through revenue sharing, rather than a direct payment. U.S. Bank, N.A. receives revenue from investment fund service providers for services U.S. Bank, N.A. provides to the funds. This revenue is used to offset certain amounts owed to U.S. Bank, N.A. for its administrative services to the Plan. If the revenue received by U.S. Bank, N.A. from such investment fund service providers exceeds the amount owed for its services, U.S. Bank, N.A. remits the excess to the Plan's trust on a quarterly basis. The Plan or plan sponsor may make a payment to U.S. Bank, N.A. for administrative expenses not covered by revenue sharing.

10. Tax Status

The IRS has determined and informed the Company by a letter dated May 31, 2024, that the Plan and related trust were properly terminated. The plan administrator believes that the Plan was operated in compliance with the applicable requirements of the Internal Revenue Code through the termination date.

11. Risks and Uncertainties

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

In addition, the Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the Statements of Net Assets Available for Benefits.

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 38-3926387 Plan Number: 001

November 30, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Non-interest bearing cash		\$ 3	\$ 3
Money Market				
*	US Bank, N.A.	First Am Govt Ob Fd Cl Z	2,000	2,000
Total			\$ 2,003	\$ 2,003

*A party in interest as defined by ERISA.

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
		BEGINNING MARKET VALUE			63,028,115.60		
		COMPARATIVE VALUE (5%)			3,151,405.78		
CATEGORY 1 - SINGLE TRANSACTION EXCEEDS 5% OF VALUE							
Issue: 31846V567 - First Am Govt Ob Fd Cl Z							
03/02/2023	B	58,619,930.810	1.0000		- 58,619,931 *	58,619,931	
000011697851							
03/03/2023	S	- 58,486,723.000	1.0000		58,486,723 *	58,486,723	
000011697851							
Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC							
03/31/2023	S	- 1,502,733.386	13.7460		20,656,575 *	20,574,220	82,355
000011697851							
Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC							
03/31/2023	S	- 3,231,161.250	11.7491		37,963,356 *	40,545,267	- 2,581,911
000011697851							
GRAND TOTAL				0	175,726,585	178,226,141	- 2,499,556

CATEGORY 2 - SERIES OF TRANSACTIONS WITH SAME BROKER EXCEEDS 5% OF VALUE

Broker: Direct From Issuer

Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC							
12/30/2022	S	- 116,562.043	12.0108		1,400,000	1,597,717	- 197,717
000011697851							
Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC							
12/30/2022	B	102,251.341	13.6918		- 1,400,000	1,400,000	
000011697851							

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
02/28/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 1,984.101	12.3426		24,489	27,196	- 2,707
02/28/2023	000011697851						
02/28/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 90,375.866	12.1714		1,100,000	1,238,783	- 138,783
02/28/2023	000011697851						
02/28/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S	- 645.572	13.9692		9,018	9,055	- 37
02/28/2023	000011697851						
02/28/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC B	79,224.031	13.8847		- 1,100,000	1,100,000	
02/28/2023	000011697851						
03/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 3,231,161.250	11.7491		37,963,356 *	40,545,267	- 2,581,911
03/31/2023	000011697851						
03/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 1,636.643	11.7491		19,229	20,537	- 1,308
03/31/2023	000011697851						
03/31/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S	- 1,502,733.386	13.7460		20,656,575 *	20,574,220	82,355
03/31/2023	000011697851						
03/31/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S	- 708.223	13.7460		9,735	9,696	39
03/31/2023	000011697851						
07/18/2023	Issue: 3620099Z7 - Trg Forestry Fund 7 B LP S	- 5,063.880	1.0000		5,064	5,064	
07/18/2023	000011697851						
08/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC B	82,935.973	12.0575		- 1,000,000	1,000,000	
08/31/2023	000011697851						
08/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 14.947	12.3102		184	180	4
08/31/2023	000011697851						

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC							
09/01/2023	S	- 82,921.026	12.0258		997,192	999,820	- 2,628
	000011697851						
Total For Direct From Issuer				0	65,684,842	68,527,535	- 2,842,693
GRAND TOTAL				0	65,684,842	68,527,535	- 2,842,693

CATEGORY 3 - SERIES OF TRANSACTIONS IN SAME SECURITY EXCEEDS 5% OF VALUE

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
Issue: 31846V567 - First Am Govt Ob Fd Cl Z							
12/02/2022	B	55,179.600	1.0000		- 55,180	55,180	
	000011697851						
12/09/2022	B	314.870	1.0000		- 315	315	
	000011697851						
12/13/2022	B	694.150	1.0000		- 694	694	
	000011697851						
12/20/2022	B	1,055.100	1.0000		- 1,055	1,055	
	000011697851						
12/21/2022	B	.760	1.0000		- 1	1	
	000011697851						
12/22/2022	B	4.410	1.0000		- 4	4	
	000011697851						
12/30/2022	B	288.030	1.0000		- 288	288	
	000011697851						
01/04/2023	B	13,745.410	1.0000		- 13,745	13,745	
	000011697851						
01/06/2023	B	650.020	1.0000		- 650	650	
	000011697851						

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

<u>DATE</u>	<u>BOUGHT/ SOLD</u>	<u>SHARES/ PAR VALUE</u>	<u>UNIT PRICE</u>	<u>EXPENSE INCURRED</u>	<u>PRINCIPAL CASH</u>	<u>TRANSACTION COST</u>	<u>REALIZED GAIN/LOSS</u>
01/09/2023 000011697851	B	468.240	1.0000		- 468	468	
01/10/2023 000011697851	B	1,864.660	1.0000		- 1,865	1,865	
01/18/2023 000011697851	B	253.960	1.0000		- 254	254	
01/24/2023 000011697851	B	151.240	1.0000		- 151	151	
01/31/2023 000011697851	B	196.770	1.0000		- 197	197	
02/02/2023 000011697851	B	13,367.070	1.0000		- 13,367	13,367	
02/10/2023 000011697851	B	336.000	1.0000		- 336	336	
02/28/2023 000011697851	B	70.460	1.0000		- 70	70	
03/02/2023 000011697851	B	11,475.360	1.0000		- 11,475	11,475	
03/02/2023 000011697851	B	58,619,930.810	1.0000		- 58,619,931 *	58,619,931	
03/09/2023 000011697851	B	1,387.610	1.0000		- 1,388	1,388	
03/16/2023 000011697851	B	2,388.900	1.0000		- 2,389	2,389	
03/28/2023 000011697851	B	369,325.800	1.0000		- 369,326	369,326	
04/04/2023 000011697851	B	16,395.210	1.0000		- 16,395	16,395	

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
04/20/2023 000011697851	B	609.490	1.0000		- 609	609	
04/28/2023 000011697851	B	351.450	1.0000		- 351	351	
05/01/2023 000011697851	B	306.630	1.0000		- 307	307	
05/02/2023 000011697851	B	8,150.500	1.0000		- 8,151	8,151	
06/02/2023 000011697851	B	8,470.090	1.0000		- 8,470	8,470	
06/20/2023 000011697851	B	997,191.920	1.0000		- 997,192	997,192	
07/05/2023 000011697851	B	9,476.400	1.0000		- 9,476	9,476	
07/17/2023 000011697851	B	1,289.890	1.0000		- 1,290	1,290	
07/18/2023 000011697851	B	5,063.880	1.0000		- 5,064	5,064	
07/31/2023 000011697851	B	285.030	1.0000		- 285	285	
08/02/2023 000011697851	B	12,580.230	1.0000		- 12,580	12,580	
08/11/2023 000011697851	B	2,406.100	1.0000		- 2,406	2,406	
09/05/2023 000011697851	B	12,181.000	1.0000		- 12,181	12,181	
09/29/2023 000011697851	B	383.090	1.0000		- 383	383	

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
10/03/2023 000011697851	B	11,340.540	1.0000		- 11,341	11,341	
10/25/2023 000011697851	B	534.330	1.0000		- 534	534	
11/02/2023 000011697851	B	11,499.860	1.0000		- 11,500	11,500	
Total For Buys				0	60,191,664	60,191,664	0
12/01/2022 000011697851	S	- 375,364.230	1.0000		375,364	375,364	
12/27/2022 000011697851	S	- 3,672.010	1.0000		3,672	3,672	
01/03/2023 000011697851	S	- 373,672.290	1.0000		373,672	373,672	
01/19/2023 000011697851	S	- 2,912.490	1.0000		2,912	2,912	
02/01/2023 000011697851	S	- 373,673.070	1.0000		373,673	373,673	
02/10/2023 000011697851	S	- 638.480	1.0000		638	638	
02/16/2023 000011697851	S	- 242.480	1.0000		242	242	
03/01/2023 000011697851	S	- 373,340.290	1.0000		373,340	373,340	
03/03/2023 000011697851	S	- 58,486,723.000	1.0000		58,486,723 *	58,486,723	
03/06/2023 000011697851	S	- 11,587.390	1.0000		11,587	11,587	

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

<u>DATE</u>	<u>BOUGHT/ SOLD</u>	<u>SHARES/ PAR VALUE</u>	<u>UNIT PRICE</u>	<u>EXPENSE INCURRED</u>	<u>PRINCIPAL CASH</u>	<u>TRANSACTION COST</u>	<u>REALIZED GAIN/LOSS</u>
03/09/2023 000011697851	S	- 336.000	1.0000		336	336	
03/10/2023 000011697851	S	- 1,000,000.000	1.0000		1,000,000	1,000,000	
03/16/2023 000011697851	S	- 89,384.080	1.0000		89,384	89,384	
03/23/2023 000011697851	S	- 943.460	1.0000		943	943	
03/23/2023 000011697851	S	- 921.200	1.0000		921	921	
04/03/2023 000011697851	S	- 373,594.380	1.0000		373,594	373,594	
04/03/2023 000011697851	S	- 19,850.310	1.0000		19,850	19,850	
04/10/2023 000011697851	S	- 20,478.500	1.0000		20,479	20,479	
04/18/2023 000011697851	S	- 45,675.000	1.0000		45,675	45,675	
04/20/2023 000011697851	S	- 609.490	1.0000		609	609	
04/28/2023 000011697851	S	- 17.620	1.0000		18	18	
05/01/2023 000011697851	S	- 306.630	1.0000		307	307	
05/02/2023 000011697851	S	- 260.090	1.0000		260	260	
05/09/2023 000011697851	S	- 36,623.190	1.0000		36,623	36,623	

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
05/23/2023 000011697851	S	- 46,286.500	1.0000		46,287	46,287	
06/01/2023 000011697851	S	- 21,083.550	1.0000		21,084	21,084	
06/06/2023 000011697851	S	- 24,667.000	1.0000		24,667	24,667	
06/16/2023 000011697851	S	- 4,457.260	1.0000		4,457	4,457	
06/27/2023 000011697851	S	- 3,990.000	1.0000		3,990	3,990	
07/05/2023 000011697851	S	- 6,661.250	1.0000		6,661	6,661	
07/17/2023 000011697851	S	- 644.990	1.0000		645	645	
07/18/2023 000011697851	S	- 644.900	1.0000		645	645	
08/01/2023 000011697851	S	- 202,921.610	1.0000		202,922	202,922	
08/03/2023 000011697851	S	- 4,532.500	1.0000		4,533	4,533	
08/08/2023 000011697851	S	- 855.000	1.0000		855	855	
08/11/2023 000011697851	S	- 2,406.100	1.0000		2,406	2,406	
08/29/2023 000011697851	S	- 67.930	1.0000		68	68	
08/31/2023 000011697851	S	- 108,607.190	1.0000		108,607	108,607	

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
09/05/2023 000011697851	S	- 15,562.500	1.0000		15,563	15,563	
09/14/2023 000011697851	S	- 2,721.980	1.0000		2,722	2,722	
09/28/2023 000011697851	S	- 3,285.000	1.0000		3,285	3,285	
10/02/2023 000011697851	S	- 931.790	1.0000		932	932	
10/06/2023 000011697851	S	- 75,000.000	1.0000		75,000	75,000	
11/01/2023 000011697851	S	- 2,531.250	1.0000		2,531	2,531	
11/06/2023 000011697851	S	- 2,298.470	1.0000		2,298	2,298	
11/15/2023 000011697851	S	- 1,288,700.000	1.0000		1,288,700	1,288,700	
11/20/2023 000011697851	S	- 1,297,608.900	1.0000		1,297,609	1,297,609	
Total For Sells				0	64,707,289	64,707,289	0
Total First Am Govt Ob Fd Cl Z				0	124,898,953	124,898,953	0
Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC							
12/30/2022 000011697851	B	102,251.341	13.6918		- 1,400,000	1,400,000	
02/28/2023 000011697851	B	79,224.031	13.8847		- 1,100,000	1,100,000	

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
Total For Buys				0	2,500,000	2,500,000	0
02/28/2023 000011697851	S	- 645.572	13.9692		9,018	9,055	- 37
03/31/2023 000011697851	S	- 1,502,733.386	13.7460		20,656,575 *	20,574,220	82,355
03/31/2023 000011697851	S	- 708.223	13.7460		9,735	9,696	39
Total For Sells				0	20,675,328	20,592,971	82,357
Total Ir&m Intermediate Fund LLC				0	23,175,328	23,092,971	82,357
Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC							
08/31/2023 000011697851	B	82,935.973	12.0575		- 1,000,000	1,000,000	
Total For Buys				0	1,000,000	1,000,000	0
12/30/2022 000011697851	S	- 116,562.043	12.0108		1,400,000	1,597,717	- 197,717
02/28/2023 000011697851	S	- 1,984.101	12.3426		24,489	27,196	- 2,707
02/28/2023 000011697851	S	- 90,375.866	12.1714		1,100,000	1,238,783	- 138,783
03/31/2023 000011697851	S	- 3,231,161.250	11.7491		37,963,356 *	40,545,267	- 2,581,911

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
03/31/2023 000011697851	S	- 1,636.643	11.7491		19,229	20,537	- 1,308
08/31/2023 000011697851	S	- 14.947	12.3102		184	180	4
09/01/2023 000011697851	S	- 82,921.026	12.0258		997,192	999,820	- 2,628
Total For Sells				0	41,504,450	44,429,500	- 2,925,050
Total Ir&m Long Government/Credit Fund LLC				0	42,504,450	45,429,500	- 2,925,050
GRAND TOTAL				0	190,578,731	193,421,424	- 2,842,693

CATEGORY 4 - SINGLE TRANSACTION WITH ONE BROKER EXCEEDS 5% OF VALUE

Broker: Direct From Issuer

12/30/2022 000011697851	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 116,562.043	12.0108		1,400,000	1,597,717	- 197,717
12/30/2022 000011697851	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC B	102,251.341	13.6918		- 1,400,000	1,400,000	
02/28/2023 000011697851	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 1,984.101	12.3426		24,489	27,196	- 2,707
02/28/2023 000011697851	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 90,375.866	12.1714		1,100,000	1,238,783	- 138,783

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions

Year Ended November 30, 2023

EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
02/28/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S	- 645.572	13.9692		9,018	9,055	- 37
02/28/2023	000011697851						
02/28/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC B	79,224.031	13.8847		- 1,100,000	1,100,000	
02/28/2023	000011697851						
03/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 3,231,161.250	11.7491		37,963,356 *	40,545,267	- 2,581,911
03/31/2023	000011697851						
03/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 1,636.643	11.7491		19,229	20,537	- 1,308
03/31/2023	000011697851						
03/31/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S	- 1,502,733.386	13.7460		20,656,575 *	20,574,220	82,355
03/31/2023	000011697851						
03/31/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S	- 708.223	13.7460		9,735	9,696	39
03/31/2023	000011697851						
07/18/2023	Issue: 3620099Z7 - Trg Forestry Fund 7 B LP S	- 5,063.880	1.0000		5,064	5,064	
07/18/2023	000011697851						
08/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC B	82,935.973	12.0575		- 1,000,000	1,000,000	
08/31/2023	000011697851						
08/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 14.947	12.3102		184	180	4
08/31/2023	000011697851						
09/01/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 82,921.026	12.0258		997,192	999,820	- 2,628
09/01/2023	000011697851						
Total For Direct From Issuer				0	65,684,842	68,527,535	- 2,842,693
GRAND TOTAL				0	65,684,842	68,527,535	- 2,842,693

Note: This schedule has been prepared by U.S. Bank, N.A., trustee who certified that it is complete and accurate.

Appendix C – Summary of Principal Plan Provisions

This summary of plan provisions is intended to only describe the essential features of the Plan. All eligibility requirements and benefit amounts shall be determined in strict accordance with the plan document itself.

Plan Sponsor

ESG Holdings, LLC

Plan Effective

December 1, 1989

Coverage and Participation

Employees who are not salespersons, compensated only on commissions, and are not covered by any other defined benefit retirement plan operated by the Company. Eligible employees who were participants of the prior plan as of November 30, 1989, became participants of this amended plan on December 1, 1989. Other eligible employees become participants when they have attained age 21 and completed a 12-month qualifying period.

Participants in the Pension Plan for Hourly Employees of Eagle Ottawa Leather Company (Part B), the Pension Plan for Hourly Employees of Eagle Tanning Company (Part C), the Trostel Specialty Elastomers Group Inc. Pension Plan (Part E), the Albert Trostel Packing, Ltd. Industrial Pension Plan (Part D), and the Maysteel Corporation Pension Plan for Non-Bargaining Employees became participants in this Plan when the plans were merged into the Plan as of December 1, 2002.

All employees at the Allenton Division Plant who are represented by District 121 of the International Association of Machinists and Aerospace Workers AFL-CIO and its Rock River Lodge No. 2053 are eligible to participate in this plan after completing the twelve-month qualifying period. Effective November 30, 2003, the Maysteel Corporation Pension Plan for Bargaining Employees of the Allenton Division (Part F) was merged into this Plan.

Employees of Part A and Part D who were not participants prior to January 1, 2009 are not eligible to enter the Plan.

Employees of Part F who were not participants prior to May 8, 2009 are not eligible to enter the Plan.

Locations providing benefits under Parts B, C, and E were closed on October 20, 2006, February 13, 2009, and December 1, 2006, respectively.

Average Monthly Compensation

The highest average monthly compensation during a period of sixty consecutive calendar months within the last one hundred and twenty calendar months. Compensation includes base salary, overtime pay and bonus, prior to any 401(k) and 125 deferrals.

Vesting Service

Part A Employees: Vesting Service equals the period of employment from date of hire, and shall include periods of severance not greater than twelve months.

Part B (Eagle Ottawa) Employees: Vesting Service is credited according to the following table:

Hours of Service in Calendar Year	Years of Vesting Service
1,000 or more	1.0
945-999	0.6
756-944	0.5
567-755	0.4
378-566	0.3
189-377	0.2
188	0.1
Less than 188	0.0

Part C (Eagle Tanning), Part D (Packing), and Part E (Specialty Elastomers) Employees: Vesting Service is credited according to the following schedule:

Hours of Service in Calendar Year	Years of Vesting Service
1,000 or more	1.0
900-999	0.5
720-899	0.4
540-719	0.3
360-539	0.2
180-359	0.1
Less than 180	0.0

Part F (Maysteel Allenton) Employees: The years of Vesting Service are equal to the sum of the years of credited service prior to March 1, 1980 plus years of Vesting Service credited after that date according to the following table:

Hours of Service in Calendar Year	Years of Vesting Service
1,000 or more	1.0000
900-999	0.5000
750-899	0.4167
600-749	0.3333
450-599	0.2500
300-449	0.1667
150-299	0.0833
Less than 150	0.0000

The Plan was amended effective July 1, 2013 for certain participants in Parts A, D, and F to be 100% vested with less than 5 years of Vesting Service.

Benefit Service

Part A Employees: Benefit Service is calculated based on elapsed time from date of participation.

Part B (Eagle Ottawa) Employees: Benefit Service is equal to the sum of "years of credited service" prior to 1976 as defined by the Plan in effect on July 31, 1976, plus years of Benefit Service credited after 1975 according to the following table:

Hours of Service in Calendar Year	Years of Vesting Service
1,700 or more	1.0
1,512-1,699	0.9
1,323-1,511	0.8
1,134-1,322	0.7
945-1,133	0.6
756-944	0.5
567-755	0.4
378-566	0.3
189-377	0.2
188	0.1
Less than 188	0.0

Part C (Eagle Tanning), Part D (Packing), and Part E (Specialty Elastomers) Employees: Benefit Service is equal to the sum of the Benefit Service accumulated under the Albert Trostel & Sons Company Administrative Pension Plan as of July 27, 1990, plus Benefit Service credited after July 27, 1990, according to the following table:

Hours of Service in Calendar Year	Years of Vesting Service
1,800 or more	1.0
1,620-1,799	0.9
1,440-1,619	0.8
1,260-1,439	0.7
1,080-1,259	0.6
900-1,079	0.5
720-899	0.4
540-719	0.3
360-539	0.2
180-359	0.1
Less than 188	0.0

Part F (Maysteel Allenton) Employees: Benefit Service is credited for each Plan Year, before and after the Effective Date, in accordance with the following table:

Hours of Service in Calendar Year	Years of Vesting Service
1,800 or more	1.0000
1,650-1,799	0.9167
1,500-1,649	0.8333
1,350-1,499	0.7500
1,200-1,349	0.6667
1,050-1,199	0.5833
900-1,049	0.5000
750-899	0.4167
600-749	0.3333
450-599	0.2500
300-449	0.1667
150-299	0.0833
Less than 150	0.0000

Benefit service accruals were frozen for Parts A through F on January 1, 2009; October 20, 2006; February 13, 2009; January 1, 2009; December 1, 2006; and May 8, 2009, respectively.

Accrued Benefit

Part B (Eagle Ottawa) Employees: The Accrued Benefit is equal to the Monthly Benefit Rate multiplied by Benefit Service. The most current Benefit Rates are:

Effective	Benefit Rate
April 15, 1999	\$26.00
April 15, 2004	\$27.00
April 15, 2005	\$28.00

Location closed on October 20, 2006.

Part C (Eagle Tanning) Employees: The Accrued Benefit is equal to the Monthly Benefit Rate multiplied by Benefit Service up to a maximum of 30 years. The most current Benefit Rates are:

Effective	Benefit Rate
July 28, 2002	\$17.00
July 27, 2003	\$18.00
July 25, 2004	\$19.00
July 24, 2005	\$20.00
July 30, 2006	\$20.50
July 29, 2007	\$21.00
July 27, 2008	\$22.00

Location closed on February 13, 2009.

Part D (Packing), and Part E (Specialty Elastomers) Employees: The monthly Accrued Benefit is equal to \$14.00 times years of Benefit Service up to a maximum of 35 years. Benefit is frozen as of January 1, 2009.

Part F (Maysteel Allenton) Employees: The Accrued Benefit is calculated as the sum of:

- 1) \$35.00 times Years of Benefit Service after 3/2/2008 and before 5/7/2009
- 2) \$32.50 times Years of Benefit Service from 5/1/2003 through 3/1/2008
- 3) \$77.00 times Years of Benefit Service from 12/1/2001 through 4/30/2003
- 4) \$67.50 times Years of Benefit Service from 12/1/2000 through 11/30/2001
- 5) \$57.50 times Years of Benefit Service from 12/1/1999 through 11/30/2000
- 6) \$47.50 times Years of Benefit Service from 12/1/1998 through 11/30/1999
- 7) \$32.50 times Years of Benefit Service from 12/1/1995 through 11/30/1998
- 8) \$17.00 times Years of Benefit Service from 12/1/1987 through 11/30/1995
- 9) \$8.64 times Years of Benefit Service before 12/1/1987.

Benefit is frozen as of May 8, 2009.

All Other Employees: The Accrued Benefit is calculated as the sum of:

- 1) One percent of Average Monthly Compensation times years of Benefit Service up to a maximum of 35 years; and
- 2) Additional benefits for individuals listed in Appendix B of the Plan Document.

Benefits are frozen as of January 1, 2009.

Normal Retirement

Normal Retirement Date: Age 65 and 5 years of either vesting or participation service.

Benefit: The Accrued Benefit.

Early Retirement

Eligibility:

Part B (Eagle Ottawa) Employees: Age 55 and five years of Vesting Service.

Part C (Eagle Tanning) Employees: Age 55 and five years of Vesting Service.

Part D (Packing) Employees, and Part E (Specialty Elastomers): Age 55 and five years of Vesting Service.

All Other Employees: Age 55 and five years of Vesting Service.

Participants retiring early may receive either a reduced retirement pension payable immediately or a normal retirement pension payable at age 65.

Benefit:

Part A and Part F (Maysteel Allenton) Employees: The Accrued Benefit reduced by 1/2% for each month from age 65.

All Other Employees: The Accrued Benefit reduced by 1/2% for each month from age 65.

Disability

Eligibility:

Part B (Eagle Ottawa), and Part C (Eagle Tanning) Employees: Ten years of Vesting Service.

Part D (Packing), and Part E (Specialty Elastomers) Employees: No special disability benefits are payable.

All Other Employees: At least five years of Vesting Service.

Participants who have satisfied the above requirements and who become totally and permanently disabled while employed are eligible for immediate benefits.

Benefit: The Accrued Benefit as of the disability retirement date. For Part D (Packing) and Part E (Specialty Elastomers), no special disability benefits are payable.

Deferred Pension on Termination of Service

Eligibility: Five years of Vesting Service. The benefit is payable at age 65 or early retirement if an employee satisfied respective service requirement shown above.

Benefit: The Accrued Benefit payable at age 65. Reduced benefits may commence at early retirement age.

Pre-Retirement Surviving Spouse's Pension

Eligibility: Five years of Vesting Service.

Benefit: Fifty percent of the amount that would have been paid to the participant if he had terminated on the day before his death and retired on the earliest possible pension commencement date, electing the Joint and 50% Survivor option.

Normal Form of Payment

For married participants, a Joint and 75% Survivor option. The amount of benefit is equal to the actuarial equivalent of the Accrued Benefit payable in the life-only form. For other participants, Accrued Benefit payable for life.

Adjustment for Pre-Retirement Surviving Spouse's Pension

Part F (Maysteel Allenton) Employees: Unless the participant had elected to waive the pre-retirement surviving spouse benefit, his monthly pension will be reduced by a percentage determined according to the following table for each year he is covered for that benefit:

Attained Age	Percentage Reduction	
	While Employed	After Employment Terminates
Under 34	0.00%	0.00%
35-44	0.00%	0.06%
45-54	0.00%	0.30%
55-65	0.00%	0.67%

Exhibit 15

Active Participants by Age and Service

The number of active participants, summarized by attained age and years of credited service as of December 1, 2022, is shown below.

Age	Years of Credited Service										Total	
	0	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+		
0-24	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-	-	-	-	-
35-39	-	-	-	-	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-	-	-	-	-
45-49	-	-	-	-	1	-	-	-	-	-	-	1
50-54	-	-	-	-	-	-	1	-	-	-	-	1
55-59	-	-	-	-	-	-	1	-	1	-	-	2
60-64	-	-	-	-	-	1	-	-	-	-	-	1
65-69	-	-	-	-	-	-	-	-	-	-	-	-
70+	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	1	1	2	-	1	-	-	5

Appendix A – Summary of Actuarial Methods

The ultimate cost of a pension plan is the excess of actual benefits and administrative expenses paid over actual net investment return on plan assets during the plan's existence until the last payment has been made to the last participant. A plan's "actuarial cost method" determines the expected incidence of actuarial costs by allocating portions of the ultimate cost to each plan year. The cost method is thus a budgeting tool to help ensure that a plan will be adequately and systematically funded. Annual contributions are also affected by a plan's "asset valuation method" (as well as plan provisions, actuarial assumptions, and actual plan demographic and investment experience each year).

Actuarial Cost Method

The actuarial cost method used for determining the Plan's ERISA funding requirements and the FASB ASC Topic 960 values is the Unit Credit method. Under this method, an accrued benefit is determined at each active participant's assumed retirement age based on compensation and service at both the beginning and the end of the current year. The Plan's Normal Cost is the sum of the present value of the excess of each active participant's accrued benefit at the end of the current year over that at the beginning of the current year. The Plan's accrued liability is the sum of (a) the present value of each active participant's accrued benefit at the beginning of the current year plus (b) the present value of each inactive participant's benefits. This method is prescribed for ERISA funding requirements by the Pension Protection Act of 2006.

Asset Valuation Method

The Actuarial Value of Assets used for determining the Plan's ERISA funding requirements is equal to the Market Value of Assets. The Market Value of Assets is equal to the Fair Value of Assets as of the valuation date plus the discounted value of employer contributions made after the valuation date. These contributions are discounted to the valuation date using the Effective Interest Rate for the prior plan year. The expected investment return for a plan year is based on the lesser of the expected rate of return on plan assets (currently 6.50% per year) or the applicable statutory interest rate for the year.

PBGC Variable-Rate Premium Method

The standard method is used for the PBGC variable-rate premium calculation (adopted December 1, 2022).

Amortization Method

For the Plan's ERISA funding requirements, incremental Funding Shortfall amounts are amortized over a fifteen-year period, and the related shortfall amortization payment is determined on the first valuation date following the plan year in which it arises based on the segment rates used for ERISA minimum funding purposes on that date, as prescribed under IRC Section 430.

Changes in Actuarial Methods Since Prior Valuation

The PBGC Variable-Rate Premium Method changed from the alternative method (adopted December 1, 2008) to the standard method (adopted December 1, 2022).

Appendix B – Summary of Actuarial Assumptions

ECONOMIC ASSUMPTIONS

Interest Rates

The current funding and PBGC interest rates are as follows. The funding interest rates are prescribed under IRS regulations based on the Plan Sponsor's interest rate election. The PBGC interest rates are based on the Plan Sponsor's elected method for determining the premium funding target.

	Minimum Funding	Maximum Deductible	PBGC Premium
Segment 1 (0–5 years)	4.75%	1.27%	5.09%
Segment 2 (5–20 years)	5.18%	2.99%	5.60%
Segment 3 (20+ years)	5.92%	3.51%	5.41%
Effective Interest Rate	5.35%	3.06%	5.50%

ERISA minimum funding: 24-month average segment rates, using a four-month lookback period, adjusted to reflect the applicable segment rate stabilization corridor.

Maximum Deductible Contribution: 24-month average segment rates, using a four-month lookback period, but not adjusted to reflect segment rate stabilization.

PBGC premium: Spot segment rates for the month preceding the valuation date, but not adjusted to reflect segment rate stabilization. The standard method (adopted December 1, 2022) is used for the PBGC variable-rate premium calculation.

FASB ASC Topic 960: 6.50% per year (adopted December 1, 2019). This is the assumed rate of return for the Plan's entire portfolio of assets. It is based on the Plan's investment policy, including target asset allocation, and Milliman's capital market expectations.

Asset Returns

ERISA minimum funding and Maximum Deductible Contribution: 6.50% per year (adopted December 1, 2019). It is based on the Plan's investment policy, including target asset allocation, and Milliman's capital market expectations.

Compensation Increases

Not applicable. (Benefit accruals are frozen.)

Inflation (CPI)

Not applicable. (Benefit accruals are frozen.)

Postretirement Benefit Increases

None.

Maximum Benefit and Annual Compensation Limitation Increases

ERISA minimum funding and Maximum Deductible Contribution: 0% per year as required by statute.

FASB ASC Topic 960: Not applicable. (Benefit accruals are frozen.)

Social Security Taxable Wage Base Increases

Not applicable. (Benefit accruals are frozen.)

Administrative Expenses

None assumed payable from plan assets.

DEMOGRAPHIC ASSUMPTIONS

Except where noted, demographic assumptions are based on Milliman's judgment and continued review of experience.

Mortality

ERISA minimum funding, Maximum Deductible Contribution, and PBGC premium: Effective December 1, 2022, mortality was updated as prescribed by IRC Section 430(h)(3)(A). The mortality assumption was updated to comply with IRS and PBGC requirements.

FASB ASC Topic 960: Pri-2012 Mortality Table with Projection Scale MP-2021, applied generationally, with employee rates before benefit commencement and retiree and contingent survivor rates after benefit commencement. The Society of Actuaries' Retirement Plans Experience Committee recommends use of the Pri-2012 table and MP-2021 scales for valuing retirement plan liabilities. For disabled lives, Pri-2012 Disabled Annuitant Mortality Table with Mortality Improvement Scale MP-2021.

Retirement

Annual rates of retirement are shown in the following table for active participants who are eligible to retire.

Age	% of Eligible Retiring at Given Year of Age
55	3%
56	3
57	3
58	3
59	3
60	10
61	10
62	15
63	10
64	10
65+	100

Terminated vested participants are assumed to retire at age 65.

Termination

Annual rates of termination are based on age and sex. Sample rates are shown in the following table.

Age	Male	Female
20	14.4%	21.2%
30	4.0	6.3
40	1.8	3.5
50	0.4	1.1
55 and Over	0.0	0.0

Disability

None assumed.

Decrement Timing

Decrements are assumed to occur at the middle of the year, except that 100% retirement (see above) is assumed to occur at the beginning of the year.

Form of Payment

Life annuity.

Marital Characteristics

For participants not in pay status: 90% of male participants are assumed to be married to a spouse of the opposite sex and 70% of female participants are assumed to be married to a spouse of the opposite sex. Males are assumed to be three years older than females.

For participants in pay status: Actual birth dates of beneficiaries are included in the census data, where relevant.

For beneficiaries: Actual birth dates are included in the census data, where relevant.

Benefits Not Valued

All plan benefits are valued.

Special Data Adjustments

None.

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions
 Year Ended November 30, 2023
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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
		BEGINNING MARKET VALUE			63,028,115.60		
		COMPARATIVE VALUE (5%)			3,151,405.78		
CATEGORY 1 - SINGLE TRANSACTION EXCEEDS 5% OF VALUE							
Issue: 31846V567 - First Am Govt Ob Fd Cl Z							
03/02/2023	B	58,619,930.810	1.0000		- 58,619,931 *	58,619,931	
000011697851							
03/03/2023	S	- 58,486,723.000	1.0000		58,486,723 *	58,486,723	
000011697851							
Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC							
03/31/2023	S	- 1,502,733.386	13.7460		20,656,575 *	20,574,220	82,355
000011697851							
Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC							
03/31/2023	S	- 3,231,161.250	11.7491		37,963,356 *	40,545,267	- 2,581,911
000011697851							
GRAND TOTAL				0	175,726,585	178,226,141	- 2,499,556

CATEGORY 2 - SERIES OF TRANSACTIONS WITH SAME BROKER EXCEEDS 5% OF VALUE

Broker: Direct From Issuer

Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC							
12/30/2022	S	- 116,562.043	12.0108		1,400,000	1,597,717	- 197,717
000011697851							
Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC							
12/30/2022	B	102,251.341	13.6918		- 1,400,000	1,400,000	
000011697851							

ESG Holdings, LLC Pension Plan

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
02/28/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 1,984.101	12.3426		24,489	27,196	- 2,707
	000011697851						
02/28/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 90,375.866	12.1714		1,100,000	1,238,783	- 138,783
	000011697851						
02/28/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S	- 645.572	13.9692		9,018	9,055	- 37
	000011697851						
02/28/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC B	79,224.031	13.8847		- 1,100,000	1,100,000	
	000011697851						
03/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 3,231,161.250	11.7491		37,963,356 *	40,545,267	- 2,581,911
	000011697851						
03/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 1,636.643	11.7491		19,229	20,537	- 1,308
	000011697851						
03/31/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S	- 1,502,733.386	13.7460		20,656,575 *	20,574,220	82,355
	000011697851						
03/31/2023	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S	- 708.223	13.7460		9,735	9,696	39
	000011697851						
07/18/2023	Issue: 362009Z7 - Trg Forestry Fund 7 B LP S	- 5,063.880	1.0000		5,064	5,064	
	000011697851						
08/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC B	82,935.973	12.0575		- 1,000,000	1,000,000	
	000011697851						
08/31/2023	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 14.947	12.3102		184	180	4
	000011697851						

ESG Holdings, LLC Pension Plan

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
09/01/2023	S	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC - 82,921.026	12.0258		997,192	999,820	- 2,628
000011697851							
Total For Direct From Issuer				0	65,684,842	68,527,535	- 2,842,693
GRAND TOTAL				0	65,684,842	68,527,535	- 2,842,693

CATEGORY 3 - SERIES OF TRANSACTIONS IN SAME SECURITY EXCEEDS 5% OF VALUE

Issue: 31846V567 - First Am Govt Ob Fd Cl Z

12/02/2022	B	55,179.600	1.0000		- 55,180	55,180	
000011697851							
12/09/2022	B	314.870	1.0000		- 315	315	
000011697851							
12/13/2022	B	694.150	1.0000		- 694	694	
000011697851							
12/20/2022	B	1,055.100	1.0000		- 1,055	1,055	
000011697851							
12/21/2022	B	.760	1.0000		- 1	1	
000011697851							
12/22/2022	B	4.410	1.0000		- 4	4	
000011697851							
12/30/2022	B	288.030	1.0000		- 288	288	
000011697851							
01/04/2023	B	13,745.410	1.0000		- 13,745	13,745	
000011697851							
01/06/2023	B	650.020	1.0000		- 650	650	
000011697851							

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01/09/2023 000011697851	B	468.240	1.0000		- 468	468	
01/10/2023 000011697851	B	1,864.660	1.0000		- 1,865	1,865	
01/18/2023 000011697851	B	253.960	1.0000		- 254	254	
01/24/2023 000011697851	B	151.240	1.0000		- 151	151	
01/31/2023 000011697851	B	196.770	1.0000		- 197	197	
02/02/2023 000011697851	B	13,367.070	1.0000		- 13,367	13,367	
02/10/2023 000011697851	B	336.000	1.0000		- 336	336	
02/28/2023 000011697851	B	70.460	1.0000		- 70	70	
03/02/2023 000011697851	B	11,475.360	1.0000		- 11,475	11,475	
03/02/2023 000011697851	B	58,619,930.810	1.0000		- 58,619,931 *	58,619,931	
03/09/2023 000011697851	B	1,387.610	1.0000		- 1,388	1,388	
03/16/2023 000011697851	B	2,388.900	1.0000		- 2,389	2,389	
03/28/2023 000011697851	B	369,325.800	1.0000		- 369,326	369,326	
04/04/2023 000011697851	B	16,395.210	1.0000		- 16,395	16,395	

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04/20/2023 000011697851	B	609.490	1.0000		- 609	609	
04/28/2023 000011697851	B	351.450	1.0000		- 351	351	
05/01/2023 000011697851	B	306.630	1.0000		- 307	307	
05/02/2023 000011697851	B	8,150.500	1.0000		- 8,151	8,151	
06/02/2023 000011697851	B	8,470.090	1.0000		- 8,470	8,470	
06/20/2023 000011697851	B	997,191.920	1.0000		- 997,192	997,192	
07/05/2023 000011697851	B	9,476.400	1.0000		- 9,476	9,476	
07/17/2023 000011697851	B	1,289.890	1.0000		- 1,290	1,290	
07/18/2023 000011697851	B	5,063.880	1.0000		- 5,064	5,064	
07/31/2023 000011697851	B	285.030	1.0000		- 285	285	
08/02/2023 000011697851	B	12,580.230	1.0000		- 12,580	12,580	
08/11/2023 000011697851	B	2,406.100	1.0000		- 2,406	2,406	
09/05/2023 000011697851	B	12,181.000	1.0000		- 12,181	12,181	
09/29/2023 000011697851	B	383.090	1.0000		- 383	383	

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10/03/2023 000011697851	B	11,340.540	1.0000		- 11,341	11,341	
10/25/2023 000011697851	B	534.330	1.0000		- 534	534	
11/02/2023 000011697851	B	11,499.860	1.0000		- 11,500	11,500	
Total For Buys				0	60,191,664	60,191,664	0
12/01/2022 000011697851	S	- 375,364.230	1.0000		375,364	375,364	
12/27/2022 000011697851	S	- 3,672.010	1.0000		3,672	3,672	
01/03/2023 000011697851	S	- 373,672.290	1.0000		373,672	373,672	
01/19/2023 000011697851	S	- 2,912.490	1.0000		2,912	2,912	
02/01/2023 000011697851	S	- 373,673.070	1.0000		373,673	373,673	
02/10/2023 000011697851	S	- 638.480	1.0000		638	638	
02/16/2023 000011697851	S	- 242.480	1.0000		242	242	
03/01/2023 000011697851	S	- 373,340.290	1.0000		373,340	373,340	
03/03/2023 000011697851	S	- 58,486,723.000	1.0000		58,486,723 *	58,486,723	
03/06/2023 000011697851	S	- 11,587.390	1.0000		11,587	11,587	

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
03/09/2023 000011697851	S	- 336.000	1.0000		336	336	
03/10/2023 000011697851	S	- 1,000,000.000	1.0000		1,000,000	1,000,000	
03/16/2023 000011697851	S	- 89,384.080	1.0000		89,384	89,384	
03/23/2023 000011697851	S	- 943.460	1.0000		943	943	
03/23/2023 000011697851	S	- 921.200	1.0000		921	921	
04/03/2023 000011697851	S	- 373,594.380	1.0000		373,594	373,594	
04/03/2023 000011697851	S	- 19,850.310	1.0000		19,850	19,850	
04/10/2023 000011697851	S	- 20,478.500	1.0000		20,479	20,479	
04/18/2023 000011697851	S	- 45,675.000	1.0000		45,675	45,675	
04/20/2023 000011697851	S	- 609.490	1.0000		609	609	
04/28/2023 000011697851	S	- 17.620	1.0000		18	18	
05/01/2023 000011697851	S	- 306.630	1.0000		307	307	
05/02/2023 000011697851	S	- 260.090	1.0000		260	260	
05/09/2023 000011697851	S	- 36,623.190	1.0000		36,623	36,623	

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05/23/2023 000011697851	S	-46,286.500	1.0000		46,287	46,287	
06/01/2023 000011697851	S	-21,083.550	1.0000		21,084	21,084	
06/06/2023 000011697851	S	-24,667.000	1.0000		24,667	24,667	
06/16/2023 000011697851	S	-4,457.260	1.0000		4,457	4,457	
06/27/2023 000011697851	S	-3,990.000	1.0000		3,990	3,990	
07/05/2023 000011697851	S	-6,661.250	1.0000		6,661	6,661	
07/17/2023 000011697851	S	-644.990	1.0000		645	645	
07/18/2023 000011697851	S	-644.900	1.0000		645	645	
08/01/2023 000011697851	S	-202,921.610	1.0000		202,922	202,922	
08/03/2023 000011697851	S	-4,532.500	1.0000		4,533	4,533	
08/08/2023 000011697851	S	-855.000	1.0000		855	855	
08/11/2023 000011697851	S	-2,406.100	1.0000		2,406	2,406	
08/29/2023 000011697851	S	-67.930	1.0000		68	68	
08/31/2023 000011697851	S	-108,607.190	1.0000		108,607	108,607	

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
09/05/2023 000011697851	S	- 15,562.500	1.0000		15,563	15,563	
09/14/2023 000011697851	S	- 2,721.980	1.0000		2,722	2,722	
09/28/2023 000011697851	S	- 3,285.000	1.0000		3,285	3,285	
10/02/2023 000011697851	S	- 931.790	1.0000		932	932	
10/06/2023 000011697851	S	- 75,000.000	1.0000		75,000	75,000	
11/01/2023 000011697851	S	- 2,531.250	1.0000		2,531	2,531	
11/06/2023 000011697851	S	- 2,298.470	1.0000		2,298	2,298	
11/15/2023 000011697851	S	- 1,288,700.000	1.0000		1,288,700	1,288,700	
11/20/2023 000011697851	S	- 1,297,608.900	1.0000		1,297,609	1,297,609	
Total For Sells				0	64,707,289	64,707,289	0

Total First Am Govt Ob Fd Clz				0	124,898,953	124,898,953	0
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Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC

12/30/2022 000011697851	B	102,251.341	13.6918		- 1,400,000	1,400,000	
02/28/2023 000011697851	B	79,224.031	13.8847		- 1,100,000	1,100,000	

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
Total For Buys							
				0	2,500,000	2,500,000	0
02/28/2023 000011697851	S	- 645.572	13.9692		9,018	9,055	- 37
03/31/2023 000011697851	S	- 1,502,733.386	13.7460		20,656,575 *	20,574,220	82,355
03/31/2023 000011697851	S	- 708.223	13.7460		9,735	9,696	39
Total For Sells							
				0	20,675,328	20,592,971	82,357
Total Ir&m Intermediate Fund LLC							
				0	23,175,328	23,092,971	82,357
Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC							
08/31/2023 000011697851	B	82,935.973	12.0575		- 1,000,000	1,000,000	
Total For Buys							
				0	1,000,000	1,000,000	0
12/30/2022 000011697851	S	- 116,562.043	12.0108		1,400,000	1,597,717	- 197,717
02/28/2023 000011697851	S	- 1,984.101	12.3426		24,489	27,196	- 2,707
02/28/2023 000011697851	S	- 90,375.866	12.1714		1,100,000	1,238,783	- 138,783
03/31/2023 000011697851	S	- 3,231,161.250	11.7491		37,963,356 *	40,545,267	- 2,581,911

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions
 Year Ended November 30, 2023
 EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
03/31/2023 000011697851	S	- 1,636.643	11.7491		19,229	20,537	- 1,308
08/31/2023 000011697851	S	- 14.947	12.3102		184	180	4
09/01/2023 000011697851	S	- 82,921.026	12.0258		997,192	999,820	- 2,628
Total For Sells				0	41,504,450	44,429,500	- 2,925,050
Total Ir&m Long Government/Credit Fund LLC				0	42,504,450	45,429,500	- 2,925,050
GRAND TOTAL				0	190,578,731	193,421,424	- 2,842,693

CATEGORY 4 - SINGLE TRANSACTION WITH ONE BROKER EXCEEDS 5% OF VALUE

Broker: Direct From Issuer

12/30/2022 000011697851	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 116,562.043	12.0108		1,400,000	1,597,717	- 197,717
12/30/2022 000011697851	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC B	102,251.341	13.6918		- 1,400,000	1,400,000	
02/28/2023 000011697851	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 1,984.101	12.3426		24,489	27,196	- 2,707
02/28/2023 000011697851	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S	- 90,375.866	12.1714		1,100,000	1,238,783	- 138,783

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(j) – Schedule of Reportable Transactions
 Year Ended November 30, 2023
 EIN: 38-3926387 Plan Number: 001

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
02/28/2023 000011697851	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S - 645.572	13.9692	9,018	9,055	9,055	- 37	
02/28/2023 000011697851	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC B 79,224.031	13.8847	- 1,100,000	1,100,000	1,100,000		
03/31/2023 000011697851	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S - 3,231,161.250	11.7491	37,963,356 *	40,545,267	40,545,267	- 2,581,911	
03/31/2023 000011697851	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S - 1,636.643	11.7491	19,229	20,537	20,537	- 1,308	
03/31/2023 000011697851	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S - 1,502,733.386	13.7460	20,656,575 *	20,574,220	20,574,220	82,355	
03/31/2023 000011697851	Issue: 95MSC0AJ0 - Ir&m Intermediate Fund LLC S - 708.223	13.7460	9,735	9,696	9,696	39	
07/18/2023 000011697851	Issue: 3620099Z7 - Trg Forestry Fund 7 B LP S - 5,063.880	1.0000	5,064	5,064	5,064		
08/31/2023 000011697851	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC B 82,935.973	12.0575	- 1,000,000	1,000,000	1,000,000		
08/31/2023 000011697851	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S - 14.947	12.3102	184	180	180	4	
09/01/2023 000011697851	Issue: 96MSCZPV8 - Ir&m Long Government/Credit Fund LLC S - 82,921.026	12.0258	997,192	999,820	999,820	- 2,628	
Total For Direct From Issuer				0	65,684,842	68,527,535	- 2,842,693
GRAND TOTAL				0	65,684,842	68,527,535	- 2,842,693

Note: This schedule has been prepared by U.S. Bank, N.A., trustee who certified that it is complete and accurate.

ESG Holdings, LLC Pension Plan
EIN/PN: 38-3926387/001
Attachment to 2022 Form 5500
Schedule SB, line 22 – Weighted Average Retirement Age

Weighted Average Retirement Age

The weighted average retirement age for active participants is 63. This equals the sum, over all retirement ages, of the retirement age multiplied by the probability of retiring at that age, as shown in the following table.

(a) Possible Retirement Age "r"	(b) Assumed Rate of Retirement at Age "r"	(c) Probability of Person Age 55 Still Working at "r"	(d) (b) x (c) = Probability of Person Age 55 Retiring at "r"	(e) (a) x (d) = Component of Weighted Average Retirement Age
55	0.0300	1.0000	0.0300	1.6500
56	0.0300	0.9700	0.2910	1.6296
57	0.0300	0.9409	0.0282	1.6089
58	0.0300	0.9127	0.0274	1.5881
59	0.0300	0.8853	0.0266	1.5670
60	0.1000	0.8587	0.0859	5.1524
61	0.1000	0.7729	0.0773	4.7144
62	0.1500	0.6956	0.1043	6.4688
63	0.1000	0.5912	0.0591	3.7248
64	0.1000	0.5321	0.0532	3.4055
65	1.0000	0.4789	0.4789	31.1287
Weighted Average Retirement Age:				62.6383
Rounded to Nearest Age:				63

ESG Holdings, LLC Pension Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 38-3926387 Plan Number: 001

November 30, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Non-interest bearing cash		\$ 3	\$ 3
Money Market				
*	US Bank, N.A.	First Am Govt Ob Fd Cl Z	2,000	2,000
Total			\$ 2,003	\$ 2,003

*A party in interest as defined by ERISA.

ESG Holdings, LLC Pension Plan

EIN/PN: 38-3926387/001

Attachment to 2022 Form 5500

Schedule SB, line 26b - Schedule of Projection of Expected Benefit Payments

Plan Year	Funding Projected Benefit Payments			
	Active Participants	Terminated Vested Participants	Retired Participants & Beneficiaries Receiving Payments	Total
2022	2,665	174,269	4,446,727	4,623,661
2023	10,245	259,569	4,359,082	4,628,896
2024	18,901	331,371	4,261,067	4,611,339
2025	27,077	409,780	4,157,562	4,594,419
2026	65,205	552,560	4,045,525	4,663,290
2027	68,017	636,953	3,927,118	4,632,088
2028	97,129	732,480	3,800,390	4,629,999
2029	96,798	866,598	3,664,714	4,628,110
2030	96,701	992,893	3,521,187	4,610,781
2031	96,697	1,040,979	3,370,469	4,508,145
2032	96,531	1,123,107	3,212,549	4,432,187
2033	95,984	1,171,482	3,048,843	4,316,309
2034	101,843	1,216,988	2,879,444	4,198,275
2035	100,199	1,254,924	2,705,260	4,060,383
2036	98,397	1,272,164	2,527,320	3,897,881
2037	96,413	1,271,717	2,346,790	3,714,920
2038	94,536	1,293,323	2,164,992	3,552,851
2039	92,133	1,302,198	1,983,404	3,377,735
2040	89,514	1,276,331	1,803,609	3,169,454
2041	86,665	1,254,755	1,627,226	2,968,646
2042	83,576	1,244,212	1,455,865	2,783,653
2043	80,239	1,209,758	1,291,085	2,581,082
2044	76,649	1,164,356	1,134,375	2,375,380

ESG Holdings, LLC Pension Plan

EIN/PN: 38-3926387/001

Attachment to 2022 Form 5500

Schedule SB, line 26b - Schedule of Projection of Expected Benefit Payments

Plan Year	Funding Projected Benefit Payments			
	Active Participants	Terminated Vested Participants	Retired Participants & Beneficiaries Receiving Payments	Total
2045	72,805	1,116,763	987,089	2,176,657
2046	68,708	1,064,877	850,369	1,983,954
2047	64,370	1,009,978	725,089	1,799,437
2048	59,811	952,197	611,813	1,623,821
2049	55,064	893,161	510,772	1,458,997
2050	50,175	833,749	421,892	1,305,816
2051	45,204	772,319	344,811	1,162,334
2052	40,223	709,436	278,906	1,028,565
2053	35,319	646,935	223,356	905,610
2054	30,584	585,482	177,179	793,245
2055	26,107	525,734	139,304	691,145
2056	21,964	468,313	108,630	598,907
2057	18,207	413,767	84,083	516,057
2058	14,862	362,545	64,652	442,059
2059	11,939	314,994	49,420	376,353
2060	9,432	271,343	37,583	318,358
2061	7,323	231,705	28,451	267,479
2062	5,587	196,097	21,448	223,132
2063	4,188	164,450	16,102	184,740
2064	3,085	136,614	12,034	151,733
2065	2,234	112,389	8,947	123,570
2066	1,590	91,534	6,610	99,734
2067	1,111	73,777	4,848	79,736

ESG Holdings, LLC Pension Plan

EIN/PN: 38-3926387/001

Attachment to 2022 Form 5500

Schedule SB, line 26b - Schedule of Projection of Expected Benefit Payments

Plan Year	Funding Projected Benefit Payments			
	Active Participants	Terminated Vested Participants	Retired Participants & Beneficiaries Receiving Payments	Total
2068	763	58,832	3,526	63,121
2069	515	46,404	2,539	49,458
2070	341	36,194	1,809	38,344
2071	222	27,913	1,275	29,410

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 12/01/2022 and ending 11/30/2023

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan ESG Holdings, LLC Pension Plan	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF ESG Holdings, LLC	D Employer Identification Number (EIN) 38-3926387	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>12</u> Day <u>1</u> Year <u>2022</u>		
2	Assets:		
	a Market value	2a	63,028,116
	b Actuarial value	2b	63,028,116
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	878	45,949,556
	b For terminated vested participants	388	13,559,318
	c For active participants	5	1,067,863
	d Total	1,271	60,576,737
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	5.35 %
6	Target normal cost		
	a Present value of current plan year accruals	6a	0
	b Expected plan-related expenses	6b	0
	c Total (line 6a + line 6b)	6c	0

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

SIGN HERE	<div style="font-size: 2em; color: red; font-family: cursive;">TJH</div>	
	Signature of actuary	09/12/2024 Date
	Timothy J. Herman Type or print name of actuary	23-05628 Most recent enrollment number
	Milliman, Inc. Firm name	(262) 796-3318 Telephone number (including area code)
	17335 Golf Parkway Suite 100 Brookfield WI 53045 Address of the firm	

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

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	4,430,598
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	4,430,598
10	Interest on line 9 using prior year's actual return of <u>-13.33%</u>	0	-590599
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.52%</u>		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections		0
13	Balance at beginning of current year (line 9 + line 10 + line 11d - line 12)	0	3839999

Part III Funding Percentages			
14	Funding target attainment percentage.....	14	97.70%
15	Adjusted funding target attainment percentage	15	104.04%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement.....	16	118.86%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.....	17	%

Part IV Contributions and Liquidity Shortfalls		18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees		
			Totals ▶	18(b)		18(c)	

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years.....	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.....	19c	0

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost				
21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 63
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute	

Part VI Miscellaneous Items				
24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				
26 Demographic and benefit information				
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....				27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years				
28 Unpaid minimum required contributions for all prior years				28 0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....				29 0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)				30 0

Part VIII Minimum Required Contribution For Current Year				
31 Target normal cost and excess assets (see instructions):				
a Target normal cost (line 6c)				31a 0
b Excess assets, if applicable, but not greater than line 31a				31b 0
32 Amortization installments:	Outstanding Balance		Installment	
a Net shortfall amortization installment	0		0	
b Waiver amortization installment	0		0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount				33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....				34 0
	Carryover balance	Prefunding balance	Total balance	
35 Balances elected for use to offset funding requirement	0	0	0	
36 Additional cash requirement (line 34 minus line 35)				36 0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)				37 0
38 Present value of excess contributions for current year (see instructions)				
a Total (excess, if any, of line 37 over line 36)				38a 0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....				38b
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)				39 0
40 Unpaid minimum required contributions for all years				40 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)				
41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021				