Form 5500	Annual Return/Report of Employee Benefit Plan	OMB Nos. 1210-0110 1210-0089
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ **Complete all entries in accordance with the instructions to the Form 5500.**	**2023** **This Form is Open to Public Inspection**

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
ETHOSENERGY 401(K) PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 04/30/2014

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)
ETHOSENERGY GTS HOLDINGS (US) LLC

3100 SOUTH SAM HOUSTON PARKWAY EAST
HOUSTON, TX 77047

2b Employer Identification Number (EIN) 76-0466008

2c Plan Sponsor's telephone number 713-812-2300

2d Business code (see instructions) 811310

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.	09/26/2024	MATTHIAS PIOTROWICZ
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] 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**	2119
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	1280
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1347
b	Retired or separated participants receiving benefits	**6b**	34
c	Other retired or separated participants entitled to future benefits	**6c**	763
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2144
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	12
f	Total. Add lines **6d** and **6e**.	**6f**	2156
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	2017
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	2103
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2E 2F 2G 2J 2K 2S 2T 3D 2R

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

9a Plan funding arrangement (check all that apply)

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

9b Plan benefit arrangement (check all that apply)

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).	2023
Department of Labor Employee Benefits Security Administration	▶ **File as an attachment to Form 5500.**	**This Form is Open to Public Inspection.**
Pension Benefit Guaranty Corporation		

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
ETHOSENERGY 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
ETHOSENERGY GTS HOLDINGS (US) LLC

D Employer Identification Number (EIN)
76-0466008

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

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

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

MORGAN STANLEY

20-8764829

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 27	CONSULTANT	89773	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

STRATEGIC ADVISORS, INC.

04-2654524

(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	ADVISOR	30748	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65 71	RECORDKEEPER	-155130	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation		(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
INVS DEVELOP MKT Y - INVESCO INVES	11 GREENWAY PLAZA, SUITE 100 HOUSTON, TX 77046	0.25%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation		(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
JPM VALUE ADV L - DST ASSET MANAGE	430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.15%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation		(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
INVESCO DEVELOPING MARKETS A	11 GREENWAY PLAZA STE 100 HOUSTON, TX 77046	0.40%

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation		(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
DFA INTERNATIONAL SMALL COMPANY PO	6300 BEE CAVES ROAD BUILDING ONE AUSTIN, TX 78746	0.02%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation		(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
EUROPAC GOLD FUND CL I	LOTS 81 82 ST C STE 204 DORADO, PR 00646	0.10%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation		(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MATTHEWS ASIA DIVIDEND FUND	4 EMBARCADERO CENTER STE 550 SAN FRANCISCO, CA 94111	0.40%

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation		**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
ROYCE MICRO CAP SVSCCL	745 FIFTH AVE STE 2400 NEW YORK, NY 10151	0.40%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation		**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
VICTORY NASDAQ 100 INDEX FUND	4900 TIEDEMAN RD 4TH FL BROOKLYN, OH 44114	0.15%

(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: WHITTLESEY PC
b EIN: 06-0903326
c Position: AUDITOR
d Address: 280 TRUMBULL STREE
24TH FLOOR
HARTFORD, CT 06103
e Telephone: 860-522-3111

Explanation: CHANGE IN AUDITORS

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500)	DFE/Participating Plan Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	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.**	**2023** **This Form is Open to Public Inspection.**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
ETHOSENERGY 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
ETHOSENERGY GTS HOLDINGS (US) LLC

D Employer Identification Number (EIN)
76-0466008

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: MIP CL 2

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
04-3022712-024	C	26264805

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

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

a Plan name

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

a Plan name

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

a Plan name

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

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

SCHEDULE H (Form 5500)	Financial Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ **File as an attachment to Form 5500.**	**2023** **This Form is Open to Public Inspection**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
ETHOSENERGY 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
ETHOSENERGY GTS HOLDINGS (US) LLC

D Employer Identification Number (EIN)
76-0466008

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	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1576026	2194759
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	8078	890
(B) Common	1c(4)(B)	1857988	2167668
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	5595437	5509783
(9) Value of interest in common/collective trusts	1c(9)	28863086	26264805
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	230870852	270141340
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	345	519

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	268771812	306279764
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	1
k Total liabilities (add all amounts in lines 1g through1j)	1k	0	1
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	268771812	306279763

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)	7708905	
(B) Participants	2a(1)(B)	12632451	
(C) Others (including rollovers)	2a(1)(C)	3115228	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		23456584
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	91360	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	244007	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		335367
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	318	
(B) Common stock	2b(2)(B)	22101	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	5342945	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		5365364
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	2484222	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	2329860	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		154362
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	303607	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		303607

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		483612
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		39356357
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		69455253
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	32136227	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		32136227
f Corrective distributions (see instructions)	2f		367
g Certain deemed distributions of participant loans (see instructions)	2g		20345
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Recordkeeping fees	2i(3)	-155230	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	30748	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	89773	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		-34709
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		32122230
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		37333023
l Transfers of assets:			
(1) To this plan	2l(1)		196728
(2) From this plan	2l(2)		21800

Part III Accountant's Opinion

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

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

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

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

(1) [X] 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: CROWE LLP **(2)** EIN: 35-0921680

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**	X		451622
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		5000000
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		1462
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**		X	

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

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

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

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)
ETHOSENERGY (WEST), INC. PLAN	76-0466008	003

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

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

SCHEDULE R (Form 5500)	Retirement Plan Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under 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.**	**2023** **This Form is Open to Public Inspection.**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
ETHOSENERGY 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
ETHOSENERGY GTS HOLDINGS (US) LLC

D Employer Identification Number (EIN)
76-0466008

Part I Distributions

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

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

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

EIN(s): 04-6568107 _____

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

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

Part II Funding Information

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

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

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

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

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

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

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

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

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

Part III Amendments

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

Part IV ESOPs

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☒ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A .

ETHOSENERGY
401(K) PLAN

FINANCIAL STATEMENTS
December 31, 2023 and 2022

ETHOSENERGY 401(K) PLAN
Houston, Texas

FINANCIAL STATEMENTS
December 31, 2023 and 2022

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Crowe

Crowe LLP
Independent Member Crowe Global

INDEPENDENT AUDITOR'S REPORT

To the 401(k) Committee of
EthosEnergy 401(k) Plan
Houston, Texas

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements

We have performed an audit of the financial statements of EthosEnergy 401(k) 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 statement of net assets available for benefits as of December 31, 2023, and the related statement of changes in net assets available for 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 audit of the 2023 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 Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2023, and for the year ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section:

- the amounts and disclosures in the accompanying 2023 financial statements, 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 accompanying 2023 financial statements 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).

(Continued)

Basis for Opinion on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. 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 on the 2023 financial statements.

Responsibilities of Management for the 2023 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 the Plan's ability to continue as a going concern for one year from the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2023 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements 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 auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

(Continued)

Our audit 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 2023 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 Matters

2023 Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4a – Schedule of Delinquent Participant Contributions for the year ended December 31, 2023, and Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from, and relates directly to, the underlying accounting and other records used to prepare the financial statements. The information 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 audit 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 Department of Labor'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 Department of Labor'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).

(Continued)

Auditor's Report on the 2022 Financial Statements

Predecessor auditors performed an audit of the 2022 financial statements of EthosEnergy 401(k) Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated October 3, 2023, indicated that (a) the amounts and disclosures in the 2022 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2022 financial statements 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). Their report also indicated that the form and content of the 2022 supplemental schedules, other than the information in the 2022 supplemental schedules that agreed to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2022 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 determines meets the requirements of ERISA Section 103(a)(3)(C).

Crowe LLP

Crowe LLP

Houston, Texas
September 18, 2024

ETHOSENERGY 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2023 and 2022

	2023	2022
Assets		
Investments at fair value	$ 300,769,981	$ 263,176,375
Receivables:		
Employer contributions	246,231	214,867
Participant contributions	381,244	326,514
Notes receivable from participants	5,509,783	5,595,437
Total receivables	6,137,258	6,136,818
Net assets available for benefits	$ 306,907,239	$ 269,313,193

See accompanying notes to financial statements.

ETHOSENERGY 401(K) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2023

Additions	
Investment income:	
Net appreciation in fair value of investments	$ 39,957,505
Dividends, interest and other income	5,831,867
Total investment income	45,789,372
Interest income on notes receivable from participants	244,007
Contributions:	
Employer	7,740,269
Participants	12,687,181
Rollover	3,115,228
Total contributions	23,542,678
Total additions	69,576,057
Deductions	
Benefits paid to participants	32,156,939
Total deductions	32,156,939
Net increase prior to transfer	37,419,118
Transfer from EthosEnergy (West), Inc. Plan *(Note 1)*	174,928
Net increase	37,594,046
Net assets available for benefits, beginning of year	269,313,193
Net assets available for benefits, end of year	$ 306,907,239

See accompanying notes to financial statements.

NOTE 1 – DESCRIPTION OF PLAN

EthosEnergy 401(k) Plan (the Plan) is a defined contribution plan adopted by EthosEnergy GTS Holdings (US), LLC (the Plan Sponsor) and participating employers: Gas Turbine Efficiency, Inc., Gas Turbine Efficiency, LLC, H&L Accessory, LLC, Jet Turbine Service LLC, Shanahan Engineering, Inc., TurboCare, Inc., Wood Group Component Repair, LLC, Wood Group Field Services, LLC, Wood Group Fuel Systems, LLC, Wood Group Oil Gas & Industrial Services, LLC, Wood Group Oil Gas & Industrial Services, LLC, Wood Group Oil Gas & Industrial Services, LLC, Wood Group Power Operations (Freeport), LLC, Wood Group Power Operations (West), LLC, Wood Group Power Plant Services, LLC, Wood Group Power Solutions, LLC, Wood Group Power, LLC, and Wood Group Pratt & Whitney Industrial Turbine Services, LLC (collectively, the Company). The Plan was originally established by the Company effective April 30, 2014, and most recently amended and restated as of October 1, 2021. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The summary of significant provisions of the Plan presented below provides general information. Participants should refer to the terms of the plan document for a more complete description of the Plan's provisions.

Administration: The Plan is administered by the 401(k) Committee (the Committee) which is composed of employees of the Company. The Committee is responsible for the operation and administration of the Plan and the management of the Plan's assets. Fidelity Management Trust Company acts as trustee for the Plan's investment options and Fidelity Workplace Services LLC acts as recordkeeper of the Plan.

Plan Transfer: EthosEnergy (West), Inc. Plan is an additional defined contribution plan adopted by the Plan Sponsor. During 2023, certain participants assets of the Plan transferred to or from the EthosEnergy (West), Inc. Plan. The total net transfer from the EthosEnergy (West), Inc. Plan was $174,928.

Eligibility: Employees of the Company and participating employers who are not residents of Puerto Rico, a leased employee, a nonresident alien with no income from a U.S. source, enrolled students in a high school or college and work on a temporary or as needed basis, hired for special projects or classified as temporary employees or contract consultants, covered under another retirement plan maintained by any of the participating employers, U.S. or foreign parent or subsidiary entities, employed by Wood Group Power Plant Services, Inc. who are classified as Field Technicians, employed by Wood Group Power Operations (West), Inc. who are not employed at the Dell Power Plant facility, Dell Arkansas, and union employees except as explicitly required by the terms of a collective bargaining agreement or as adopted by specific supplements within the Plan document, are eligible to make elective deferrals upon their date of hire and are age 18 years or older. Upon meeting the eligibility requirements, employees can enter the Plan immediately. The Plan also contains an automatic enrollment feature and eligible employees will be automatically enrolled at a 3% contribution rate.

Contributions: A participant may elect to contribute, on a pre-tax or Roth basis, up to 60% of the participant's eligible compensation to the Plan. An employee's contribution cannot exceed the annual dollar limitation set forth by Internal Revenue Code (IRC) section 402(g). Such contributions are recorded by the Plan in the period in which the Company makes applicable payroll deductions. Participants who have attained or will attain age 50 by the end of the calendar year may make additional catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans.

For certain eligible employees the Plan takes advantage of certain rules that provide alternative methods to pass the nondiscrimination tests required of 401(k) plans. Pursuant to these rules, the Sponsor has elected to provide a safe harbor contribution equal to 100% of a participants' salary deferrals that do not exceed 6% of their compensation.

(Continued)

NOTE 1 – DESCRIPTION OF PLAN (Continued)

Employees whose employment is covered under the collective bargaining agreement with Carpenters Industrial Council United Brotherhood of Carpenters and Joiners of America Local Union 724 Affiliate require a matching contribution equal to 100% of the first 6% of a participant's eligible compensation. Employees whose employment is covered under the collective bargaining agreement with ExxonMobil Cogeneration Facility (Louisiana Station) require a matching contribution equal to 70% of the first 6% of a participant's eligible compensation.

The Company may also make discretionary matching contributions. At the Company's discretion, matching contributions may be made on behalf of each participant equal to a percentage of the elective deferrals made by the participant. Additionally, the Company may make a discretionary nonelective contribution. In order to receive the nonelective contribution, the participant must be employed on the last day of the Plan year. For 2023, the Company did not make a discretionary matching or nonelective contribution to the Plan.

Participant Accounts: Each participant's account is credited with the participant's contributions, an allocation of the Company's contributions, Plan earnings and losses and is charged with his or her withdrawals and an allocation of administrative expenses. Allocations are based on participant contributions, eligible compensation, participant account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from participant's vested account. Each participant directs the investment of his or her account to any of the investment options available under the Plan.

Vesting: Participants are vested immediately in their elective deferrals, including catch-up contributions, employer matching contributions, safe harbor contributions, and rollover contributions, plus actual earnings or losses thereon. Discretionary nonelective contributions and earnings are 100% vested after three years. Participants become fully vested in all accounts in the event of death, disability, or attainment of normal retirement age while actively employed.

Investment Options: Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan offers mutual funds, a self-directed brokerage account, and a collective trust as investment options for participants. Participants may redirect future contributions or exchange existing balances among available investment securities at any time.

Notes Receivable From Participants: Participants may request a participant loan from the Plan. No loan in an amount less than $1,000 will be made. Any new loan will be limited to the lesser of $50,000 reduced by the highest outstanding loan balance during the prior 12-month period or 50% of the participant's vested interest in the Plan. Loans are adequately secured by the vested interest in the participant's account and bear a reasonable rate of interest as determined by the Plan administrator based on the prevailing interest rates charged by persons in the business of lending money for loans which would be made under similar circumstances. Loan terms may not exceed five years unless the loan is used to purchase a principal residence. Loan principal and interest repayments are made via payroll deductions. Participant's may only have two loans outstanding at any given time.

Payment of Benefits: Upon termination of service due to death, disability, retirement, or any other reason, a participant may elect to receive the value of vested interest in his or her account as a lump sum distribution. If a participant's vested account balance exceeds $7,000, they may elect to receive a distribution in a single lump-sum payment or installments. If the participant does not consent to a distribution of their vested account balance, their balance will remain in the Plan. If a participant's total vested account balance under the Plan is between $1,000 and $7,000 as of the distribution date and they do not consent to a distribution of their vested account balance, their vested benefit automatically will be rolled over to an IRA selected by the Plan Sponsor. If a participant's total vested balance is $1,000 or less as of the distribution date, their entire vested benefit will be distributed to them in a lump sum, even if they do not consent to a distribution.

(Continued)

NOTE 1 – DESCRIPTION OF PLAN (Continued)

Participants may receive an in-service withdrawal from certain accounts prior to termination of employment with the Company if they have attained age 59 ½ or incurred a financial hardship.

Plan Termination: Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts and distributions will be made as soon as administratively feasible after the Plan terminates.

Administrative Expenses: Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to specific participant transactions (i.e., loan setup, distribution requests, etc.) are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation in fair value of investments.

Forfeited Accounts: Forfeitures are retained in the Plan and may first be used to pay administrative expenses. Any remaining amounts will be used to reduce future employer contributions payable under the Plan.

Subsequent Events: The Plan has evaluated subsequent events through September 18, 2024, the date the financial statements were available to be issued.

NOTE 2 – SUMMARY OF ACCOUNTING POLICIES

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

Estimates: The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures, and actual results could differ from those estimates.

Investment Valuation and Income Recognition: The Plan's investments are reported at fair value. Fair value is the price that would be received by the Plan for an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest and other income are recorded on an accrual basis. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held during the Plan year.

Notes Receivable From Participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received through payroll deductions and the notes are collateralized by the participant's account balances. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred.

Benefits Paid: Benefits are recorded when paid.

(Continued)

NOTE 2 – SUMMARY OF ACCOUNTING POLICIES (Continued)

Risks and Uncertainties: The Plan holds various investments. Investments are exposed to various risks such as interest rate, market, liquidity, credit, and global event risks. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the fair values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

NOTE 3 – CERTIFIED INFORMATION

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2023 and 2022, net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company.

NOTE 4 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritized 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 FASB ASC 820 are described as follows:

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

- *Level 2* – Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

- *Level 3* – Inputs in 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Mutual Funds: The fair values of mutual fund investments are determined by obtaining quoted prices on nationally recognized securities exchanges.

Money Market Funds: The fair value of the money market fund investments is based upon the closing net asset value per share of the funds on the day of the valuation as reflected on a national securities exchange.

Self-directed Brokerage Account: Accounts primarily consist of mutual funds and common stocks that are determined by obtaining quoted prices on nationally recognized securities exchange.

Collective Trust Fund: The fair values of participation units held in the collective trust are based on the net asset values per unit as reported by the fund managers. The collective trust provides for daily redemptions by the Plan at reported net asset values per share, with no advance notice requirement.

(Continued)

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

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

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

	2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 269,177,310	$ -	$ -	$ 269,177,310
Money market funds	590,623	-	-	590,623
Self-directed brokerage account	4,737,243	-	-	4,737,243
Totals	$ 274,505,176	$ -	$ -	274,505,176
Investments measured at net asset value as a practical expedient *				26,264,805
Total investments at fair value				$ 300,769,981

	2022			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 230,183,514	$ -	$ -	$ 230,183,514
Money market funds	30,882	-	-	30,882
Self-directed brokerage account	4,098,893	-	-	4,098,893
Totals	$ 234,313,289	$ -	$ -	234,313,289
Investments measured at net asset value as a practical expedient *				28,863,086
Total investments at fair value				$ 263,176,375

* Investments measured at fair value using net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in the hierarchy tables for such investments are intended to permit reconciliation of the fair value hierarchy to the investments at fair value line item presented in the statements of net assets available for benefits.

(Continued)

NOTE 5 – PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under the Department of Labor's regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Some administrative expenses of the Plan are paid directly by the Company. Fidelity Management Trust Company (Fidelity) is a service provider to the Plan and manages certain Plan investments and, therefore these transactions and the Plan's payment of fees to Fidelity qualify as party-in-interest transactions. Notes receivable from participants also reflect party-in-interest transactions.

NOTE 6 – TAX STATUS

The Plan adopted a non-standardized pre-approved profit sharing plan with CODA sponsored by FMR LLC. The pre-approved profit sharing plan obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service (IRS) stated that the pre-approved profit sharing plan, as then designed, was acceptable under section 401 of the IRC for use by the employer for the benefits of its employees. Although the Plan has been amended from the original pre-approved document, Plan management believes that the Plan is currently being operated in accordance with the requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2020.

NOTE 7 – RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, to Form 5500:

	2023	2022
Net assets available for benefits per the financial statements	$ 306,907,239	$ 269,313,193
Less: employer contributions receivables	(246,231)	(214,867)
Less: participant contributions receivables	(381,244)	(326,514)
Net assets per the Form 5500	$ 306,279,764	$ 268,771,812

The following is a reconciliation of the change in net assets available for benefits for the year ended December 31, 2023, per the financial statements to the net income reported in the 2023 Form 5500:

Net increase prior to transfer per the financial statements	$ 37,419,118
Change in employer contributions receivables	(31,364)
Change in participant contributions receivables	(54,730)
Net income per the Form 5500	$ 37,333,024

SUPPLEMENTAL SCHEDULES

ETHOSENERGY 401(K) PLAN
SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
Year Ended December 31, 2023

Name of Plan Sponsor: EthosEnergy GTS Holdings (US), LLC
Employee Identification Number: 76-0466008
Three-digit Plan Number: 001

Check here if late participant loan repayments are included:	Total That Constitutes Nonexempt Prohibited Transactions			
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
	$ -	$ 451,622 *	$ -	$ -

* Contributions were remitted to the Plan during 2022 and the associated lost earnings were deposited and allocated to participants during 2023.

See independent auditor's report.

ETHOSENERGY 401(K) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2023

Name of Plan Sponsor: EthosEnergy GTS Holdings (US), LLC
Employee Identification Number: 76-0466008
Three-digit Plan Number: 001

(a) Party in Interest	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	ClearBridge Investments	ClearBridge International Growth Fund Class IS	**	$ 3,190,968
	J.P. Morgan	JPMorgan Value Advantage Fund Class L	**	6,050,958
	T. Rowe Price	T. Rowe Price Global Technology Fund I Class	**	13,759,509
	American Century Investments	American Century Inflation-Adjusted Bond Fund R6 Class	**	834,279
	Invesco	Invesco Developing Markets Fund Class Y	**	2,478,970
	J.P. Morgan	JPMorgan Small Cap Growth Fund Class R6	**	6,839,493
	J.P. Morgan	Undiscovered Managers Behavioral Value Fund Class R6	**	3,704,659
	PGIM Investments	PGIM Total Return Bond Fund -Class R6	**	4,956,329
	PGIM Investments	PGIM High Yield Fund- Class R6	**	4,109,950
	Cohen & Steers	Cohen & Steers Real Estate Securities Fund, Inc. Class Z	**	1,356,399
	VictoryFunds	Victory Sycamore Established Value Fund Class R6	**	6,032,811
	J.P. Morgan	JPMorgan Large Cap Growth Fund Class R6	**	24,643,228
*	Fidelity Investments	Fidelity Government Income Fund	**	3,313,898
*	Fidelity Investments	Fidelity Select Health Care Portfolio	**	7,815,101
*	Fidelity Investments	Fidelity 500 Index Fund	**	37,674,761
*	Fidelity Investments	Fidelity Mid Cap Index Fund	**	4,535,866
*	Fidelity Investments	Fidelity Small Cap Index Fund	**	2,840,447
*	Fidelity Investments	Fidelity International Index Fund	**	3,310,092
*	Fidelity Investments	Fidelity Freedom Income Fund Class K	**	616,894
*	Fidelity Investments	Fidelity Freedom 2005 Fund Class K	**	374,848
*	Fidelity Investments	Fidelity Freedom 2010 Fund Class K	**	484,040
*	Fidelity Investments	Fidelity Freedom 2015 Fund Class K	**	1,258,222
*	Fidelity Investments	Fidelity Freedom 2020 Fund Class K	**	10,046,695
*	Fidelity Investments	Fidelity Freedom 2025 Fund Class K	**	15,375,771
*	Fidelity Investments	Fidelity Freedom 2030 Fund Class K	**	29,365,031
*	Fidelity Investments	Fidelity Freedom 2035 Fund Class K	**	20,151,606
*	Fidelity Investments	Fidelity Freedom 2040 Fund Class K	**	20,192,169
*	Fidelity Investments	Fidelity Freedom 2045 Fund Class K	**	14,422,872
*	Fidelity Investments	Fidelity Freedom 2050 Fund Class K	**	9,679,610
*	Fidelity Investments	Fidelity Freedom 2055 Fund Class K	**	6,880,426
*	Fidelity Investments	Fidelity Freedom 2060 Fund Class K	**	2,364,599
*	Fidelity Investments	Fidelity Freedom 2065 Fund Class K	**	516,809
*	Fidelity Investments	Fidelity Government Money Market Fund	**	590,550
*	Fidelity Investments	Fidelity Government Money Market Fund - Daily Money Class	**	73
*	Fidelity Investments	Self-directed brokerage account (Brokerage Link)	**	4,737,243
*	Fidelity Management Trust Company	Managed Income Portfolio Class 2	**	26,264,805
*	Notes receivable from participants	Interest rate range: 3.25% to 8.50% Maturities ranging through December 2033		5,509,783
	Total assets held for investment			$ 306,279,764

* Indicates a party in interest as defined by ERISA.
** All investment transactions are participant-directed, therefore, information is not required.

See independent auditor's report.

ETHOSENERGY
401(K) PLAN

FINANCIAL STATEMENTS
December 31, 2023 and 2022

ETHOSENERGY 401(K) PLAN
Houston, Texas

FINANCIAL STATEMENTS
December 31, 2023 and 2022

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Crowe

Crowe LLP
Independent Member Crowe Global

INDEPENDENT AUDITOR'S REPORT

To the 401(k) Committee of
EthosEnergy 401(k) Plan
Houston, Texas

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements

We have performed an audit of the financial statements of EthosEnergy 401(k) 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 statement of net assets available for benefits as of December 31, 2023, and the related statement of changes in net assets available for 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 audit of the 2023 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 Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2023, and for the year ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section:

- the amounts and disclosures in the accompanying 2023 financial statements, 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 accompanying 2023 financial statements 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).

(Continued)

Basis for Opinion on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. 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 on the 2023 financial statements.

Responsibilities of Management for the 2023 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 the Plan's ability to continue as a going concern for one year from the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2023 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements 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 auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

(Continued)

Our audit 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 2023 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 Matters

2023 Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4a – Schedule of Delinquent Participant Contributions for the year ended December 31, 2023, and Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from, and relates directly to, the underlying accounting and other records used to prepare the financial statements. The information 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 audit 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 Department of Labor'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 Department of Labor'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).

(Continued)

Auditor's Report on the 2022 Financial Statements

Predecessor auditors performed an audit of the 2022 financial statements of EthosEnergy 401(k) Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated October 3, 2023, indicated that (a) the amounts and disclosures in the 2022 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2022 financial statements 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). Their report also indicated that the form and content of the 2022 supplemental schedules, other than the information in the 2022 supplemental schedules that agreed to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2022 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 determines meets the requirements of ERISA Section 103(a)(3)(C).

Crowe LLP

Crowe LLP

Houston, Texas
September 18, 2024

ETHOSENERGY 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2023 and 2022

	2023	2022
Assets		
Investments at fair value	$ 300,769,981	$ 263,176,375
Receivables:		
Employer contributions	246,231	214,867
Participant contributions	381,244	326,514
Notes receivable from participants	5,509,783	5,595,437
Total receivables	6,137,258	6,136,818
Net assets available for benefits	$ 306,907,239	$ 269,313,193

See accompanying notes to financial statements.

ETHOSENERGY 401(K) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2023

Additions	
Investment income:	
Net appreciation in fair value of investments	$ 39,957,505
Dividends, interest and other income	5,831,867
Total investment income	45,789,372
Interest income on notes receivable from participants	244,007
Contributions:	
Employer	7,740,269
Participants	12,687,181
Rollover	3,115,228
Total contributions	23,542,678
Total additions	69,576,057
Deductions	
Benefits paid to participants	32,156,939
Total deductions	32,156,939
Net increase prior to transfer	37,419,118
Transfer from EthosEnergy (West), Inc. Plan *(Note 1)*	174,928
Net increase	37,594,046
Net assets available for benefits, beginning of year	269,313,193
Net assets available for benefits, end of year	$ 306,907,239

See accompanying notes to financial statements.

NOTE 1 – DESCRIPTION OF PLAN

EthosEnergy 401(k) Plan (the Plan) is a defined contribution plan adopted by EthosEnergy GTS Holdings (US), LLC (the Plan Sponsor) and participating employers: Gas Turbine Efficiency, Inc., Gas Turbine Efficiency, LLC, H&L Accessory, LLC, Jet Turbine Service LLC, Shanahan Engineering, Inc., TurboCare, Inc., Wood Group Component Repair, LLC, Wood Group Field Services, LLC, Wood Group Fuel Systems, LLC, Wood Group Oil Gas & Industrial Services, LLC, Wood Group Oil Gas & Industrial Services, LLC, Wood Group Oil Gas & Industrial Services, LLC, Wood Group Power Operations (Freeport), LLC, Wood Group Power Operations (West), LLC, Wood Group Power Plant Services, LLC, Wood Group Power Solutions, LLC, Wood Group Power, LLC, and Wood Group Pratt & Whitney Industrial Turbine Services, LLC (collectively, the Company). The Plan was originally established by the Company effective April 30, 2014, and most recently amended and restated as of October 1, 2021. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The summary of significant provisions of the Plan presented below provides general information. Participants should refer to the terms of the plan document for a more complete description of the Plan's provisions.

Administration: The Plan is administered by the 401(k) Committee (the Committee) which is composed of employees of the Company. The Committee is responsible for the operation and administration of the Plan and the management of the Plan's assets. Fidelity Management Trust Company acts as trustee for the Plan's investment options and Fidelity Workplace Services LLC acts as recordkeeper of the Plan.

Plan Transfer: EthosEnergy (West), Inc. Plan is an additional defined contribution plan adopted by the Plan Sponsor. During 2023, certain participants assets of the Plan transferred to or from the EthosEnergy (West), Inc. Plan. The total net transfer from the EthosEnergy (West), Inc. Plan was $174,928.

Eligibility: Employees of the Company and participating employers who are not residents of Puerto Rico, a leased employee, a nonresident alien with no income from a U.S. source, enrolled students in a high school or college and work on a temporary or as needed basis, hired for special projects or classified as temporary employees or contract consultants, covered under another retirement plan maintained by any of the participating employers, U.S. or foreign parent or subsidiary entities, employed by Wood Group Power Plant Services, Inc. who are classified as Field Technicians, employed by Wood Group Power Operations (West), Inc. who are not employed at the Dell Power Plant facility, Dell Arkansas, and union employees except as explicitly required by the terms of a collective bargaining agreement or as adopted by specific supplements within the Plan document, are eligible to make elective deferrals upon their date of hire and are age 18 years or older. Upon meeting the eligibility requirements, employees can enter the Plan immediately. The Plan also contains an automatic enrollment feature and eligible employees will be automatically enrolled at a 3% contribution rate.

Contributions: A participant may elect to contribute, on a pre-tax or Roth basis, up to 60% of the participant's eligible compensation to the Plan. An employee's contribution cannot exceed the annual dollar limitation set forth by Internal Revenue Code (IRC) section 402(g). Such contributions are recorded by the Plan in the period in which the Company makes applicable payroll deductions. Participants who have attained or will attain age 50 by the end of the calendar year may make additional catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans.

For certain eligible employees the Plan takes advantage of certain rules that provide alternative methods to pass the nondiscrimination tests required of 401(k) plans. Pursuant to these rules, the Sponsor has elected to provide a safe harbor contribution equal to 100% of a participants' salary deferrals that do not exceed 6% of their compensation.

(Continued)

NOTE 1 – DESCRIPTION OF PLAN (Continued)

Employees whose employment is covered under the collective bargaining agreement with Carpenters Industrial Council United Brotherhood of Carpenters and Joiners of America Local Union 724 Affiliate require a matching contribution equal to 100% of the first 6% of a participant's eligible compensation. Employees whose employment is covered under the collective bargaining agreement with ExxonMobil Cogeneration Facility (Louisiana Station) require a matching contribution equal to 70% of the first 6% of a participant's eligible compensation.

The Company may also make discretionary matching contributions. At the Company's discretion, matching contributions may be made on behalf of each participant equal to a percentage of the elective deferrals made by the participant. Additionally, the Company may make a discretionary nonelective contribution. In order to receive the nonelective contribution, the participant must be employed on the last day of the Plan year. For 2023, the Company did not make a discretionary matching or nonelective contribution to the Plan.

Participant Accounts: Each participant's account is credited with the participant's contributions, an allocation of the Company's contributions, Plan earnings and losses and is charged with his or her withdrawals and an allocation of administrative expenses. Allocations are based on participant contributions, eligible compensation, participant account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from participant's vested account. Each participant directs the investment of his or her account to any of the investment options available under the Plan.

Vesting: Participants are vested immediately in their elective deferrals, including catch-up contributions, employer matching contributions, safe harbor contributions, and rollover contributions, plus actual earnings or losses thereon. Discretionary nonelective contributions and earnings are 100% vested after three years. Participants become fully vested in all accounts in the event of death, disability, or attainment of normal retirement age while actively employed.

Investment Options: Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan offers mutual funds, a self-directed brokerage account, and a collective trust as investment options for participants. Participants may redirect future contributions or exchange existing balances among available investment securities at any time.

Notes Receivable From Participants: Participants may request a participant loan from the Plan. No loan in an amount less than $1,000 will be made. Any new loan will be limited to the lesser of $50,000 reduced by the highest outstanding loan balance during the prior 12-month period or 50% of the participant's vested interest in the Plan. Loans are adequately secured by the vested interest in the participant's account and bear a reasonable rate of interest as determined by the Plan administrator based on the prevailing interest rates charged by persons in the business of lending money for loans which would be made under similar circumstances. Loan terms may not exceed five years unless the loan is used to purchase a principal residence. Loan principal and interest repayments are made via payroll deductions. Participant's may only have two loans outstanding at any given time.

Payment of Benefits: Upon termination of service due to death, disability, retirement, or any other reason, a participant may elect to receive the value of vested interest in his or her account as a lump sum distribution. If a participant's vested account balance exceeds $7,000, they may elect to receive a distribution in a single lump-sum payment or installments. If the participant does not consent to a distribution of their vested account balance, their balance will remain in the Plan. If a participant's total vested account balance under the Plan is between $1,000 and $7,000 as of the distribution date and they do not consent to a distribution of their vested account balance, their vested benefit automatically will be rolled over to an IRA selected by the Plan Sponsor. If a participant's total vested balance is $1,000 or less as of the distribution date, their entire vested benefit will be distributed to them in a lump sum, even if they do not consent to a distribution.

(Continued)

NOTE 1 – DESCRIPTION OF PLAN (Continued)

Participants may receive an in-service withdrawal from certain accounts prior to termination of employment with the Company if they have attained age 59 ½ or incurred a financial hardship.

Plan Termination: Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts and distributions will be made as soon as administratively feasible after the Plan terminates.

Administrative Expenses: Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to specific participant transactions (i.e., loan setup, distribution requests, etc.) are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation in fair value of investments.

Forfeited Accounts: Forfeitures are retained in the Plan and may first be used to pay administrative expenses. Any remaining amounts will be used to reduce future employer contributions payable under the Plan.

Subsequent Events: The Plan has evaluated subsequent events through September 18, 2024, the date the financial statements were available to be issued.

NOTE 2 – SUMMARY OF ACCOUNTING POLICIES

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

Estimates: The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures, and actual results could differ from those estimates.

Investment Valuation and Income Recognition: The Plan's investments are reported at fair value. Fair value is the price that would be received by the Plan for an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest and other income are recorded on an accrual basis. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held during the Plan year.

Notes Receivable From Participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received through payroll deductions and the notes are collateralized by the participant's account balances. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred.

Benefits Paid: Benefits are recorded when paid.

(Continued)

NOTE 2 – SUMMARY OF ACCOUNTING POLICIES (Continued)

Risks and Uncertainties: The Plan holds various investments. Investments are exposed to various risks such as interest rate, market, liquidity, credit, and global event risks. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the fair values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

NOTE 3 – CERTIFIED INFORMATION

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2023 and 2022, net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company.

NOTE 4 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritized 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 FASB ASC 820 are described as follows:

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

- *Level 2* – Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

- *Level 3* – Inputs in 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Mutual Funds: The fair values of mutual fund investments are determined by obtaining quoted prices on nationally recognized securities exchanges.

Money Market Funds: The fair value of the money market fund investments is based upon the closing net asset value per share of the funds on the day of the valuation as reflected on a national securities exchange.

Self-directed Brokerage Account: Accounts primarily consist of mutual funds and common stocks that are determined by obtaining quoted prices on nationally recognized securities exchange.

Collective Trust Fund: The fair values of participation units held in the collective trust are based on the net asset values per unit as reported by the fund managers. The collective trust provides for daily redemptions by the Plan at reported net asset values per share, with no advance notice requirement.

(Continued)

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

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

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

	2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 269,177,310	$ -	$ -	$ 269,177,310
Money market funds	590,623	-	-	590,623
Self-directed brokerage account	4,737,243	-	-	4,737,243
Totals	$ 274,505,176	$ -	$ -	274,505,176
Investments measured at net asset value as a practical expedient *				26,264,805
Total investments at fair value				$ 300,769,981

	2022			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 230,183,514	$ -	$ -	$ 230,183,514
Money market funds	30,882	-	-	30,882
Self-directed brokerage account	4,098,893	-	-	4,098,893
Totals	$ 234,313,289	$ -	$ -	234,313,289
Investments measured at net asset value as a practical expedient *				28,863,086
Total investments at fair value				$ 263,176,375

* Investments measured at fair value using net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in the hierarchy tables for such investments are intended to permit reconciliation of the fair value hierarchy to the investments at fair value line item presented in the statements of net assets available for benefits.

(Continued)

NOTE 5 – PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under the Department of Labor's regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Some administrative expenses of the Plan are paid directly by the Company. Fidelity Management Trust Company (Fidelity) is a service provider to the Plan and manages certain Plan investments and, therefore these transactions and the Plan's payment of fees to Fidelity qualify as party-in-interest transactions. Notes receivable from participants also reflect party-in-interest transactions.

NOTE 6 – TAX STATUS

The Plan adopted a non-standardized pre-approved profit sharing plan with CODA sponsored by FMR LLC. The pre-approved profit sharing plan obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service (IRS) stated that the pre-approved profit sharing plan, as then designed, was acceptable under section 401 of the IRC for use by the employer for the benefits of its employees. Although the Plan has been amended from the original pre-approved document, Plan management believes that the Plan is currently being operated in accordance with the requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2020.

NOTE 7 – RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, to Form 5500:

	2023	2022
Net assets available for benefits per the financial statements	$ 306,907,239	$ 269,313,193
Less: employer contributions receivables	(246,231)	(214,867)
Less: participant contributions receivables	(381,244)	(326,514)
Net assets per the Form 5500	$ 306,279,764	$ 268,771,812

The following is a reconciliation of the change in net assets available for benefits for the year ended December 31, 2023, per the financial statements to the net income reported in the 2023 Form 5500:

Net increase prior to transfer per the financial statements	$ 37,419,118
Change in employer contributions receivables	(31,364)
Change in participant contributions receivables	(54,730)
Net income per the Form 5500	$ 37,333,024

SUPPLEMENTAL SCHEDULES

ETHOSENERGY 401(K) PLAN
SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
Year Ended December 31, 2023

Name of Plan Sponsor: EthosEnergy GTS Holdings (US), LLC
Employee Identification Number: 76-0466008
Three-digit Plan Number: 001

Check here if late participant loan repayments are included:	Total That Constitutes Nonexempt Prohibited Transactions			
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
	$ -	$ 451,622 *	$ -	$ -

* Contributions were remitted to the Plan during 2022 and the associated lost earnings were deposited and allocated to participants during 2023.

See independent auditor's report.

ETHOSENERGY 401(K) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2023

Name of Plan Sponsor: EthosEnergy GTS Holdings (US), LLC
Employee Identification Number: 76-0466008
Three-digit Plan Number: 001

(a) Party in Interest	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	ClearBridge Investments	ClearBridge International Growth Fund Class IS	**	$ 3,190,968
	J.P. Morgan	JPMorgan Value Advantage Fund Class L	**	6,050,958
	T. Rowe Price	T. Rowe Price Global Technology Fund I Class	**	13,759,509
	American Century Investments	American Century Inflation-Adjusted Bond Fund R6 Class	**	834,279
	Invesco	Invesco Developing Markets Fund Class Y	**	2,478,970
	J.P. Morgan	JPMorgan Small Cap Growth Fund Class R6	**	6,839,493
	J.P. Morgan	Undiscovered Managers Behavioral Value Fund Class R6	**	3,704,659
	PGIM Investments	PGIM Total Return Bond Fund -Class R6	**	4,956,329
	PGIM Investments	PGIM High Yield Fund- Class R6	**	4,109,950
	Cohen & Steers	Cohen & Steers Real Estate Securities Fund, Inc. Class Z	**	1,356,399
	VictoryFunds	Victory Sycamore Established Value Fund Class R6	**	6,032,811
	J.P. Morgan	JPMorgan Large Cap Growth Fund Class R6	**	24,643,228
*	Fidelity Investments	Fidelity Government Income Fund	**	3,313,898
*	Fidelity Investments	Fidelity Select Health Care Portfolio	**	7,815,101
*	Fidelity Investments	Fidelity 500 Index Fund	**	37,674,761
*	Fidelity Investments	Fidelity Mid Cap Index Fund	**	4,535,866
*	Fidelity Investments	Fidelity Small Cap Index Fund	**	2,840,447
*	Fidelity Investments	Fidelity International Index Fund	**	3,310,092
*	Fidelity Investments	Fidelity Freedom Income Fund Class K	**	616,894
*	Fidelity Investments	Fidelity Freedom 2005 Fund Class K	**	374,848
*	Fidelity Investments	Fidelity Freedom 2010 Fund Class K	**	484,040
*	Fidelity Investments	Fidelity Freedom 2015 Fund Class K	**	1,258,222
*	Fidelity Investments	Fidelity Freedom 2020 Fund Class K	**	10,046,695
*	Fidelity Investments	Fidelity Freedom 2025 Fund Class K	**	15,375,771
*	Fidelity Investments	Fidelity Freedom 2030 Fund Class K	**	29,365,031
*	Fidelity Investments	Fidelity Freedom 2035 Fund Class K	**	20,151,606
*	Fidelity Investments	Fidelity Freedom 2040 Fund Class K	**	20,192,169
*	Fidelity Investments	Fidelity Freedom 2045 Fund Class K	**	14,422,872
*	Fidelity Investments	Fidelity Freedom 2050 Fund Class K	**	9,679,610
*	Fidelity Investments	Fidelity Freedom 2055 Fund Class K	**	6,880,426
*	Fidelity Investments	Fidelity Freedom 2060 Fund Class K	**	2,364,599
*	Fidelity Investments	Fidelity Freedom 2065 Fund Class K	**	516,809
*	Fidelity Investments	Fidelity Government Money Market Fund	**	590,550
*	Fidelity Investments	Fidelity Government Money Market Fund - Daily Money Class	**	73
*	Fidelity Investments	Self-directed brokerage account (Brokerage Link)	**	4,737,243
*	Fidelity Management Trust Company	Managed Income Portfolio Class 2	**	26,264,805
*	Notes receivable from participants	Interest rate range: 3.25% to 8.50% Maturities ranging through December 2033		5,509,783
	Total assets held for investment			$ 306,279,764

* Indicates a party in interest as defined by ERISA.
** All investment transactions are participant-directed, therefore, information is not required.

See independent auditor's report.

ETHOSENERGY
401(K) PLAN

FINANCIAL STATEMENTS
December 31, 2023 and 2022

ETHOSENERGY 401(K) PLAN
Houston, Texas

FINANCIAL STATEMENTS
December 31, 2023 and 2022

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Crowe

Crowe LLP
Independent Member Crowe Global

INDEPENDENT AUDITOR'S REPORT

To the 401(k) Committee of
EthosEnergy 401(k) Plan
Houston, Texas

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements

We have performed an audit of the financial statements of EthosEnergy 401(k) 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 statement of net assets available for benefits as of December 31, 2023, and the related statement of changes in net assets available for 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 audit of the 2023 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 Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2023, and for the year ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section:

- the amounts and disclosures in the accompanying 2023 financial statements, 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 accompanying 2023 financial statements 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).

(Continued)

Basis for Opinion on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. 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 on the 2023 financial statements.

Responsibilities of Management for the 2023 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 the Plan's ability to continue as a going concern for one year from the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2023 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements 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 auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

(Continued)

Our audit 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 2023 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 Matters

2023 Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4a – Schedule of Delinquent Participant Contributions for the year ended December 31, 2023, and Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from, and relates directly to, the underlying accounting and other records used to prepare the financial statements. The information 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 audit 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 Department of Labor'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 Department of Labor'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).

(Continued)

Auditor's Report on the 2022 Financial Statements

Predecessor auditors performed an audit of the 2022 financial statements of EthosEnergy 401(k) Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated October 3, 2023, indicated that (a) the amounts and disclosures in the 2022 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2022 financial statements 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). Their report also indicated that the form and content of the 2022 supplemental schedules, other than the information in the 2022 supplemental schedules that agreed to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2022 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 determines meets the requirements of ERISA Section 103(a)(3)(C).

Crowe LLP

Crowe LLP

Houston, Texas
September 18, 2024

ETHOSENERGY 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2023 and 2022

	2023	2022
Assets		
Investments at fair value	$ 300,769,981	$ 263,176,375
Receivables:		
Employer contributions	246,231	214,867
Participant contributions	381,244	326,514
Notes receivable from participants	5,509,783	5,595,437
Total receivables	6,137,258	6,136,818
Net assets available for benefits	$ 306,907,239	$ 269,313,193

See accompanying notes to financial statements.

ETHOSENERGY 401(K) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2023

Additions	
Investment income:	
Net appreciation in fair value of investments	$ 39,957,505
Dividends, interest and other income	5,831,867
Total investment income	45,789,372
Interest income on notes receivable from participants	244,007
Contributions:	
Employer	7,740,269
Participants	12,687,181
Rollover	3,115,228
Total contributions	23,542,678
Total additions	69,576,057
Deductions	
Benefits paid to participants	32,156,939
Total deductions	32,156,939
Net increase prior to transfer	37,419,118
Transfer from EthosEnergy (West), Inc. Plan *(Note 1)*	174,928
Net increase	37,594,046
Net assets available for benefits, beginning of year	269,313,193
Net assets available for benefits, end of year	$ 306,907,239

See accompanying notes to financial statements.

NOTE 1 – DESCRIPTION OF PLAN

EthosEnergy 401(k) Plan (the Plan) is a defined contribution plan adopted by EthosEnergy GTS Holdings (US), LLC (the Plan Sponsor) and participating employers: Gas Turbine Efficiency, Inc., Gas Turbine Efficiency, LLC, H&L Accessory, LLC, Jet Turbine Service LLC, Shanahan Engineering, Inc., TurboCare, Inc., Wood Group Component Repair, LLC, Wood Group Field Services, LLC, Wood Group Fuel Systems, LLC, Wood Group Oil Gas & Industrial Services, LLC, Wood Group Oil Gas & Industrial Services, LLC, Wood Group Oil Gas & Industrial Services, LLC, Wood Group Power Operations (Freeport), LLC, Wood Group Power Operations (West), LLC, Wood Group Power Plant Services, LLC, Wood Group Power Solutions, LLC, Wood Group Power, LLC, and Wood Group Pratt & Whitney Industrial Turbine Services, LLC (collectively, the Company). The Plan was originally established by the Company effective April 30, 2014, and most recently amended and restated as of October 1, 2021. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The summary of significant provisions of the Plan presented below provides general information. Participants should refer to the terms of the plan document for a more complete description of the Plan's provisions.

Administration: The Plan is administered by the 401(k) Committee (the Committee) which is composed of employees of the Company. The Committee is responsible for the operation and administration of the Plan and the management of the Plan's assets. Fidelity Management Trust Company acts as trustee for the Plan's investment options and Fidelity Workplace Services LLC acts as recordkeeper of the Plan.

Plan Transfer: EthosEnergy (West), Inc. Plan is an additional defined contribution plan adopted by the Plan Sponsor. During 2023, certain participants assets of the Plan transferred to or from the EthosEnergy (West), Inc. Plan. The total net transfer from the EthosEnergy (West), Inc. Plan was $174,928.

Eligibility: Employees of the Company and participating employers who are not residents of Puerto Rico, a leased employee, a nonresident alien with no income from a U.S. source, enrolled students in a high school or college and work on a temporary or as needed basis, hired for special projects or classified as temporary employees or contract consultants, covered under another retirement plan maintained by any of the participating employers, U.S. or foreign parent or subsidiary entities, employed by Wood Group Power Plant Services, Inc. who are classified as Field Technicians, employed by Wood Group Power Operations (West), Inc. who are not employed at the Dell Power Plant facility, Dell Arkansas, and union employees except as explicitly required by the terms of a collective bargaining agreement or as adopted by specific supplements within the Plan document, are eligible to make elective deferrals upon their date of hire and are age 18 years or older. Upon meeting the eligibility requirements, employees can enter the Plan immediately. The Plan also contains an automatic enrollment feature and eligible employees will be automatically enrolled at a 3% contribution rate.

Contributions: A participant may elect to contribute, on a pre-tax or Roth basis, up to 60% of the participant's eligible compensation to the Plan. An employee's contribution cannot exceed the annual dollar limitation set forth by Internal Revenue Code (IRC) section 402(g). Such contributions are recorded by the Plan in the period in which the Company makes applicable payroll deductions. Participants who have attained or will attain age 50 by the end of the calendar year may make additional catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans.

For certain eligible employees the Plan takes advantage of certain rules that provide alternative methods to pass the nondiscrimination tests required of 401(k) plans. Pursuant to these rules, the Sponsor has elected to provide a safe harbor contribution equal to 100% of a participants' salary deferrals that do not exceed 6% of their compensation.

(Continued)

NOTE 1 – DESCRIPTION OF PLAN (Continued)

Employees whose employment is covered under the collective bargaining agreement with Carpenters Industrial Council United Brotherhood of Carpenters and Joiners of America Local Union 724 Affiliate require a matching contribution equal to 100% of the first 6% of a participant's eligible compensation. Employees whose employment is covered under the collective bargaining agreement with ExxonMobil Cogeneration Facility (Louisiana Station) require a matching contribution equal to 70% of the first 6% of a participant's eligible compensation.

The Company may also make discretionary matching contributions. At the Company's discretion, matching contributions may be made on behalf of each participant equal to a percentage of the elective deferrals made by the participant. Additionally, the Company may make a discretionary nonelective contribution. In order to receive the nonelective contribution, the participant must be employed on the last day of the Plan year. For 2023, the Company did not make a discretionary matching or nonelective contribution to the Plan.

Participant Accounts: Each participant's account is credited with the participant's contributions, an allocation of the Company's contributions, Plan earnings and losses and is charged with his or her withdrawals and an allocation of administrative expenses. Allocations are based on participant contributions, eligible compensation, participant account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from participant's vested account. Each participant directs the investment of his or her account to any of the investment options available under the Plan.

Vesting: Participants are vested immediately in their elective deferrals, including catch-up contributions, employer matching contributions, safe harbor contributions, and rollover contributions, plus actual earnings or losses thereon. Discretionary nonelective contributions and earnings are 100% vested after three years. Participants become fully vested in all accounts in the event of death, disability, or attainment of normal retirement age while actively employed.

Investment Options: Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan offers mutual funds, a self-directed brokerage account, and a collective trust as investment options for participants. Participants may redirect future contributions or exchange existing balances among available investment securities at any time.

Notes Receivable From Participants: Participants may request a participant loan from the Plan. No loan in an amount less than $1,000 will be made. Any new loan will be limited to the lesser of $50,000 reduced by the highest outstanding loan balance during the prior 12-month period or 50% of the participant's vested interest in the Plan. Loans are adequately secured by the vested interest in the participant's account and bear a reasonable rate of interest as determined by the Plan administrator based on the prevailing interest rates charged by persons in the business of lending money for loans which would be made under similar circumstances. Loan terms may not exceed five years unless the loan is used to purchase a principal residence. Loan principal and interest repayments are made via payroll deductions. Participant's may only have two loans outstanding at any given time.

Payment of Benefits: Upon termination of service due to death, disability, retirement, or any other reason, a participant may elect to receive the value of vested interest in his or her account as a lump sum distribution. If a participant's vested account balance exceeds $7,000, they may elect to receive a distribution in a single lump-sum payment or installments. If the participant does not consent to a distribution of their vested account balance, their balance will remain in the Plan. If a participant's total vested account balance under the Plan is between $1,000 and $7,000 as of the distribution date and they do not consent to a distribution of their vested account balance, their vested benefit automatically will be rolled over to an IRA selected by the Plan Sponsor. If a participant's total vested balance is $1,000 or less as of the distribution date, their entire vested benefit will be distributed to them in a lump sum, even if they do not consent to a distribution.

(Continued)

NOTE 1 – DESCRIPTION OF PLAN (Continued)

Participants may receive an in-service withdrawal from certain accounts prior to termination of employment with the Company if they have attained age 59 ½ or incurred a financial hardship.

Plan Termination: Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts and distributions will be made as soon as administratively feasible after the Plan terminates.

Administrative Expenses: Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to specific participant transactions (i.e., loan setup, distribution requests, etc.) are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation in fair value of investments.

Forfeited Accounts: Forfeitures are retained in the Plan and may first be used to pay administrative expenses. Any remaining amounts will be used to reduce future employer contributions payable under the Plan.

Subsequent Events: The Plan has evaluated subsequent events through September 18, 2024, the date the financial statements were available to be issued.

NOTE 2 – SUMMARY OF ACCOUNTING POLICIES

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

Estimates: The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures, and actual results could differ from those estimates.

Investment Valuation and Income Recognition: The Plan's investments are reported at fair value. Fair value is the price that would be received by the Plan for an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest and other income are recorded on an accrual basis. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held during the Plan year.

Notes Receivable From Participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received through payroll deductions and the notes are collateralized by the participant's account balances. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred.

Benefits Paid: Benefits are recorded when paid.

(Continued)

NOTE 2 – SUMMARY OF ACCOUNTING POLICIES (Continued)

Risks and Uncertainties: The Plan holds various investments. Investments are exposed to various risks such as interest rate, market, liquidity, credit, and global event risks. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the fair values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

NOTE 3 – CERTIFIED INFORMATION

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2023 and 2022, net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company.

NOTE 4 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritized 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 FASB ASC 820 are described as follows:

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

- *Level 2* – Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

- *Level 3* – Inputs in 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Mutual Funds: The fair values of mutual fund investments are determined by obtaining quoted prices on nationally recognized securities exchanges.

Money Market Funds: The fair value of the money market fund investments is based upon the closing net asset value per share of the funds on the day of the valuation as reflected on a national securities exchange.

Self-directed Brokerage Account: Accounts primarily consist of mutual funds and common stocks that are determined by obtaining quoted prices on nationally recognized securities exchange.

Collective Trust Fund: The fair values of participation units held in the collective trust are based on the net asset values per unit as reported by the fund managers. The collective trust provides for daily redemptions by the Plan at reported net asset values per share, with no advance notice requirement.

(Continued)

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

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

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

	2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 269,177,310	$ -	$ -	$ 269,177,310
Money market funds	590,623	-	-	590,623
Self-directed brokerage account	4,737,243	-	-	4,737,243
Totals	$ 274,505,176	$ -	$ -	274,505,176
Investments measured at net asset value as a practical expedient *				26,264,805
Total investments at fair value				$ 300,769,981

	2022			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 230,183,514	$ -	$ -	$ 230,183,514
Money market funds	30,882	-	-	30,882
Self-directed brokerage account	4,098,893	-	-	4,098,893
Totals	$ 234,313,289	$ -	$ -	234,313,289
Investments measured at net asset value as a practical expedient *				28,863,086
Total investments at fair value				$ 263,176,375

* Investments measured at fair value using net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in the hierarchy tables for such investments are intended to permit reconciliation of the fair value hierarchy to the investments at fair value line item presented in the statements of net assets available for benefits.

(Continued)

NOTE 5 – PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under the Department of Labor's regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Some administrative expenses of the Plan are paid directly by the Company. Fidelity Management Trust Company (Fidelity) is a service provider to the Plan and manages certain Plan investments and, therefore these transactions and the Plan's payment of fees to Fidelity qualify as party-in-interest transactions. Notes receivable from participants also reflect party-in-interest transactions.

NOTE 6 – TAX STATUS

The Plan adopted a non-standardized pre-approved profit sharing plan with CODA sponsored by FMR LLC. The pre-approved profit sharing plan obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service (IRS) stated that the pre-approved profit sharing plan, as then designed, was acceptable under section 401 of the IRC for use by the employer for the benefits of its employees. Although the Plan has been amended from the original pre-approved document, Plan management believes that the Plan is currently being operated in accordance with the requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2020.

NOTE 7 – RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, to Form 5500:

	2023	2022
Net assets available for benefits per the financial statements	$ 306,907,239	$ 269,313,193
Less: employer contributions receivables	(246,231)	(214,867)
Less: participant contributions receivables	(381,244)	(326,514)
Net assets per the Form 5500	$ 306,279,764	$ 268,771,812

The following is a reconciliation of the change in net assets available for benefits for the year ended December 31, 2023, per the financial statements to the net income reported in the 2023 Form 5500:

Net increase prior to transfer per the financial statements	$ 37,419,118
Change in employer contributions receivables	(31,364)
Change in participant contributions receivables	(54,730)
Net income per the Form 5500	$ 37,333,024

SUPPLEMENTAL SCHEDULES

ETHOSENERGY 401(K) PLAN
SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
Year Ended December 31, 2023

Name of Plan Sponsor: EthosEnergy GTS Holdings (US), LLC
Employee Identification Number: 76-0466008
Three-digit Plan Number: 001

Check here if late participant loan repayments are included:	Total That Constitutes Nonexempt Prohibited Transactions			
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
	$ -	$ 451,622 *	$ -	$ -

* Contributions were remitted to the Plan during 2022 and the associated lost earnings were deposited and allocated to participants during 2023.

See independent auditor's report.

ETHOSENERGY 401(K) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2023

Name of Plan Sponsor: EthosEnergy GTS Holdings (US), LLC
Employee Identification Number: 76-0466008
Three-digit Plan Number: 001

(a) Party in Interest	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	ClearBridge Investments	ClearBridge International Growth Fund Class IS	**	$ 3,190,968
	J.P. Morgan	JPMorgan Value Advantage Fund Class L	**	6,050,958
	T. Rowe Price	T. Rowe Price Global Technology Fund I Class	**	13,759,509
	American Century Investments	American Century Inflation-Adjusted Bond Fund R6 Class	**	834,279
	Invesco	Invesco Developing Markets Fund Class Y	**	2,478,970
	J.P. Morgan	JPMorgan Small Cap Growth Fund Class R6	**	6,839,493
	J.P. Morgan	Undiscovered Managers Behavioral Value Fund Class R6	**	3,704,659
	PGIM Investments	PGIM Total Return Bond Fund -Class R6	**	4,956,329
	PGIM Investments	PGIM High Yield Fund- Class R6	**	4,109,950
	Cohen & Steers	Cohen & Steers Real Estate Securities Fund, Inc. Class Z	**	1,356,399
	VictoryFunds	Victory Sycamore Established Value Fund Class R6	**	6,032,811
	J.P. Morgan	JPMorgan Large Cap Growth Fund Class R6	**	24,643,228
*	Fidelity Investments	Fidelity Government Income Fund	**	3,313,898
*	Fidelity Investments	Fidelity Select Health Care Portfolio	**	7,815,101
*	Fidelity Investments	Fidelity 500 Index Fund	**	37,674,761
*	Fidelity Investments	Fidelity Mid Cap Index Fund	**	4,535,866
*	Fidelity Investments	Fidelity Small Cap Index Fund	**	2,840,447
*	Fidelity Investments	Fidelity International Index Fund	**	3,310,092
*	Fidelity Investments	Fidelity Freedom Income Fund Class K	**	616,894
*	Fidelity Investments	Fidelity Freedom 2005 Fund Class K	**	374,848
*	Fidelity Investments	Fidelity Freedom 2010 Fund Class K	**	484,040
*	Fidelity Investments	Fidelity Freedom 2015 Fund Class K	**	1,258,222
*	Fidelity Investments	Fidelity Freedom 2020 Fund Class K	**	10,046,695
*	Fidelity Investments	Fidelity Freedom 2025 Fund Class K	**	15,375,771
*	Fidelity Investments	Fidelity Freedom 2030 Fund Class K	**	29,365,031
*	Fidelity Investments	Fidelity Freedom 2035 Fund Class K	**	20,151,606
*	Fidelity Investments	Fidelity Freedom 2040 Fund Class K	**	20,192,169
*	Fidelity Investments	Fidelity Freedom 2045 Fund Class K	**	14,422,872
*	Fidelity Investments	Fidelity Freedom 2050 Fund Class K	**	9,679,610
*	Fidelity Investments	Fidelity Freedom 2055 Fund Class K	**	6,880,426
*	Fidelity Investments	Fidelity Freedom 2060 Fund Class K	**	2,364,599
*	Fidelity Investments	Fidelity Freedom 2065 Fund Class K	**	516,809
*	Fidelity Investments	Fidelity Government Money Market Fund	**	590,550
*	Fidelity Investments	Fidelity Government Money Market Fund - Daily Money Class	**	73
*	Fidelity Investments	Self-directed brokerage account (Brokerage Link)	**	4,737,243
*	Fidelity Management Trust Company	Managed Income Portfolio Class 2	**	26,264,805
*	Notes receivable from participants	Interest rate range: 3.25% to 8.50% Maturities ranging through December 2033		5,509,783
	Total assets held for investment			$ 306,279,764

* Indicates a party in interest as defined by ERISA.
** All investment transactions are participant-directed, therefore, information is not required.

See independent auditor's report.