

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☒ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☒
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan CURRENT RETIREMENT PLAN FOR COLLECTIVELY BARGAINED EMPLOYEES
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 07/01/2022
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) CURRENT LIGHTING EMPLOYEE CO LLC 701 MILLENNIUM BOULEVARD GREENVILLE, SC 29607
2b	Employer Identification Number (EIN) 06-1123319
2c	Plan Sponsor's telephone number 216-462-4700
2d	Business code (see instructions) 335900

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.	04/17/2025	BOBBY SIMPSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	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	5 311
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 276 6a(2) 278 6b 4 6c 24 6d 306 6e 0 6f 306 6g(1) 273 6g(2) 267 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:
 2F 2G 2J 2S 2T 3D 3H

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

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

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan CURRENT RETIREMENT PLAN FOR COLLECTIVELY BARGAINED EMPLOYEES	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 CURRENT LIGHTING EMPLOYEE CO LLC	D Employer Identification Number (EIN) 06-1123319	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☒ Yes ☐ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
ALLIANCE BERNSTEIN	1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
AMERICAN FUNDS	PO BOX 6007 INDIANAPOLIS, IN 46206

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
DELAWARE	2005 MARKET STREET PHILADELPHIA, PA 19103

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
FIDELITY INVESTMENTS INST	PO BOX 770002 CINCINNATI, OH 45277

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

INVESCO

PO BOX 219078
KANSAS CITY, MO 64121

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

JP MORGAN

270 PARK AVENUE
NEW YORK, NY 10017

(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

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

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

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

T ROWE PRICE RPS INC

100 EAST PRATT STREET
BALTIMORE, MD 21202

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 21 25 28 37 38 49 50 52 59 62 64 65	NONE	6290	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning **01/01/2023** and ending **12/31/2023**

A Name of plan CURRENT RETIREMENT PLAN FOR COLLECTIVELY BARGAINED EMPLOYEES	B Three-digit plan number (PN) ▶ 001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 CURRENT LIGHTING EMPLOYEE CO LLC	D Employer Identification Number (EIN) 06-1123319

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: AB US LARGE CAP GROWTH CI		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC		
c EIN-PN 38-4116831-509	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 139942
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2010 TR E		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 32-6199795-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1698
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2015 TR E		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 35-6941654-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 206979
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2020 TR E		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 36-7594871-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 549294
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2025 TR E		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 37-6495447-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1588388
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2030 TR E		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 38-7010946-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2143325
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2035 TR E		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 36-7595013-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 865313

a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2040 TR E

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 35-6941729-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 370338
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a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2045 TR E

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 32-6199848-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 272171
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a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2050 TR E

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 30-6303214-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 259369
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a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2055 TR E

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 35-6941728-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 340061
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a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2060 TR E

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 47-1088316-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 66649
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a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIRE 2065 TR E

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 85-1763138-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10952
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a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE STABLE VALUE FUND

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 52-1309931-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 566710
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

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

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

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

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan CURRENT RETIREMENT PLAN FOR COLLECTIVELY BARGAINED EMPLOYEES	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 CURRENT LIGHTING EMPLOYEE CO LLC	D Employer Identification Number (EIN) 06-1123319	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
	Assets	(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	0	75134
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	391949	266502
(9) Value of interest in common/collective trusts	1c(9)	6626528	7381189
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	1483380	1679799
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	8501857	9402624
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	8501857	9402624

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)	354382	
(B) Participants	2a(1)(B)	372154	
(C) Others (including rollovers)	2a(1)(C)	75134	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		801670
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	16936	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		16936
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	51383	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		51383
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		1028495
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		196987
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		2095471

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1159656	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1159656
f Corrective distributions (see instructions)	2f		1438
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)	6290	
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	27320	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		33610
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1194704

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		900767
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

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

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: **LITMANGERSON ASSOCIATES, LLP**

(2) EIN: **04-2694095**

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.)	☒	☐	4561
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	☐	☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	☐	☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	☐	☒	
e Was this plan covered by a fidelity bond?	☒	☐	500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	☐	☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒	☐	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☐	☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	☐	☒	
l Has the plan failed to provide any benefit when due under the plan?	☐	☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	☐	☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	☐	☐	

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
--	--	---

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan CURRENT RETIREMENT PLAN FOR COLLECTIVELY BARGAINED EMPLOYEES	B Three-digit plan number (PN) ▶ 001	
C Plan sponsor's name as shown on line 2a of Form 5500 CURRENT LIGHTING EMPLOYEE CO LLC	D Employer Identification Number (EIN) 06-1123319	

Part I	Distributions
--------	---------------

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 58-1428634 Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.	
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.	
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a
b Enter the amount contributed by the employer to the plan for this plan year	6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c
If you completed line 6c, skip lines 8 and 9.	
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes ☐ No ☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes ☐ No ☐ N/A

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes ☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes ☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes ☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes ☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) 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) 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)	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b):	
a Enter the percentage of plan assets held as: Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%	
b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.	
a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No	
b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation: _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No	
21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). ☐ Design-based safe harbor method ☐ "Prior year" ADP test ☒ "Current year" ADP test ☐ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>08 / 19 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q704138A</u> .	



Current Retirement Plan for Collectively Bargained Employees

Financial Statements
and Supplemental Schedules

December 31, 2023 and 2022

Current Retirement Plan for Collectively Bargained Employees

Financial Statements and Supplemental Schedules

December 31, 2023 and 2022

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Independent Auditors' Report

To the Compensation Committee and Plan Administrator of
Current Retirement Plan for Collectively Bargained Employees

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

We have performed audits of the accompanying financial statements of Current Retirement Plan for Collectively Bargained Employees, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Current Retirement Plan for Collectively Bargained Employees' 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 audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022, stating that the certified investment and notes receivable from participants information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Current Retirement Plan for Collectively Bargained Employees and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Current Retirement Plan for Collectively Bargained Employees' ability to continue as a going concern for one year after 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.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 Current Retirement Plan for Collectively Bargained Employees' 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 Current Retirement Plan for Collectively Bargained Employees' ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4a – Schedule of Delinquent Participant Contributions for the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022 and Schedule H, Line 4i – Schedules of Assets (Held at End of Year) as of December 31, 2023 and 2022, 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 audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. 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 its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The 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 of Schedule H, Line 4i – Schedules of Assets (Held at End of Year) related to assets held 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).

LitmanBersson Associates, LLP

Woburn, Massachusetts

April 2, 2025

Current Retirement Plan for Collectively Bargained Employees

Statements of Net Assets Available for Benefits

December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets		
Investments, at fair value	\$ 9,060,988	\$ 8,109,908
Receivables:		
Corrective contributions	75,134	24,547
Notes receivable from participants	<u>266,502</u>	<u>364,629</u>
Total receivables	<u>341,636</u>	<u>389,176</u>
Net assets available for benefits	<u>\$ 9,402,624</u>	<u>\$ 8,499,084</u>

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

Current Retirement Plan for Collectively Bargained Employees

Statements of Changes in Net Assets Available for Benefits

For the Year Ended December 31, 2023 and the Period from July 1, 2022 through December 31, 2022

	2023	2022
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	\$ 1,211,772	\$ 8,447
Interest and dividends from investments	65,093	33,171
Total investment income	1,276,865	41,618
Interest on notes receivable from participants	16,936	7,718
Contributions:		
Participant	372,154	207,749
Employer	354,382	217,899
Corrective	50,587	24,547
Total contributions	777,123	450,195
Total additions	2,070,924	499,531
Deductions from net assets attributed to:		
Benefits paid to participants	1,161,094	512,781
Administrative expenses	6,290	2,491
Total deductions	1,167,384	515,272
Net increase (decrease)	903,540	(15,741)
Net assets available for benefits:		
Transfers in	-	8,514,825
Beginning of period	8,499,084	-
End of period	\$ 9,402,624	\$ 8,499,084

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

Current Retirement Plan for Collectively Bargained Employees

Notes to Financial Statements

For the Year Ended December 31, 2023 and the Period from July 1, 2022 through December 31, 2022

1. Description of Plan

The following description of the Current Retirement Plan for Collectively Bargained Employees (the Plan) provides only general information. Plan participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all eligible employees of Current Lighting Employee Co LLC and related employers, including Hubbell Incorporated and Litecontrol Corporation (collectively, the Company). Only collectively bargained employees of The International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers and Communications Workers of America, AFL-CIO, Local 160 (Christiansburg) and the International Brotherhood of Electrical Workers, AFL-CIO, Local 1499 (Plympton) are eligible to participate in the Plan after 90 days of service, excluding residents of Puerto Rico, leased employees, temporary employees who have not completed 12 months of service, and nonresident aliens who do not receive any earned income from a U.S. source. Eligible employees are permitted to enter the Plan on the first day of each calendar month coinciding with or next following satisfaction of such eligibility requirements. Prior service is credited to employees for employment with Hubbell Incorporated prior to July 1, 2022. A retroactive amendment was executed on December 23, 2024, effective July 1, 2022 such that prior service is credited to employees for employment with Litecontrol Corporation prior to July 1, 2022 (instead of prior to April 16, 2014 as originally provided by the plan document).

The Plan was originally established on July 1, 2022 as a spin-off from the Hubbell Incorporated Employee Savings and Investment Plan for Collectively Bargained Employees (the Hubbell Plan). In connection with the spin-off, investments at fair value totaling \$8,161,355 and notes receivable from participants totaling \$346,795 were transferred from the Hubbell Plan into the Plan on July 1, 2022, and investments at fair value totaling \$6,675 were transferred from the Hubbell Plan into the Plan on August 3, 2022. Employees who were eligible to participate in the Hubbell Plan prior to July 1, 2022 had their elected contribution rate in the Hubbell Plan, including elections not to participate, automatically transferred into the Plan.

The Plan is subject to the provisions of the Internal Revenue Code of 1986, as amended (the IRC) and the Employee Retirement Income Security Act of 1974 (ERISA). The Plan Administrator and the Compensation Committee are responsible for the oversight of the Plan, determining the appropriateness of the Plan's investment offerings, and monitoring investment performance.

Contributions

Each payroll period, participants may contribute between 1% and 50% of eligible compensation (as defined by the Plan) as pre-tax, Roth, and catch-up contributions. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollovers). Generally, participants direct the investment of their contributions into various investment options offered by the Plan; however, the Plan includes an automatic enrollment provision for employees after July 1, 2022, whereby all newly eligible employees not previously eligible based on prior credited service and rehires are automatically enrolled in the Plan unless they elect not to participate in the Plan. Automatically enrolled participants have their pre-tax deferral rate set at 6% of eligible compensation on the first day of the calendar month coinciding with or next following satisfaction of eligibility requirements and their contributions are invested in a designated fund until changed by the applicable participant. Each automatically enrolled participant will have his or her pre-tax deferral rate increased by 1% each September 1 until his or her deferral rate reaches 20%.

Current Retirement Plan for Collectively Bargained Employees

Notes to Financial Statements

For the Year Ended December 31, 2023 and the Period from July 1, 2022 through December 31, 2022

1. Description of Plan...continued

Contributions...continued

The Plan provides for employer discretionary matching contributions for eligible participants who are members of the International Brotherhood of Electrical Workers, AFL-CIO, Local 1499 (Plympton) and are contributing any combination of pre-tax, Roth, and catch-up contributions to the Plan. True up calculations are discretionary. For the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022, the Company elected to match up to 50% of the first 6% of eligible compensation that each employee contributed to the Plan as any combination of pre-tax, Roth, and catch-up contributions. The contribution period for purposes of calculating the amount of employer discretionary matching contributions is each payroll period. The Company made employer discretionary matching contributions for the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022 totaling \$74,404 and \$35,542, respectively. No discretionary true up calculations were performed for the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022.

In addition to the employer discretionary matching contributions, the Plan provides for nonelective employer contributions for eligible employees who are members of The International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers and Communication Workers of America, AFL-CIO, Local 160 (Christiansburg). For the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022, nonelective employer contributions were 4% of each participant's eligible compensation each payroll period totaling \$279,978 and \$182,357, respectively.

Subsequent to December 31, 2023, management discovered that the automatic enrollment feature was not operating as required by the plan document for certain employees since inception, and certain contributions were not remitted to the Plan. Such amounts were corrected and deposited into the Plan during the year ended December 31, 2024. Corrective employee contributions totaled \$19,196 and \$7,379 for the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022, respectively; corrective employer discretionary matching contributions totaled \$17,089 and \$11,329 for the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022, respectively; and corrective nonelective employer contributions totaled \$14,302 and \$5,839 for the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022, respectively. These amounts were funded a various times throughout the years ending December 31, 2025 and 2024, and therefore \$75,134 and \$24,547 were included in corrective contributions receivable on the accompanying statements of net assets available for benefits as of December 31, 2023 and 2022, respectively, and \$50,587 and \$24,547 were included in corrective contributions on the accompanying statements of changes in net assets available for benefits for the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022, respectively. Management also identified that the Plan was not properly applying certain participants' elected contribution rates; however, the potential net correction was deemed insignificant to the Plan as a whole, and such amounts were not recognized on the accompanying financial statements. Management intends on calculating and correcting such errors subsequent to the issuance date of these financial statements.

All contributions and compensation are subject to certain Internal Revenue Service (IRS) limitations.

Current Retirement Plan for Collectively Bargained Employees

Notes to Financial Statements

For the Year Ended December 31, 2023 and the Period from July 1, 2022 through December 31, 2022

1. Description of Plan...continued

Participant Accounts

Each participant's account is credited with the participant's contributions, employer discretionary matching contributions, nonelective employer contributions, corrective contributions, transfers in, and an allocation of the Plan's earnings or losses. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. The allocation of earnings or losses are based on each participant's respective account balance, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Notes receivable from Participants

The Plan permits its participants to obtain loans against their account balances. A participant may borrow from his or her vested account a minimum of \$1,000, up to a maximum equal to the lesser of \$50,000, reduced by the highest outstanding loan balance in the participant's account during the last twelve-month period, or 50% of his or her vested account balance. While a participant's after-tax, prior plan profit sharing, qualified nonelective, Roth, and Roth rollover contributions sub-accounts are available for determining the maximum amount available for the loan, they are not available for loan processing. Each participant may have one loan outstanding at any given time and must wait thirty days after loan payoff to apply for a new loan.

Notes receivable from participants are secured by the vested balance in each participant's account and shall bear interest at the prime rate charged for a loan made under similar circumstances by persons in the business of lending money plus 1% (9.50% at December 31, 2023 and 8.50% at December 31, 2022). Loans are limited to a maximum of five years unless it is for the purchase of a principal residence, in which case the loan repayment period may not extend beyond ten years from the date of the loan.

Loans must be repaid via payroll deduction, certified check, money order, cashier's check, or ACH. Loans may be prepaid in their entirety at any time. Any such prepayment shall be made by certified check, money order, cashier's check, or in any form approved by the Plan Administrator. The Plan Administrator may suspend loan repayments for a period of one year or less if a participant is on a leave of absence, however, the loan must still be repaid in full on the maturity date. The Plan Administrator shall consider a loan in default if any scheduled repayment remains unpaid as of the last business day of the calendar quarter following the calendar quarter in which a loan is initially considered past due. As of December 31, 2023 and 2022, the rates of interest on outstanding notes receivable from participants ranged from 4.25% to 8.00% and 4.25% to 9.50%, respectively, with various maturities through 2028. Certain other restrictions may apply to notes receivable from participants as defined in the plan document.

Vesting

Each participant is immediately vested in his or her voluntary contributions, rollover contributions, nonelective employer contributions, and corrective contributions plus actual earnings thereon. Participants will become immediately vested in all contribution sources upon reaching normal retirement age (65) while still employed, disability, or death.

Participants vest in employer discretionary matching contributions as follows:

Years of Service	Vested Percentage
Less than 1 year	0%
1 year but less than 2 years	50%
2 years or more	100%

Current Retirement Plan for Collectively Bargained Employees

Notes to Financial Statements

For the Year Ended December 31, 2023 and the Period from July 1, 2022 through December 31, 2022

1. Description of Plan...continued

Forfeitures

Forfeitures represent the nonvested portion of terminated participant account balances plus related earnings, which can be used to reduce employer contributions or pay administrative expenses by the end of the immediately following plan year. As of December 31, 2023, forfeitures held by the Plan totaled \$700. Forfeited nonvested balances used to reduce employer discretionary matching contributions totaled \$40 for the year ended December 31, 2023. There was no activity in the forfeiture account during the period from July 1, 2022 through December 31, 2022.

Payment of Benefits

All distributions are subject to the applicable provisions of the Plan. Withdrawals may be made from a participant's account at retirement age, death, disability, or termination of employment. The participant's vested account shall be distributed to the participant in a single lump-sum payment or partial payments (or to the participant's beneficiary in the event of the participant's death in a single lump-sum payment in full by the end of the calendar year that contains the fifth anniversary of the participant's death). Distribution shall be made to an eligible participant from his or her vested account as soon as reasonably practicable following the date the participant's application for distribution is received by the Plan Administrator, in no event later than the participant's attainment of age 72 if the participant reaches 72 prior to January 1, 2023, or 73 if the participant reaches 72 after December 31, 2022 (for the year ended December 31, 2022, distributions begin April 1 of the calendar year following the later of the calendar year in which the participant attains the age of 70 ½ or the calendar year in which the participant retires).

A participant may elect, at the time and in the manner prescribed by the Plan Administrator, to have the entire vested amount in his or her account (with a minimum of \$500) rolled over into another qualified plan, as directed by the participant. A participant may elect to withdraw all or a portion of his or her elective and rollover contribution sub-accounts at any time. Hardship withdrawals must be for a minimum of \$500 and from the respective participant's elective and rollover contribution sub-accounts. Each participant who has attained age 59½ may elect to withdraw all or a portion of his or her vested account. The Plan Administrator can elect to distribute funds out of the Plan when a participant terminates employment and has a vested balance in the Plan less than \$5,000. Certain other restrictions may apply to benefit payments as described in the plan document.

Investment Elections

Each participant shall direct the investment of his or her account and shall select among various mutual funds and common collective trust funds. Each participant has the ability to change his or her investment allocations at any time.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting. The financial statements have been prepared in accordance with accounting standards set by the Financial Accounting Standards Board (FASB). The FASB sets generally accepted accounting principles in the United States of America (GAAP) to ensure net assets available for benefits and changes in net assets available for benefits are consistently reported. References to GAAP issued by the FASB in these notes are to the FASB Accounting Standards Codification (ASC).

Current Retirement Plan for Collectively Bargained Employees

Notes to Financial Statements

For the Year Ended December 31, 2023 and the Period from July 1, 2022 through December 31, 2022

2. Summary of Significant Accounting Policies...continued

Use of Estimates

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

Investment Valuation and Income Recognition

Investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan Administrator and the Compensation Committee determine the Plan's valuation policies utilizing information provided by investment advisers and the trustee. See Note 3 for discussion of fair value measurements.

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

Notes Receivable from Participants

Notes receivable from participants are measured at amortized cost, which represents the unpaid principal balance plus any accrued but unpaid interest. Interest is recorded on the accrual basis. As of December 31, 2023 and 2022, accrued, but unpaid interest has been deemed insignificant to the Plan. Related fees are recorded as administrative expenses when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 and 2022. If a participant ceases to make loan repayments and the Plan Administrator deems the note receivable from the participant to be a distribution, notes receivable from participants are reduced and a benefit payment is recorded within the statements of changes in net assets available for benefits.

Payment of Benefits

Benefits are recorded when paid.

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 participant initiated transactions are charged directly to the applicable participant's account and are included in administrative expenses. Investment related expenses are included in the net appreciation in fair value of investments. For the years ended December 31, 2023 and 2022, the Company paid certain other administrative expenses incurred by the Plan.

3. Fair Value Measurements

The Plan discloses the fair value of investments in accordance with FASB ASC Topic No. 820, *Fair Value Measurements* (ASC 820). The framework under ASC 820 provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under ASC 820 are described as follows:

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

Current Retirement Plan for Collectively Bargained Employees

Notes to Financial Statements

For the Year Ended December 31, 2023 and the Period from July 1, 2022 through December 31, 2022

3. Fair Value Measurements...continued

Level 2 - Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means; or
- If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

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

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

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

Mutual funds – Mutual funds are valued at the daily closing price as reported by each fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common collective trust funds – Common collective trust funds are valued at the NAV of units of the applicable collective trust fund. The NAV, as provided by T. Rowe Price Trust Company (T. Rowe Price), the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the applicable fund less its liabilities. This practical expedient is not used when it is determined to be probable that the applicable fund will sell the investment for an amount different than the reported NAV. Transactions of investments or withdrawals may occur on a daily basis and there are no redemption restrictions on the funds. There are no unfunded commitments as of December 31, 2023 and 2022.

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

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 1,679,799	\$ -	\$ -	\$ 1,679,799
Investments measured at NAV				7,381,189
Total investments at fair value				\$ 9,060,988

Current Retirement Plan for Collectively Bargained Employees

Notes to Financial Statements

For the Year Ended December 31, 2023 and the Period from July 1, 2022 through December 31, 2022

3. Fair Value Measurements...continued

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

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 1,483,380	\$ -	\$ -	\$ 1,483,380
Investments measured at NAV				<u>6,626,528</u>
Total investments at fair value				<u>\$ 8,109,908</u>

4. Information Prepared and Certified by Plan's Trustee

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, T. Rowe Price has certified to the completeness and accuracy of all investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits and Schedule H, Line 4i – Schedules of Assets (Held at End of Year) as of December 31, 2023 and 2022, and the related investment and notes receivable from participants activity reflected on the statements of changes in net assets available for benefits for the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022.

5. Tax Status

The Plan has adopted a pre-approved plan in which the IRS determined, by a letter dated August 19, 2020, that the Plan is designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the opinion letter, the Plan Administrator and Compensation Committee believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

GAAP requires management to evaluate tax positions taken by the Plan. Management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that require recognition or disclosure in the financial statements. Therefore, no provision or liability for income taxes has been included 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.

6. 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 the Plan's termination, participants will become fully vested in their accounts.

7. Party-in-Interest Transactions

Certain investments of the Plan are mutual funds and common collective trust funds managed by T. Rowe Price and qualify as party-in-interest transactions. In addition, the Plan issues notes receivable to participants, which are secured by the balances in participant accounts, which constitute party-in-interest transactions.

Current Retirement Plan for Collectively Bargained Employees

Notes to Financial Statements

For the Year Ended December 31, 2023 and the Period from July 1, 2022 through December 31, 2022

8. Risk and Uncertainties

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

9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of amounts per the financial statements to Form 5500 as of December 31, 2023 and 2022 and for the year ended December 31, 2023 and the period from July 1, 2022 through December 31, 2022:

	2023	2022
Net assets available for benefits per financial statements	\$ 9,402,624	\$ 8,499,084
2022 Corrective contributions receivable	-	(24,547)
2022 Transfers in of previously deemed distributed participant loans	-	26,754
2022 Other income for accrued interest on previously deemed distributed participant loans	-	566
Net assets available for benefits per Form 5500	<u>\$ 9,402,624</u>	<u>\$ 8,501,857</u>
Change in net assets available for benefits per financial statements	\$ 903,540	\$ (15,741)
Transfers in per financial statements	-	8,514,825
Total change in assets available for benefits per financial statements	903,540	8,499,084
2022 Corrective contributions	24,547	(24,547)
2022 Transfers in of previously deemed distributed participant loans	(26,754)	26,754
2022 Other income for accrued interest on previously deemed distributed participant loans	(566)	566
Net increase in assets available for benefits per Form 5500	<u>\$ 900,767</u>	<u>\$ 8,501,857</u>

10. Subsequent Events

The Plan has evaluated subsequent events for potential disclosure or recognition through April 2, 2025, the date the financial statements were available to be issued.

The Plan was retroactively amended on December 23, 2024, effective July 1, 2022. This retroactive amendment states that prior service is credited to employees for employment with Litecontrol Corporation prior to July 1, 2022 instead of April 16, 2014.

Supplemental Schedules

Current Retirement Plan for Collectively Bargained Employees

Employer Identification Number 06-1123319

Plan Number 001

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
For the Year Ended December 31, 2023 and the Period from July 1, 2022 through December 31, 2022

		<u>Total that Constitute Nonexempt Prohibited Transactions</u>				
Check Here if Late Participant Loan Repayments are Included: ☒		Participant Contributions Transferred Late to the Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
For the Year Ended December 31, 2023	☒	\$ 3,042	\$ -	\$ 3,042	\$ -	\$ -
For the Period from July 1, 2022 through December 31, 2022	☒	1,519	-	1,519	-	-
		<u>\$ 4,561</u>	<u>\$ -</u>	<u>\$ 4,561</u>	<u>\$ -</u>	<u>\$ -</u>

See independent auditors' report

Current Retirement Plan for Collectively Bargained Employees

Employer Identification Number 06-1123319

Plan Number 001

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

December 31, 2023

(a)	(b)	(c)					(d)	(e)
		Description of Asset						
Identity of Issue, Borrower, Lessor or Similar Party		Type of Asset	Maturity Date	Rate of Interest	Collateral	Par or Maturity Value	Cost	Current Value
	Fidelity 500 Index Fund	Mutual fund	n/a	n/a	n/a	n/a	n/a	\$ 658,056
	JP Morgan Equity Income Fund R6	Mutual fund	n/a	n/a	n/a	n/a	n/a	361,609
*	T. Rowe Price Mid Cap Growth Fund I	Mutual fund	n/a	n/a	n/a	n/a	n/a	286,863
	JPMorgan Core Plus Bond Fund R6	Mutual fund	n/a	n/a	n/a	n/a	n/a	149,672
	Fidelity Total International Index Fund	Mutual fund	n/a	n/a	n/a	n/a	n/a	98,047
	Delaware Small Cap Value Fund R6	Mutual fund	n/a	n/a	n/a	n/a	n/a	45,916
	Fidelity Extended Market Index Fund	Mutual fund	n/a	n/a	n/a	n/a	n/a	36,787
	Fidelity US Bond Index Fund	Mutual fund	n/a	n/a	n/a	n/a	n/a	32,258
	American Funds EuroPacific Growth Fund R6	Mutual fund	n/a	n/a	n/a	n/a	n/a	9,891
	U.S. Treasury Money Fund	Mutual fund	n/a	n/a	n/a	n/a	n/a	700
								1,679,799
*	T. Rowe Price Retirement 2030 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	2,143,325
*	T. Rowe Price Retirement 2025 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	1,588,388
*	T. Rowe Price Retirement 2035 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	865,313
*	T. Rowe Price Stable Value Common Trust Fund Class - N	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	566,710
*	T. Rowe Price Retirement 2020 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	549,294
*	T. Rowe Price Retirement 2040 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	370,338
*	T. Rowe Price Retirement 2055 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	340,061
*	T. Rowe Price Retirement 2045 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	272,171
*	T. Rowe Price Retirement 2050 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	259,369
*	T. Rowe Price Retirement 2015 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	206,979
	AB US Large Cap Growth CIT (W Series)	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	139,942
*	T. Rowe Price Retirement 2060 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	66,649
*	T. Rowe Price Retirement 2065 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	10,952
*	T. Rowe Price Retirement 2010 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	1,698
								7,381,189
*	Participant Loans	Notes receivable from participants	various	4.25%-9.50%	n/a	varies	-	266,502
*	Represent parties-in-interest.							\$ 9,327,490

See independent auditors' report

Current Retirement Plan for Collectively Bargained Employees

Employer Identification Number 06-1123319

Plan Number 001

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

December 31, 2022

(a)	(b)	(c)					(d)	(e)
		Description of Asset						
	Identity of Issue, Borrower, Lessor or Similar Party	Type of Asset	Maturity Date	Rate of Interest	Collateral	Par or Maturity Value	Cost	Current Value
	Fidelity 500 Index Fund	Mutual fund	n/a	n/a	n/a	n/a	n/a	\$ 590,577
	JP Morgan Equity Income Fund R6	Mutual fund	n/a	n/a	n/a	n/a	n/a	346,044
*	T. Rowe Price Mid Cap Growth Fund I	Mutual fund	n/a	n/a	n/a	n/a	n/a	228,540
	JPMorgan Core Plus Bond Fund R6	Mutual fund	n/a	n/a	n/a	n/a	n/a	130,038
	Fidelity Total International Index Fund	Mutual fund	n/a	n/a	n/a	n/a	n/a	85,614
	Delaware Small Cap Value Fund R6	Mutual fund	n/a	n/a	n/a	n/a	n/a	33,697
	Fidelity US Bond Index Fund	Mutual fund	n/a	n/a	n/a	n/a	n/a	32,316
	Fidelity Extended Market Index Fund	Mutual fund	n/a	n/a	n/a	n/a	n/a	28,429
	American Funds EuroPacific Growth Fund R6	Mutual fund	n/a	n/a	n/a	n/a	n/a	8,125
								1,483,380
*	T. Rowe Price Retirement 2030 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	2,112,238
*	T. Rowe Price Retirement 2025 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	1,513,580
*	T. Rowe Price Retirement 2035 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	673,696
*	T. Rowe Price Stable Value Common Trust Fund Class - N	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	536,043
*	T. Rowe Price Retirement 2020 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	493,566
*	T. Rowe Price Retirement 2040 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	318,459
*	T. Rowe Price Retirement 2055 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	236,954
*	T. Rowe Price Retirement 2045 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	191,469
*	T. Rowe Price Retirement 2050 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	176,201
*	T. Rowe Price Retirement 2015 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	166,938
	AB US Large Cap Growth CIT (W Series)	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	143,922
*	T. Rowe Price Retirement 2060 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	56,032
*	T. Rowe Price Retirement 2065 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	4,412
*	T. Rowe Price Retirement 2010 Trust Class E	Common collective trust fund	n/a	n/a	n/a	n/a	n/a	3,018
								6,626,528
*	Participant Loans	Notes receivable from participants	various	4.25%-8.00%	n/a	varies	-	364,629
*	Represent parties-in-interest.							\$ 8,474,537

See independent auditors' report

Plan Name	CURRENT RETIREMENT PLAN FOR COLLECTIVELY BARGAINED EMPLOYEES
Plan Sponsor EIN	06-1123319
ERISA Plan #	001
Plan Year Ending	December 31, 2023

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	X

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