

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

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024

- A This return/report is for: [ ] a multiemployer plan [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [x] a single-employer plan [ ] a DFE (specify) \_\_\_\_
B This return/report is: [ ] the first return/report [ ] the final return/report [ ] an amended return/report [ ] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. . . . . [ ]
D Check box if filing under: [x] Form 5558 [ ] automatic extension [ ] the DFVC program [ ] special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan: EMPLOYEES RETIREMENT PLAN OF SI GROUP, INC.
1b Three-digit plan number (PN): 001
1c Effective date of plan: 10/01/1953
2a Plan sponsor's name (employer, if for a single-employer plan): SI GROUP, INC.
Mailing address (include room, apt., suite no. and street, or P.O. Box): 1790 HUGHES LANDING BLVD. SUITE 600 THE WOODLANDS, TX 77380
2b Employer Identification Number (EIN): 14-1041790
2c Plan Sponsor's telephone number: 518-602-7331
2d Business code (see instructions): 325500

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.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	2734
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits ..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> . ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits ..... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> . ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	108
	<b>6a(2)</b>	93
	<b>6b</b>	1701
	<b>6c</b>	636
	<b>6d</b>	2430
	<b>6e</b>	259
	<b>6f</b>	2689
	<b>6g(1)</b>	
<b>6g(2)</b>		
<b>6h</b>		0
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	<b>7</b>	

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
1A 1I

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

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input checked="" type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

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

<b>a Pension Schedules</b>	<b>b General Schedules</b>
(1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information)
(2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan)
(3) <input checked="" type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> <b>A</b> (Insurance Information) – Number Attached <u>0</u>
(4) <input type="checkbox"/> <b>DCG</b> (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information)
(5) <input type="checkbox"/> <b>MEP</b> (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> <b>D</b> (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> <b>G</b> (Financial Transaction Schedules)

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

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**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.

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

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**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 \_\_\_\_\_

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<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2023</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024

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

<b>A</b> Name of plan <u>EMPLOYEES RETIREMENT PLAN OF SI GROUP, INC.</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>SI GROUP, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>14-1041790</u>	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>10</u> Day <u>01</u> Year <u>2023</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	<u>280327627</u>
	<b>b</b> Actuarial value .....	<b>2b</b>	<u>308360389</u>
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	<u>1980</u>	<u>265492701</u>
	<b>b</b> For terminated vested participants .....	<u>707</u>	<u>41429443</u>
	<b>c</b> For active participants .....	<u>108</u>	<u>21651708</u>
	<b>d</b> Total .....	<u>2795</u>	<u>328573852</u>
<b>4</b>	If the plan is in at-risk status, check the box and complete lines (a) and (b) .....		
	<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>	
	<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor .....	<b>4b</b>	
<b>5</b>	Effective interest rate .....	<b>5</b>	<u>5.17 %</u>
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>0</u>
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>2597556</u>
	<b>c</b> Target normal cost .....	<b>6c</b>	<u>2597556</u>

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

<b>SIGN HERE</b>  <u>SETH CORREIA</u> Signature of actuary  <u>JOHN HANCOCK</u> Firm name  <u>200 BERKELEY STREET</u> <u>BOSTON, MA 02116</u> Address of the firm	<u>06/05/2025</u> Date <u>23-08079</u> Most recent enrollment number <u>781-619-2000</u> Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	13130374	0
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	5318830	0
<b>9</b>	Amount remaining (line 7 minus line 8) .....	7811544	0
<b>10</b>	Interest on line 9 using prior year's actual return of <u>7.16</u> % .....	559307	0
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		0
	<b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.35</u> % .....		0
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		0
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		0
	<b>d</b> Portion of (c) to be added to prefunding balance .....		0
<b>12</b>	Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d - line 12) .....	8370851	0

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	90.28 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	90.28 %
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	95.42 %
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV Contributions and Liquidity Shortfalls</b>		<b>18 Contributions made to the plan for the plan year by employer(s) and employees:</b>				
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	
<b>Totals ▶</b>			<b>18(b)</b>	0	<b>18(c)</b>	0

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

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

**20** Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>				
<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code).....				<b>21b</b> 4
<b>22</b> Weighted average retirement age .....				<b>22</b> 63
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute	

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

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

<b>Part VIII Minimum Required Contribution For Current Year</b>				
<b>31</b> Target normal cost and excess assets (see instructions):				
<b>a</b> Target normal cost (line 6c).....				<b>31a</b> 2597556
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....				<b>31b</b> 0
<b>32</b> Amortization installments:	Outstanding Balance		Installment	
<b>a</b> Net shortfall amortization installment .....	32284384		3080819	
<b>b</b> Waiver amortization installment .....	0		0	
<b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount .....				<b>33</b>
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....				<b>34</b> 5678375
	Carryover balance	Prefunding balance	Total balance	
<b>35</b> Balances elected for use to offset funding requirement .....	5678375	0	5678375	
<b>36</b> Additional cash requirement (line 34 minus line 35).....				<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....				<b>37</b> 0
<b>38</b> Present value of excess contributions for current year (see instructions)				
<b>a</b> Total (excess, if any, of line 37 over line 36)				<b>38a</b> 0
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....				<b>38b</b> 0
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....				<b>39</b> 0
<b>40</b> Unpaid minimum required contributions for all years .....				<b>40</b> 0

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

<b>SCHEDULE C</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2023</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2023 or fiscal plan year beginning **10/01/2023** and ending **09/30/2024**

<b>A</b> Name of plan <b>EMPLOYEES RETIREMENT PLAN OF SI GROUP, INC.</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>SI GROUP, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>14-1041790</b>	

**Part I Service Provider Information (see instructions)**

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

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

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

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

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

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

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

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

JOHN HANCOCK

01-0233346

(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 62 64 34	RETAINED BY EMPLOYER	391926	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

CAPFINANCIAL PARTNERS, LLC

26-0058143

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	RETAINED BY EMPLOYER	282492	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

CARON & BLETZER, PLLC

04-3499945

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	RETAINED BY EMPLOYER	19080	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**Part I Service Provider Information (continued)**

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

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

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

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

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

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

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

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> 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)

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE D</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>	<b>DFE/Participating Plan Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <hr/> <b>2023</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024

<b>A</b> Name of plan <u>EMPLOYEES RETIREMENT PLAN OF SI GROUP, INC.</u>	<b>B</b> Three-digit plan number (PN)	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>SI GROUP, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>14-1041790</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<u>GREAT GRAY CIT DB GROWTH PORT</u>	
<b>b</b> Name of sponsor of entity listed in (a):	<u>GREAT GRAY CIT</u>	
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<u>82-0737797-187</u>	<u>C</u>	<u>78069721</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2023</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2023 or fiscal plan year beginning <b>10/01/2023</b> and ending <b>09/30/2024</b>	
<b>A</b> Name of plan <b>EMPLOYEES RETIREMENT PLAN OF SI GROUP, INC.</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>SI GROUP, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>14-1041790</b>

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

		(a) Beginning of Year	(b) End of Year
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	2339822	2126816
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>		
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>		
<b>(3)</b> Other .....	<b>1b(3)</b>	2231671	2550940
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	3866887	2560133
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	10481061	21038400
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	174652001	190417318
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>		
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	84446198	78069721
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>		
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>		
<b>(15)</b> Other .....	<b>1c(15)</b>	3032802	9733964

<b>1d</b> Employer-related investments:		<b>(a)</b> Beginning of Year	<b>(b)</b> End of Year
(1) Employer securities .....	<b>1d(1)</b>		
(2) Employer real property .....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation .....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e) .....	<b>1f</b>	281050442	306497292
<b>Liabilities</b>			
<b>g</b> Benefit claims payable .....	<b>1g</b>		
<b>h</b> Operating payables .....	<b>1h</b>		
<b>i</b> Acquisition indebtedness .....	<b>1i</b>		
<b>j</b> Other liabilities .....	<b>1j</b>	722816	4857756
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j) .....	<b>1k</b>	722816	4857756
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f) .....	<b>1l</b>	280327626	301639536

**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.

<b>Income</b>		<b>(a)</b> Amount	<b>(b)</b> Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers .....	<b>2a(1)(A)</b>	0	
<b>(B)</b> Participants .....	<b>2a(1)(B)</b>		
<b>(C)</b> Others (including rollovers) .....	<b>2a(1)(C)</b>		
(2) Noncash contributions .....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		0
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit) .....	<b>2b(1)(A)</b>	269432	
<b>(B)</b> U.S. Government securities .....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments .....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants) .....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans .....	<b>2b(1)(E)</b>		
<b>(F)</b> Other .....	<b>2b(1)(F)</b>		
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		269432
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock .....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock .....	<b>2b(2)(B)</b>		
<b>(C)</b> Registered investment company shares (e.g. mutual funds) .....	<b>2b(2)(C)</b>		
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		0
(3) Rents .....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds .....	<b>2b(4)(A)</b>		
<b>(B)</b> Aggregate carrying amount (see instructions) .....	<b>2b(4)(B)</b>		
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result .....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate .....	<b>2b(5)(A)</b>		
<b>(B)</b> Other .....	<b>2b(5)(B)</b>		
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	<b>2b(6)</b>		17847370
(7) Net investment gain (loss) from pooled separate accounts.....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts.....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities.....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	<b>2b(10)</b>		
<b>c</b> Other income.....	<b>2c</b>		31298498
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total.....	<b>2d</b>		49415300

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	<b>2e(1)</b>	25364860	
(2) To insurance carriers for the provision of benefits.....	<b>2e(2)</b>		
(3) Other.....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		25364860
<b>f</b> Corrective distributions (see instructions).....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions).....	<b>2g</b>		
<b>h</b> Interest expense.....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances.....	<b>2i(1)</b>		
(2) Contract administrator fees.....	<b>2i(2)</b>	391926	
(3) Recordkeeping fees.....	<b>2i(3)</b>		
(4) IQPA audit fees.....	<b>2i(4)</b>	19080	
(5) Investment advisory and investment management fees.....	<b>2i(5)</b>	282492	
(6) Bank or trust company trustee/custodial fees.....	<b>2i(6)</b>		
(7) Actuarial fees.....	<b>2i(7)</b>		
(8) Legal fees.....	<b>2i(8)</b>		
(9) Valuation/appraisal fees.....	<b>2i(9)</b>		
(10) Other trustee fees and expenses.....	<b>2i(10)</b>		
(11) Other expenses.....	<b>2i(11)</b>	2045032	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		2738530
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total.....	<b>2j</b>		28103390

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		21311910
<b>l</b> Transfers of assets:			
(1) To this plan.....	<b>2l(1)</b>		
(2) From this plan.....	<b>2l(2)</b>		

**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: **CARON & BLETZER, PLLC**

(2) EIN: **04-3499945**

**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
<b>a</b> 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.)		X	
<b>b</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.)		X	
<b>c</b> 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.)		X	
<b>d</b> 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.)		X	
<b>e</b> Was this plan covered by a fidelity bond?	X		500000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> 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?		X	
<b>h</b> 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?		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> 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.)	X		
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
<b>n</b> 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 538203.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2023</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2023 or fiscal plan year beginning **10/01/2023** and ending **09/30/2024**

<b>A</b> Name of plan <b>EMPLOYEES RETIREMENT PLAN OF SI GROUP, INC.</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>SI GROUP, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>14-1041790</b>	

<b>Part I</b>	<b>Distributions</b>
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**All references to distributions relate only to payments of benefits during the plan year.**

<b>1</b> Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	<b>1</b>	<b>0</b>
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**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
 EIN(s): 80-0709115

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

<b>3</b> Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....	<b>3</b>	<b>2</b>
--	----------	----------

<b>Part II</b>	<b>Funding Information</b> (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .....  Yes  No  N/A  
**If the plan is a defined benefit plan, go to line 8.**

**5** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_  
**If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year.....	<b>6b</b>	
<b>c</b> 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) .....	<b>6c</b>	

**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

<b>Part III</b>	<b>Amendments</b>
-----------------	-------------------

**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

<b>Part IV</b>	<b>ESOPs</b> (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:

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

**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:

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

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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 .....	<b>16b</b>	

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

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

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

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

**a** Enter the percentage of plan assets held as:  
 Public Equity: 19.2 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 69.8 %  
 High-Yield Debt: 6.8 % Real Assets: 1.4 % Cash or Cash Equivalents: 1.0 % Other: 1.8 %

**b** Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:  
 0-5 years  5-10 years  10-15 years  15 years or more

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

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

**b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:  
 Yes.  
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.  
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.  
 No. Other. Provide explanation.....

**Part VII IRS Compliance Questions**

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

**21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).  
 Design-based safe harbor method  
 "Prior year" ADP test  
 "Current year" ADP test  
 N/A

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

**Structured Attachment**Department of the Treasury  
Internal Revenue ServiceDepartment of Labor  
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

**Schedule SB, line 26b**  
**Schedule of Projection of Expected**  
**Benefit Payments****2023****This Form is Open to**  
**Public Inspection**

<b>Name of Plan</b>	EMPLOYEES RETIREMENT PLAN OF SI GROUP, INC.						
<b>Plan Year Begin Date</b>	10/01/2023	<b>Plan Year End Date</b>	09/30/2024	<b>EIN</b>	14-1041790	<b>PN</b>	001

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	305066	1635823	24969505	26910394
2024	524853	994603	24448017	25967473
2025	798863	1325773	23895263	26019899
2026	1007452	1582860	23313349	25903661
2027	1237157	1903495	22716308	25856960
2028	1411964	2329022	22077858	25818844
2029	1561450	2576971	21397508	25535929
2030	1665604	2847389	20679533	25192526
2031	1796685	2939231	19919580	24655496
2032	1869212	3171799	19120657	24161668
2033	1948552	3332163	18285400	23566115
2034	2006247	3433807	17416826	22856880
2035	2048380	3522602	16518128	22089110
2036	2089872	3517805	15593641	21201318
2037	2110780	3527888	14648271	20286939
2038	2121399	3507723	13687561	19316683
2039	2116109	3496971	12717585	18330665
2040	2105684	3465066	11744832	17315582
2041	2091966	3378392	10776217	16246575
2042	2062716	3295110	9818977	15176803
2043	2032141	3181235	8880590	14093966
2044	1989694	3088705	7968636	13047035
2045	1944704	2975424	7090624	12010752
2046	1886892	2831838	6253725	10972455
2047	1823378	2681044	5464397	9968819

<b>Name of Plan</b>	EMPLOYEES RETIREMENT PLAN OF SI GROUP, INC.						
<b>Plan Year Begin Date</b>	10/01/2023	<b>Plan Year End Date</b>	09/30/2024	<b>EIN</b>	14-1041790	<b>PN</b>	001

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2048	1757461	2528235	4728245	9013941
2049	1683176	2364862	4049842	8097880
2050	1608209	2197581	3432460	7238250
2051	1525783	2028440	2877948	6432171
2052	1439594	1858594	2386594	5684782
2053	1350506	1689668	1957157	4997331
2054	1259231	1523935	1587044	4370210
2055	1166455	1363008	1272500	3801963
2056	1073264	1208558	1008962	3290784
2057	980412	1062084	791319	2833815
2058	888802	924879	614124	2427805
2059	799337	797964	471871	2069172
2060	712892	682059	359236	1754187
2061	630297	577544	271229	1479070
2062	552277	484469	203343	1240089
2063	479443	402584	151619	1033646
2064	412270	331388	112662	856320
2065	351056	270200	83643	704899
2066	295944	218216	62247	576407
2067	246934	174557	46614	468105
2068	203889	138301	35280	377470
2069	166563	108519	27116	302198
2070	134610	84309	21261	240180
2071	107603	64827	17071	189501
2072	85068	49312	14073	148453

**EMPLOYEES' RETIREMENT PLAN  
OF SI GROUP, INC.**

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**FINANCIAL STATEMENTS**

September 30, 2024 and 2023 and  
For the Year Ended September 30, 2024



***CARON & BLETZER, PLLC***

*Certified Public Accountants and Business Consultants*

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
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Certain schedules required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.



## Independent Auditor's Report

To the Plan Administrator of the Employees' Retirement Plan of SI Group, Inc.:

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

We have performed audits of the financial statements of the Employees' Retirement Plan of SI Group, Inc. ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of September 30, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended September 30, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of September 30, 2024 and 2023 and for the year ended September 30, 2024, stating that the certified investment information, as described in Note H 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 Auditor's Responsibilities for the Audit of the Financial Statements section of our report:

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

### ***Basis for Opinion***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (“GAAS”). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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 GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

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

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

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

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, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

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 GAAP.

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 Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of September 30, 2024 and the Schedule H, Line 4(j) - Schedule of Reportable Transactions for the year ended September 30, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

*Caron & Bletner, PLLC*

Kingston, NH  
July 2, 2025

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
 STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS  
 SEPTEMBER 30, 2024 and 2023

	2024	2023
Assets:		
Cash	\$ 2,126,816	\$ 2,339,822
Investments, at fair value	301,819,536	276,478,949
Receivables:		
Accrued interest and dividends	2,550,940	2,231,671
Total assets	306,497,292	281,050,442
Liabilities:		
Net pending trades	4,857,756	722,816
Net assets available for benefits	\$ 301,639,536	\$ 280,327,626

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

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
 STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS  
 For the Year Ended September 30, 2024

	2024
Additions:	
Investment income:	
Net appreciation in fair value of investments	\$ 38,011,132
Interest income	11,134,736
Dividends	269,432
Total additions	49,415,300
Deductions:	
Distributions to participants	25,364,860
Administrative fees	2,738,530
Total deductions	28,103,390
Net increase	21,311,910
Net assets available for benefits:	
Beginning of year	280,327,626
End of year	\$ 301,639,536

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

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
NOTES TO FINANCIAL STATEMENTS

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A. PLAN DESCRIPTION:

The following brief description of the Employees' Retirement Plan of SI Group, Inc. (the "Plan") is provided for general information purposes only. Participants should refer to the plan document for more complete information.

General

The Plan is a defined benefit pension plan sponsored by SI Group, Inc. (the "Company"). Established in 1953, the Plan provides for pension, death and disability benefits. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended, ("ERISA") and the Internal Revenue Code ("IRC").

Pension Benefits

Under the Plan, employees hired before January 1, 2010 with 5 or more years of service are entitled to an annual pension benefit beginning at normal retirement age (65) equal to 1% of final average compensation times years of benefit service as defined under the plan, as amended and subject to certain minimum monthly benefits.

All new employees hired on or after January 1, 2010 are not eligible to participate in the Plan. Additionally, on January 1, 2010, the Company offered participants of the Plan the option to participate in another defined contribution plan sponsored by the Company beginning on October 1, 2010. For participants of the Plan who accepted the offer, the benefits accrued under the Plan were frozen as of October 1, 2010.

Effective October 1, 2003, for employees retiring on or after October 1, 2003, final average compensation is determined based on the average of the highest five years of compensation during the last eight years of employment. Employees meeting minimum age and years of service criteria are entitled to early retirement prior to age 65. If employees terminate before rendering five years of service, they forfeit the right to receive the benefits they have accumulated subject to the break in service provisions of the Plan. Employees may elect to receive a reduced amount of retirement allowance so that their spouse may receive a benefit upon their death. Employees with 15 or more years of vesting service are entitled to disability retirement benefits should they become permanently disabled.

Effective September 30, 2019, non-union members' accrued benefits shall not be increased for compensation or benefit service earned after that date.

For former participants in the Addivant Pension Plan, the accrued benefit for most participants is calculated, as defined by the Plan, as a percentage of average compensation as defined, multiplied by credited years of service. The majority of benefit accruals ceased effective December 31, 2005 under the legacy Chemtura Plan.

Effective March 31, 2021, accrued benefits of a participant who is a collectively-bargained employee shall not be increased for compensation or benefit service earned after that date.

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
NOTES TO FINANCIAL STATEMENTS

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Funding Policy

Contributions to provide benefits under the Plan are made by the Company based upon amounts determined by the consulting actuary. It is the Company's policy to comply with the minimum funding requirements of ERISA. The Company has met the minimum funding requirements of ERISA for the year ended September 30, 2024.

Vesting

Participants become vested in their accrued benefit following five years of service.

B. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Basis of Presentation

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

Use of Estimates

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

Cash

Cash includes cash on hand and demand deposit accounts.

Investment Valuation and Income Recognition

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

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

Payment of Benefits

Benefits are recorded when paid.

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
NOTES TO FINANCIAL STATEMENTS

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Administrative Expenses

All administrative expenses are paid by the Plan, unless paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Derivative related expenses are included in the net appreciation (depreciation) of investment income.

C. FAIR VALUE MEASUREMENTS:

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

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

*Level 2* - 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. 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.

Following is a description of the valuation methodologies used by the Plan. There have been no changes in the methodologies used at September 30, 2024 and 2023.

*Corporate bonds, municipal bonds, foreign government obligations, and cash equivalents* – Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

*Government obligations* – Valued using pricing models maximizing the use of observable inputs for similar securities.

*Mutual funds* – Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. 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.

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
NOTES TO FINANCIAL STATEMENTS

*Common collective trusts* – Valued at the net asset value of units of a collective trust. The net asset value, as provided by the fund manager, is used as a practical expedient to estimate fair value. The net asset value is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value.

*Financial instruments* – Consist of future contracts and swap contracts. Futures contracts are valued at fair value as determined on the futures exchange at the date the contract is entered into, which is typically zero. The Plan utilizes a margin account and collateral to account for the daily fluctuations in the value of the futures contract. Swap contracts are valued at fair value, as determined on the over-the-counter market on the date the contract is entered into. During the period that the contract is open, the contract is marked-to-market in accordance with the terms of the contract based on the relevant index. The change in market value is recorded as appreciation (depreciation).

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of September 30:

	2024			
	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Corporate bonds	\$ 190,417,318	\$ -	\$ 190,417,318	\$ -
Cash equivalents	3,802,538	-	3,802,538	-
Government obligations	21,038,400	-	21,038,400	-
Foreign government obligations	576,725	-	576,725	-
Municipal bonds	3,728,657	-	3,728,657	-
Mutual funds	2,560,133	2,560,133	-	-
Financial instruments - net	<u>1,626,044</u>	<u>-</u>	<u>1,626,044</u>	<u>-</u>
Total investments in the fair value hierarchy	223,749,815	<u>\$ 2,560,133</u>	<u>\$ 221,189,682</u>	<u>\$ -</u>
Investments measured at net asset value(1): Common collective trust	<u>78,069,721</u>			
Investments at fair value	<u>\$ 301,819,536</u>			

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
NOTES TO FINANCIAL STATEMENTS

	2023			
	Total	Level 1	Level 2	Level 3
Corporate bonds	\$ 174,652,001	\$ -	\$ 174,652,001	\$ -
Cash equivalents	1,531,287	-	1,531,287	-
Government obligations	10,481,061	-	10,481,061	-
Foreign government obligations	551,611	-	551,611	-
Municipal bonds	4,000,723	-	4,000,723	-
Mutual funds	3,866,887	3,866,887	-	-
Financial instruments - net	(3,050,819)	-	(3,050,819)	-
 Total investments in the fair value hierarchy	 192,032,751	 <u>\$ 3,866,887</u>	 <u>\$ 188,165,864</u>	 <u>\$ -</u>
 Investments measured at net asset value(1): Common collective trust	  84,446,198			
 Investments at fair value	 <u>\$ 276,478,949</u>			

(1) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

Redemptions of the common collective trust held by the Plan may be subject to a five day redemption notice period. There are no unfunded commitments.

D. DERIVATIVES:

The Plan makes use of several investment strategies and future instruments involving limited use of derivative investments. The Plan's management monitors risk indicators such as duration and counter-party credit risk, both for the derivatives themselves and for the investment portfolios holding the derivatives. Gains and losses on such investments are included in net investment appreciation (depreciation) in the statements of changes in net assets available for benefits. Related derivative expenses are included in the net appreciation (depreciation) in fair value of derivative investments. Derivative related expenses were \$349,422 netted with net investment appreciation (depreciation) for the year ended September 30, 2024.

**Interest rate contracts** - The plan utilizes swaps, swaption and future instruments to manage interest rate risk by exchanging certain benefits of one party's financial instrument for those of the other party's financial instrument. interest rate contracts. Interest rate movements create a degree of risk by affecting the amount of interest payments and the value of debt instruments. As of September 30, 2024 and 2023, the Plan had six and five interest rate swap contracts, respectively.

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
NOTES TO FINANCIAL STATEMENTS

**Credit default swap contracts** - The Plan uses credit default swaps to manage its exposure to the market or certain sectors of the market, to reduce its risk exposure to defaults of corporate and sovereign issuers or to create exposure to corporate or sovereign issuers to which it is not otherwise exposed. In a credit default swap, the protection buyer makes a stream of payments based on a fixed percentage applied to the contract notional amount to the protection seller in exchange for the right to receive a specified return upon the occurrence of a defined credit event on the reference obligation that may be either a single security or a basket of securities issued by corporate or sovereign issuers. Certain over-the counter (OTC) contracts require the protection seller or buyer to make an initial payment to the counterparty upon entering into the swap. The fund's maximum risk of loss from counterparty risk, either as the protection seller or as the protection buyer, is the fair value of the agreement. Although contract specific, credit events are generally defined as bankruptcy, failure to pay, restructuring, obligation acceleration, obligation default, or repudiation or moratorium. Upon the occurrence of a defined credit event, the buyer of the swap may elect either to be paid in cash an amount equal to, generally, the notional value of the contract less the current fair value of the underlying instrument as determined by a facilitated auction, or to deliver the underlying instrument to the seller of the swap in exchange for cash equal to the notional value of the instrument. As of September 30, 2024 and 2023, the Plan had ten and nine open credit default swap contracts, respectively.

The following tables summarize the location offsetting of derivative assets and liabilities reported in the net assets of the Plan, as of September 30:

Description	2024					
	(i)	(ii)	(iii) = (i) - (ii)	(iv)		(v) = (iii) - (iv)
	Gross amounts of recognized assets	Gross amounts of offset in the statement of assets	Net amounts of assets presented in the statement of assets	Gross amounts not offset in the statement of assets		Net amount
			Financial instruments	Cash collateral received		
Credit default contract	\$ 1,788,729	\$ -	\$ 1,788,729	\$ -	\$ -	\$ 1,788,729
Interest rate contract	17,892	-	17,892	-	-	17,892
Total	<u>\$ 1,806,621</u>	<u>\$ -</u>	<u>\$ 1,806,621</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,806,621</u>

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
NOTES TO FINANCIAL STATEMENTS

<u>Description</u>	2024					
	(i)	(ii)	(iii) = (i) - (ii)	(iv)	(v) = (iii) - (iv)	
	Gross amounts of recognized liabilities	Gross amounts of offset in the statement of liabilities	Net amounts of assets presented in the statement of liabilities	Financial instruments	Cash collateral received	Net amount
Credit default contract	\$ (124,502)	\$ -	\$ (124,502)	\$ -	\$ -	\$ (124,502)
Interest rate contract	(56,075)	-	(56,075)	-	-	(56,075)
Total	<u>\$ (180,577)</u>	<u>\$ -</u>	<u>\$ (180,577)</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ (180,577)</u>

<u>Description</u>	2023					
	(i)	(ii)	(iii) = (i) - (ii)	(iv)	(v) = (iii) - (iv)	
	Gross amounts of recognized assets	Gross amounts of offset in the statement of assets	Net amounts of assets presented in the statement of assets	Financial instruments	Cash collateral received	Net amount
Credit default contract	\$ 294,291	\$ -	\$ 294,291	\$ -	\$ -	\$ 294,291
Interest rate contract	300,288	-	300,288	-	-	300,288
Total	<u>\$ 594,579</u>	<u>\$ -</u>	<u>\$ 594,579</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 594,579</u>

<u>Description</u>	2023					
	(i)	(ii)	(iii) = (i) - (ii)	(iv)	(v) = (iii) - (iv)	
	Gross amounts of recognized liabilities	Gross amounts of offset in the statement of liabilities	Net amounts of liabilities presented in the statement of liabilities	Financial instruments	Cash collateral received	Net amount
Credit default contract	\$ (2,944,026)	\$ -	\$ (2,944,026)	\$ -	\$ -	\$ (2,944,026)
Interest rate contract	(701,374)	-	(701,374)	-	-	(701,374)
Total	<u>\$ (3,645,400)</u>	<u>\$ -</u>	<u>\$ (3,645,400)</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ (3,645,400)</u>

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
NOTES TO FINANCIAL STATEMENTS

The following table shows the effect of derivatives, designated as hedging investments, on net investment income (loss) including related expenses of the Plan:

Description	Classification	Income (loss) For the Year Ended September 30:	
		2024	2023
Credit contract	Other financial instruments	\$ 1,382,305	\$ (653,546)
Interest rate contract	Other financial instruments	(306,819)	(5,438,659)
		<u>\$ 1,075,486</u>	<u>\$ (6,092,205)</u>

Certain duration, liquidity and counterparty risks may arise upon entering into foreign exchange, interest rate and credit contracts. The fund manager measures the portfolios duration, liquidity and credit exposure daily, to determine the appropriate portfolio weightings for securities and derivatives by utilizing a risk analysis model. Counterparty risk is mitigated by limiting derivative transactions to counterparties of the highest quality and by utilizing collateralization. As of September 30, 2024 and 2023 the Plan does not believe that any material risks exist.

**E. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS:**

Accumulated plan benefits are those future periodic payments, including lump sum distributions, that are attributable, under the Plan's provisions, to the service employees have rendered and include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Vested benefits are benefits to which members are entitled regardless of future service with the Company. Non-vested benefits are dependent upon future services.

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

The more significant assumptions underlying the actuarial computations used in the valuation as of September 30, 2024 and 2023 are as follows:

Discount rate	- 4.87% for 2024 and 5.23% for 2023
Mortality basis	- PRI-2012 with Scale MP-2021 for 2024 and 2023
Retirement	- Age 65

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
NOTES TO FINANCIAL STATEMENTS

The actuarial present value of accumulated plan benefits consists of the following as of September 30, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Actuarial present value of accumulated plan benefits:		
Vested benefits:		
Participants currently receiving payments	\$ 264,780,243	\$ 259,750,636
Participants with deferred benefits	41,893,318	42,054,958
Other participants	<u>20,767,170</u>	<u>21,711,714</u>
Total vested benefits	327,440,731	323,517,308
Nonvested benefits	<u>2,574,894</u>	<u>3,616,499</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 330,015,625</u>	<u>\$ 327,133,807</u>

The net increase in actuarial present value of accumulated plan benefits can be attributed to the following for the year ended September 30, 2024:

Actuarial present value of accumulated plan benefits at beginning of year:	\$ 327,133,807
Increase (decrease) during the year attributable to:	
Decrease in discount period	16,454,252
Benefits paid	(25,365,171)
Benefits accumulated, including actuarial (gains)/losses	1,458,924
Change in assumptions	<u>10,333,813</u>
Net increase	<u>2,881,818</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 330,015,625</u>

F. TAX STATUS:

The Company obtained its determination letter for the plan dated July 20, 2021 in which the Internal Revenue Service ("IRS") stated that the plan, as then designed, was in compliance with the applicable requirements of the IRC. The plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believes that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
NOTES TO FINANCIAL STATEMENTS

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G. TERMINATION:

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

- a. Benefits attributable to employee contributions, if any, taking into account those paid out before termination.
- b. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.
- c. Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC") (a U.S. government agency) up to the applicable limitations (discussed below).
- d. All other vested benefits (that is, vested benefits not insured by the PBGC).
- e. All non-vested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees. That ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or plan termination (whichever comes later). For younger annuitants or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

H. CERTIFIED INVESTMENTS:

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments held at September 30, 2024 and 2023, and net appreciation (depreciation) in fair value of investments and interest and dividends for the year ended September 30, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by John Hancock Trust Company LLC, the trustee of the Plan.

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
NOTES TO FINANCIAL STATEMENTS

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I. PARTIES-IN-INTEREST:

Section 3(14) of ERISA defines a party-in-interest to include, among others, fiduciaries or employees of the Plan, any person who provides services to the Plan or an employer whose employees are covered by the Plan. Accordingly, the management of investments held by the trustee are considered party-in-interest transactions.

J. PENDING TRANSACTIONS:

Pending transactions result when investment trades and variation margin are processed, but not settled before plan year end. As of September 30, 2024 and 2023, the plan had pending transactions netting to \$4,857,756 and \$722,816, respectively.

K. RISK AND UNCERTAINTIES:

Contributions to the Plan and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee compensation and demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and, due to the uncertainties inherent in setting assumptions, that the effect of such changes could be material to the financial statements.

The Plan is invested in various securities. Investment securities, in general, are exposed to various risks such as interest rate, credit, and overall market volatility. Market risks include global events which could impact the value of investment securities. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the fair values of investment securities will occur in the near term and those changes could materially affect the amounts reported in the statements of net assets available for benefits.

L. SUBSEQUENT EVENTS:

The Company has evaluated all subsequent events through July 2, 2025, the date the financial statements were available to be issued.

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party		Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Wilmington Trust DB Growth Portfolio Fund	Common collective trust	\$ 48,476,713	\$ 78,069,721
	Vanguard Federal Money Market Fund	Mutual fund	2,560,133	2,560,133
	Eb Temp Inv Fd 1.147% 12/31/2049 Dd 11/01/01	Cash equivalent	4,033,538	4,033,538
	Swap Collateral With Jp Morgan	"	(161,000)	(161,000)
	Swap Collateral With Goldman	"	(70,000)	(70,000)
	Total cash equivalents		<u>3,802,538</u>	<u>3,802,538</u>
	U S Treasury Bond 3.000% 11/15/2044 Dd 11/15/14	Government obligation	400,749	283,342
	U S Treasury Bond 2.375% 11/15/2049 Dd 11/15/19	"	2,924,812	2,925,039
	U S Treasury Bond 1.625% 11/15/2050 Dd 11/15/20	"	252,176	249,521
	U S Treasury Bond 2.250% 05/15/2041 Dd 05/15/21	"	4,085,042	3,890,449
	U S Treasury Bond 3.625% 05/15/2053 Dd 05/15/23	"	87,616	90,875
	U S Treasury Bond 3.875% 05/15/2043 Dd 05/15/23	"	186,992	192,328
	U S Treasury Bond 4.625% 05/15/2054 Dd 05/15/24	"	255,772	259,950
	U S Treasury Note 3.875% 08/15/2033 Dd 08/15/23	"	1,179,030	1,198,414
	U S Treasury Note 4.250% 12/31/2025 Dd 12/31/23	"	304,095	306,406
	U S Treasury Note 4.000% 02/15/2034 Dd 02/15/24	"	198,343	203,219
	U S Treasury Note 4.125% 03/31/2031 Dd 03/31/24	"	1,731,300	1,785,947
	U S Treasury Note 3.875% 08/15/2034 Dd 08/15/24	"	1,314,911	1,317,779
	U S Treasury Note 3.625% 09/30/2031 Dd 09/30/24	"	1,661,205	1,660,577
	U S Treasury Note 3.500% 09/30/2029 Dd 09/30/24	"	2,287,674	2,281,770
	U S Treasury Bd Cpn Strip 0.000% 08/15/2039 Dd 08/17/09	"	571,659	457,755
	U S Treasury Bd Cpn Strip 0.000% 05/15/2041 Dd 05/16/11	"	333,497	340,639
	U S Treasury Bd Cpn Strip 0.000% 11/15/2041 Dd 11/15/11	"	4,906,091	<u>3,594,390</u>
	Total government obligations		<u>22,680,964</u>	<u>21,038,400</u>
	Dallas-Fort Worth Tx Internati 4.087% 11/01/2051 Dd 04/21/22	Municipal bond	65,000	58,329
	Dist Of Columbia Wtr & Swr Aut 4.814% 10/01/2114 Dd 07/23/14	"	757,853	483,031
	Indiana St Fin Auth Revenue 3.051% 01/01/2051 Dd 10/07/21	"	280,000	217,395
	Michigan St Fin Auth Revenue 3.384% 12/01/2040 Dd 12/18/19	"	240,000	203,103
	Ohio St Univ 4.800% 06/01/2111 Dd 10/26/11	"	193,714	137,223
	Univ Of Pittsburgh Pa Of The C 3.555% 09/15/2119 Dd 11/26/19	"	400,000	280,637
	Univ Of California Ca Revenues 4.858% 05/15/2112 Dd 03/01/12	"	926,387	655,003
	Univ Of Michigan Mi 2.437% 04/01/2040 Dd 06/16/20	"	240,000	186,263
	Univ Of Michigan Mi 2.562% 04/01/2050 Dd 06/16/20	"	265,000	180,595
	Univ Of Michigan Mi 4.454% 04/01/2122 Dd 03/16/22	"	500,000	440,106
	Univ Of Virginia Va Univ Reven 4.179% 09/01/2117 Dd 09/28/17	"	619,555	424,141
	Univ Of Virginia Va Univ Reven 2.584% 11/01/2051 Dd 07/21/21	"	695,000	<u>462,831</u>
	Total municipal bonds		<u>5,182,509</u>	<u>3,728,657</u>
	Bermuda Government Intern 144A 3.717% 01/25/2027 Dd 10/19/16	Foreign government obligation	662,275	576,725

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Gohl Capital Ltd Regs 4.250% 01/24/2027	Corporate obligation	410,978	384,365
	Indian Railway Finance Co Regs 3.835% 12/13/2027	"	708,104	639,051
	Israel Electric Corp Ltd 144A 5.000% 11/12/2024	"	852,160	759,316
	Acco Brands Corp 144A 4.250% 03/15/2029 Dd 03/15/21	"	475,000	444,808
	Aep Texas Inc 3.800% 10/01/2047 Dd 09/22/17	"	488,272	386,456
	Southern Co Gas Capital Corp 4.400% 06/01/2043 Dd 05/16/13	"	622,105	483,809
	Ahs Hospital Corp 2.780% 07/01/2051 Dd 01/27/21	"	65,000	44,551
	At&T Inc 4.500% 05/15/2035 Dd 05/04/15	"	654,810	582,476
	Abvie Inc 5.050% 3/15/2034 Dd 02/26/24	"	164,480	172,147
	Advocate Health & Hospitals Co 3.387% 10/15/2049 Dd 11/14/19	"	215,000	169,478
	Advocate Health & Hospitals Co 3.008% 06/15/2050 Dd 05/05/20	"	190,000	138,068
	Aecom 5.125% 03/15/2027 Dd 02/21/17	"	289,029	276,196
	Aetna Inc 4.750% 03/15/2044 Dd 03/07/14	"	629,284	538,923
	Ovintiv Inc 7.375% 11/01/2031 Dd 10/26/01	"	231,920	236,755
	Albertsons Cos Inc / Safe 144A 5.875% 02/15/2028 Dd 08/15/19	"	422,500	401,786
	Rio Tinto Alcan Inc 7.250% 11/01/2028 Dd 10/28/98	"	472,163	489,180
	Alexandria Real Estate Equitie 4.000% 02/01/2050 Dd 07/15/19	"	164,748	163,417
	Alexandria Real Estate Equitie 2.000% 05/18/2032 Dd 02/18/21	"	134,583	111,603
	Amcor Finance Usa Inc 3.625% 04/28/2026 Dd 10/28/19	"	548,245	493,049
	American Axle & Manufacturing 6.500% 04/01/2027 Dd 10/01/17	"	71,919	75,181
	American Axle & Manufacturing 6.250% 03/15/2026 Dd 03/26/18	"	12,090	12,010
	American Tower Corp 5.800% 11/15/2028 Dd 09/15/23	"	504,131	530,272
	American Transmission Sys 144A 5.000% 09/01/2044 Dd 09/25/14	"	1,084,257	838,350
	Amerigas Partners Lp / Ameriga 5.875% 08/20/2026 Dd 06/27/16	"	855,250	768,416
	Amgen Inc 4.950% 10/01/2041 Dd 09/16/10	"	742,654	585,474
	Amgen Inc 2.000% 01/15/2032 Dd 08/09/21	"	397,312	339,611
	Amphenol Corp 2.200% 09/15/2031 Dd 09/14/21	"	278,975	241,769
	Amsted Industries Inc 144A 5.625% 07/01/2027 Dd 06/05/19	"	580,250	548,573
	Anheuser-Busch Cos Llc / Anheu 4.900% 02/01/2046 Dd 02/01/19	"	337,686	270,520
	Aptargroup Inc 3.600% 03/15/2032 Dd 03/07/22	"	303,610	300,702
	Arch Capital Group Us Inc 5.144% 11/01/2043 Dd 12/13/13	"	718,752	549,487
	Arch Capital Finance Llc 5.031% 12/15/2046 Dd 12/08/16	"	147,827	153,519
	Arizona Public Service Co 5.700% 08/15/2034 Dd 05/09/24	"	209,425	221,441
	Ascension Health 3.106% 11/15/2039 Dd 10/23/19	"	420,000	349,315
	Autozone Inc 5.400% 07/15/2034 Dd 06/28/24	"	419,244	435,426
	Avery Dennison Corp 2.650% 04/30/2030 Dd 03/11/20	"	714,784	647,392
	Avis Budget Rental C 1A A 144A 3.830% 08/21/2028 Dd 04/14/22	"	799,914	785,398
	B&G Foods Inc 5.250% 09/15/2027 Dd 09/26/19	"	415,500	384,019
	Bae Systems Holdings Inc 144A 4.750% 10/07/2044 Dd 10/07/14	"	998,813	788,482
	Bat Capital Corp 4.390% 08/15/2037 Dd 08/15/18	"	730,591	681,613
	Bhp Billiton Finance Usa Ltd 5.500% 09/08/2053 Dd 09/08/23	"	44,190	47,929
	Bbcms Mortgage Trust 20 C22 A2 6.728% 11/15/2056 Dd 11/01/23	"	699,993	750,652
	Bnp Paribas Sa 144A Var Rt 06/12/2029 Dd 06/12/23	"	1,048,804	1,076,697
	Bank Of America Corp Var Rt 01/20/2028 Dd 01/20/17	"	1,476,881	1,369,521
	Bank Of America Corp Var Rt 06/14/2029 Dd 06/14/21	"	534,617	544,496
	Bank 2024-5Yr7 5Yr7 A3 5.769% 06/15/2057 Dd 06/01/24	"	757,478	784,357
	Bank 2019-Bnk21 Bn21 A4 2.600% 10/17/2052 Dd 10/01/19	"	2,351,457	2,156,756
	Bank 2019-Bnk22 Bn22 A3 2.726% 11/15/2062 Dd 11/01/19	"	1,211,989	1,098,125
	Bank5 Trust 2024-5Yr6 5Yr6 A3 6.225% 05/15/2057 Dd 05/01/24	"	1,223,951	1,276,716

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Barclays Plc Var Rt 09/10/2030 Dd 09/10/24	"	170,000	171,235
	Battalion Clo X I I 12A A1 144A Var Rt 05/17/2031 Dd 05/16/18	"	1,907,518	1,929,020
	Bausch Health Cos Inc 144A 5.000% 01/30/2028 Dd 12/30/19	"	50,000	32,495
	Bausch Health Cos Inc 144A 5.250% 01/30/2030 Dd 12/30/19	"	50,000	27,875
	Baycare Health System Inc 3.831% 11/15/2050 Dd 04/16/20	"	442,400	353,462
	Benchmark 2019-B13 Mort B13 A3 2.701% 08/15/2057 Dd 10/01/19	"	2,322,968	2,118,662
	Benchmark 2021-B28 Mort B28 A4 1.980% 08/15/2054 Dd 08/01/21	"	1,413,991	1,185,683
	Benchmark 2023-B40 Mort B40 A2 6.930% 12/15/2056 Dd 12/01/23	"	494,685	519,342
	Benefit Street Pa 18A A1R 144A Var Rt 10/15/2034 Dd 11/16/21	"	2,000,000	2,000,718
	Berry Global Inc 5.500% 04/15/2028 Dd 10/15/23	"	289,452	302,153
	Bluemountain Clo X 30A Ar 144A Var Rt 04/15/2035 Dd 02/17/22	"	987,700	987,700
	Bmo 2024-5C4 Mortgage T 5C4 A3 Var Rt 05/15/2057 Dd 05/01/24	"	1,030,000	1,077,482
	Boeing Co/The 6.625% 02/15/2038 Dd 02/24/98	"	273,023	265,392
	Boeing Co/The 3.900% 05/01/2049 Dd 05/02/19	"	754,033	608,281
	Boeing Co/The 5.930% 05/01/2060 Dd 05/04/20	"	94,710	95,980
	Bombardier Inc 144A 7.875% 04/15/2027 Dd 03/07/19	"	46,301	47,124
	Bon Secours Mercy Health Inc 2.095% 06/01/2031 Dd 10/15/20	"	310,000	267,497
	Booz Allen Hamilton Inc 5.950% 08/04/2033 Dd 08/04/23	"	89,140	96,045
	Brinker International Inc 144A 5.000% 10/01/2024 Dd 09/23/16	"	360,734	350,000
	Bae Systems Finance Inc 144A 7.500% 07/01/2027 Dd 07/02/97	"	212,308	216,100
	Brixmor Operating Partnership 4.125% 05/15/2029 Dd 05/10/19	"	1,072,744	978,678
	Broadstone Net Lease Llc 2.600% 09/15/2031 Dd 09/15/21	"	319,411	268,906
	Broadcom Inc 5.050% 07/12/2027 Dd 07/12/24	"	618,895	633,484
	Cco Holdings Llc / Cco Ho 144A 4.750% 03/01/2030 Dd 10/01/19	"	507,500	459,759
	Cbam 2019-11R Ltd 11Ra A1 144A Var Rt 01/20/2035 Dd 11/19/21	"	1,500,000	1,500,237
	Cdw Llc / Cdw Finance Corp 2.670% 12/01/2026 Dd 12/01/21	"	171,337	173,205
	Cdw Llc / Cdw Finance Corp 5.100% 03/01/2030 Dd 08/22/24	"	259,711	263,707
	Cf Industries Inc 5.150% 03/15/2034 Dd 03/11/14	"	778,319	672,071
	Cantor Commercial Real Cf2 A4 2.624% 11/15/2052 Dd 10/01/19	"	2,423,985	2,189,920
	Cigna Group/The 4.375% 10/15/2028 Dd 04/15/19	"	540,583	501,721
	Cigna Group/The 4.900% 12/15/2048 Dd 06/15/19	"	283,248	235,183
	Cigna Group/The 2.375% 03/15/2031 Dd 03/03/21	"	134,843	118,952
	Cnh Industrial Capital Llc 5.500% 01/12/2029 Dd 09/13/23	"	283,287	297,331
	Comm 2015-Ccre26 Mortg Cr26 A3 3.359% 10/10/2048 Dd 10/01/15	"	1,777,434	1,793,939
	Cna Financial Corp 2.050% 08/15/2030 Dd 08/14/20	"	324,338	280,112
	Csx Corp 5.500% 04/15/2041 Dd 10/21/10	"	527,411	526,014
	Comm 2019-Gc44 Mortgag Gc44 A4 2.698% 08/15/2057 Dd 12/01/19	"	1,211,944	1,102,789
	Cvs Health Corp 4.300% 03/25/2028 Dd 03/09/18	"	566,272	566,249
	California Institute Of Techno 4.700% 11/01/2111 Dd 12/06/11	"	770,652	544,864
	California Institute Of Techno 3.650% 09/01/2119 Dd 11/25/19	"	199,494	143,061
	Calpine Corp 144A 5.125% 03/15/2028 Dd 12/27/19	"	725,000	715,071
	Canadian Natural Resources Ltd 6.450% 06/30/2033 Dd 09/16/02	"	649,790	544,119
	Canadian Pacific Railway Co 6.125% 09/15/2115 Dd 09/11/15	"	453,641	329,758
	Canadian Pacific Railway Co 4.300% 05/15/2043 Dd 04/19/23	"	132,059	135,374
	Canadian Pacific Railway Co 4.200% 11/15/2069 Dd 04/19/23	"	282,352	282,352
	Capital One Financial Corp Var Rt 03/03/2026 Dd 03/03/22	"	377,500	395,557
	Cardinal Health Inc 4.500% 11/15/2044 Dd 11/19/14	"	450,755	391,748
	Carnival Corp 144A 5.750% 03/01/2027 Dd 02/16/21	"	46,250	50,657
	Cassa Depositi E Prestiti 144A 5.875% 04/30/2029 Dd 04/30/24	"	198,322	210,005
	Ccm Merger Inc 144A 6.375% 05/01/2026 Dd 11/04/20	"	49,000	49,930
	Enovus Energy Inc 6.750% 11/15/2039 Dd 05/15/10	"	255,896	242,474

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Charter Communications Operati	6.484% 10/23/2045 Dd 10/23/16	717,027	578,620
	Children'S Health System Of Te	2.511% 08/15/2050 Dd 08/04/20	370,000	242,276
	Children'S Hospital Of Philade	2.704% 07/01/2050 Dd 10/13/20	465,000	319,821
	Cifc Funding 2018- 2A A1R 144A	Var Rt 10/20/2037 Dd 10/10/24	2,000,000	2,000,000
	Citigroup Commercial Mor C2 A3	2.575% 08/10/2049 Dd 08/01/16	575,098	607,975
	Citigroup Inc 6.875% 02/15/2098	Dd 02/15/98	291,094	242,620
	Citigroup Inc Var Rt 05/01/2032	Dd 05/04/21	1,770,190	1,557,067
	Citgo Petroleum Corp 144A 7.000%	06/15/2025 Dd 06/09/20	98,500	99,936
	Citigroup Commercial M Gc43 A3	2.782% 11/10/2052 Dd 11/01/19	1,211,927	1,081,821
	Cleveland Clinic Foundation/Th	4.858% 01/01/2114 Dd 09/18/14	392,758	281,913
	Colonial Pipeline Co 144A 4.250%	04/15/2048 Dd 03/29/18	536,776	393,375
	Columbia Pipelines Operat 144A	5.927% 08/15/2030 Dd 08/08/23	115,205	116,420
	Comcast Corp 6.500% 11/15/2035	Dd 11/14/05	185,373	150,112
	Burlington Resources Llc 5.950%	10/15/2036 Dd 10/13/06	782,577	656,674
	Consolidated Edison Co Of New	5.500% 12/01/2039 Dd 12/04/09	1,268,399	1,044,997
	Constellation Brands Inc 5.250%	11/15/2048 Dd 10/29/18	387,623	299,226
	Corebridge Financial Inc 3.650%	04/05/2027 Dd 04/05/23	74,895	73,765
	Cox Communications Inc 144A 5.450%	09/15/2028 Dd 06/20/23	495,999	517,267
	Credit Agricole Sa 144A Var Rt	09/11/2028 Dd 09/11/24	250,000	251,036
	Ubs Group Ag 144A 4.282%	01/09/2028 Dd 01/09/17	657,311	595,355
	Dte Electric Co 3.950% 03/01/2049	Dd 02/15/19	407,509	295,903
	Dana Financing Luxembourg 144A	5.750% 04/15/2025 Dd 04/04/17	396,191	386,423
	John Deere Capital Corp 5.150%	09/08/2033 Dd 09/08/23	801,918	843,905
	Deutsche Bank Ag/New York Ny	Var Rt 01/14/2032 Dd 01/14/21	200,000	179,380
	Deutsche Bank Ag/New York Ny	Var Rt 01/18/2029 Dd 01/18/23	250,266	264,597
	Devon Energy Corp 5.600% 07/15/2041	Dd 07/12/11	674,548	538,658
	Diamondback Energy Inc 3.250%	12/01/2026 Dd 12/05/19	266,965	278,855
	Diamondback Energy Inc 4.400%	03/24/2051 Dd 03/24/21	215,878	215,654
	Dish Dbs Corp 7.750% 07/01/2026	Dd 06/13/16	273,750	218,062
	Discover Financial Services 3.750%	03/04/2025 Dd 03/04/15	1,046,147	993,508
	Diversified Healthcare Trust 9.750%	06/15/2025 Dd 06/02/20	75,565	68,009
	Dominion Energy Inc 7.000% 06/15/2038	Dd 06/17/08	605,902	498,036
	Dow Chemical Co/The 4.375%	11/15/2042 Dd 11/14/12	709,312	704,574
	Dupont De Nemours Inc 4.725%	11/15/2028 Dd 11/28/18	859,106	857,362
	Dupont De Nemours Inc 5.419%	11/15/2048 Dd 11/28/18	142,328	143,364
	Eog Resources Inc 5.100% 01/15/2036	Dd 01/14/16	398,721	326,940
	Erac Usa Finance Llc 144A 6.700%	06/01/2034 Dd 06/02/04	268,545	288,026
	Erac Usa Finance Llc 144A 5.625%	03/15/2042 Dd 03/15/12	486,149	424,556
	Erac Usa Finance Llc 144A 4.500%	02/15/2045 Dd 02/18/15	111,826	92,065
	Elevation Clo 202 12A A1R 144A	Var Rt 04/20/2037 Dd 05/10/24	1,500,000	1,500,000
	Elmwood Clo 29 Ltd 5A Ar1 144A	Var Rt 04/20/2037 Dd 05/08/24	1,000,000	1,000,000
	Enbridge Inc Var Rt 01/15/2084	Dd 09/25/23	185,000	206,922
	Enlink Midstream Llc 144A 6.500%	09/01/2030 Dd 08/31/22	572,726	574,915
	Enterprise Products Operating 4.850%	03/15/2044 Dd 03/18/13	1,149,827	952,195
	Everest Reinsurance Holdings I 4.868%	06/01/2044 Dd 06/05/14	654,230	531,371
	Everest Reinsurance Holdings I 3.125%	10/15/2052 Dd 10/04/21	162,563	167,007
	Fmc Corp 3.200% 10/01/2026	Dd 09/20/19	849,616	780,851
	Fmc Corp 3.450% 10/01/2029	Dd 09/20/19	63,989	70,229
	Fairfax Financial Holdings Ltd 3.375%	03/03/2031 Dd 09/03/21	94,872	86,542
	Fairfax Financial Holding 144A 6.350%	03/22/2054 Dd 03/22/24	558,510	597,674
	Federal Home Ln Mtg Corp 0.000%	12/14/2029 Dd 08/02/99	223,686	209,640

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Fhlmc Multiclass Mtg K1522 A2 2.361% 10/25/2036 Dd 12/01/21	"	2,060,000	1,626,278
	Fifth Third Bancorp Var Rt 04/25/2033 Dd 04/25/22	"	158,710	158,395
	Fifth Third Bancorp Var Rt 07/27/2029 Dd 07/27/23	"	250,798	265,575
	Firstenergy Transmission 144A 4.350% 01/15/2025 Dd 05/19/14	"	487,150	499,231
	Florida Power & Light Co 3.150% 10/01/2049 Dd 09/13/19	"	288,922	322,765
	Flowserve Corp 2.800% 01/15/2032 Dd 09/23/21	"	423,825	432,705
	Ford Motor Credit Co Llc 3.815% 11/02/2027 Dd 11/02/17	"	266,187	274,618
	Fortive Corp 3.150% 06/15/2026 Dd 06/15/17	"	575,685	588,039
	Glp Capital Lp / Glp Financing 3.250% 01/15/2032 Dd 12/13/21	"	69,563	61,939
	Gs Mortgage Securities Gsa1 A3 2.794% 11/10/2052 Dd 11/01/19	"	1,212,000	1,119,192
	General Motors Co 5.200% 04/01/2045 Dd 11/12/14	"	132,447	137,365
	General Motors Co 6.600% 04/01/2036 Dd 02/23/16	"	297,162	254,010
	General Motors Financial Co In 6.100% 01/07/2034 Dd 12/07/23	"	137,354	140,493
	Goldman Sachs Group Inc/The 2.600% 02/07/2030 Dd 02/07/20	"	565,323	605,277
	Goldman Sachs Group Inc/The Var Rt 03/09/2027 Dd 03/08/21	"	1,493,916	1,434,593
	Goldman Sachs Group Inc/The Var Rt 04/22/2032 Dd 04/22/21	"	282,524	291,435
	Graphic Packaging Interna 144A 1.512% 04/15/2026 Dd 03/08/21	"	265,000	250,677
	H&E Equipment Services In 144A 3.875% 12/15/2028 Dd 12/14/20	"	130,000	140,827
	Hca Inc 3.375% 03/15/2029 Dd 03/15/23	"	315,292	310,076
	Hca Inc 5.450% 09/15/2034 Dd 08/12/24	"	124,818	128,347
	Hackensack Meridian Health Inc 2.675% 09/01/2041 Dd 08/26/20	"	560,000	415,611
	Hayfin Us Xv Ltd 15A A1 144A Var Rt 04/28/2037 Dd 05/31/24	"	1,750,000	1,750,000
	Health Care Service Corp 144A 5.450% 06/15/2034 Dd 06/10/24	"	144,556	150,617
	Helmerich & Payne Inc 2.900% 09/29/2031 Dd 03/29/22	"	69,837	59,933
	Herc Holdings Inc 144A 5.500% 07/15/2027 Dd 07/09/19	"	93,250	99,873
	Hertz Vehicle Financ 2A A 144A 1.680% 12/27/2027 Dd 06/30/21	"	399,938	376,644
	Home Depot Inc/The 5.300% 06/25/2054 Dd 06/25/24	"	59,061	62,988
	Host Hotels & Resorts Lp 2.900% 12/15/2031 Dd 11/23/21	"	133,013	118,588
	Howard Hughes Corp/The 144A 4.125% 02/01/2029 Dd 02/02/21	"	398,500	372,913
	Hunt Cos Inc 144A 5.250% 04/15/2029 Dd 04/09/21	"	399,750	386,964
	Huntington Ingalls Industries 3.483% 12/01/2027 Dd 06/01/18	"	1,054,470	973,021
	Huntington Ingalls Industries 3.844% 05/01/2025 Dd 11/01/20	"	435,319	446,816
	Hyundai Capital America 144A 5.680% 06/26/2028 Dd 06/26/23	"	493,645	518,406
	Idex Corp 4.950% 09/01/2029 Dd 08/21/24	"	459,729	470,099
	Imperial Brands Finance P 144A 5.500% 02/01/2030 Dd 07/01/24	"	598,134	619,209
	Ing Groep Nv Var Rt 03/19/2035 Dd 03/19/24	"	416,695	439,923
	Ingersoll Rand Inc 5.700% 08/14/2033 Dd 08/14/23	"	59,540	64,234
	Intel Corp 5.600% 02/21/2054 Dd 02/21/24	"	99,736	97,361
	Intesa Sanpaolo Spa 144A Var Rt 06/20/2054 Dd 06/20/23	"	247,770	282,407
	Invitation Homes Operating Par 4.875% 02/01/2035 Dd 09/26/24	"	321,281	320,462
	Itc Holdings Corp 5.300% 07/01/2043 Dd 07/03/13	"	577,143	436,263
	Itc Holdings Corp 144A 5.650% 05/09/2034 Dd 05/09/24	"	509,347	537,430
	Jbs Usa Lux Sa / Jbs Usa Food 5.125% 02/01/2028 Dd 08/01/23	"	9,819	10,134
	Jpmorgan Chase & Co Var Rt 05/06/2030 Dd 05/06/19	"	717,254	642,545
	Jpmorgan Chase & Co Var Rt 02/04/2032 Dd 02/04/21	"	285,000	244,717
	Jpmorgan Chase & Co Var Rt 04/22/2027 Dd 04/22/21	"	502,010	478,905
	Jpmorgan Chase & Co Var Rt 11/08/2032 Dd 11/08/21	"	800,194	701,636
	Jersey Central Power & Light C 6.400% 05/15/2036 Dd 11/15/06	"	259,968	223,580
	Jobsohio Beverage Sys Stwd Liq 2.833% 01/01/2038 Dd 02/05/20	"	350,000	300,981
	Johns Hopkins University 2.813% 01/01/2060 Dd 03/16/20	"	175,000	116,216
	Johnsonville Aeroderivative Co 5.078% 10/01/2054 Dd 10/02/24	"	200,000	202,796

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

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SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Kkr Clo 33 Ltd 33A A 144A Var Rt 07/20/2034 Dd 06/03/21	"	2,750,000	2,749,996
	Kaiser Foundation Hospitals 2.810% 06/01/2041 Dd 06/15/21	"	355,000	273,530
	Kb Home 6.875% 06/15/2027 Dd 02/20/19	"	315,563	286,524
	Kb Home 4.800% 11/15/2029 Dd 11/04/19	"	500,000	493,362
	Keycorp Var Rt 03/06/2035 Dd 02/28/24	"	130,019	140,965
	Kimco Realty Op Llc 4.600% 02/01/2033 Dd 08/24/22	"	463,013	495,582
	Kinder Morgan Energy Partners 5.500% 03/01/2044 Dd 02/24/14	"	708,433	589,473
	Kinross Gold Corp 4.500% 07/15/2027 Dd 07/15/18	"	800,094	752,153
	Kinross Gold Corp 144A 6.250% 07/15/2033 Dd 07/05/23	"	73,355	81,283
	Kontoor Brands Inc 144A 4.125% 11/15/2029 Dd 11/18/21	"	168,500	188,822
	Korea National Oil Corp 144A 4.750% 04/03/2026 Dd 04/03/23	"	198,908	201,216
	Kraft Heinz Foods Co 5.000% 07/15/2035 Dd 07/15/16	"	535,150	514,990
	Kroger Co/The 4.700% 08/15/2026 Dd 08/27/24	"	321,447	322,061
	Kroger Co/The 4.600% 08/15/2027 Dd 08/27/24	"	224,955	226,854
	Kroger Co/The 4.650% 09/15/2029 Dd 08/27/24	"	69,927	70,315
	L3Harris Technologies Inc 5.250% 06/01/2031 Dd 03/13/24	"	599,556	624,086
	Laboratory Corp Of America Hol 2.950% 12/01/2029 Dd 11/25/19	"	46,652	46,535
	Leggett & Platt Inc 4.400% 03/15/2029 Dd 03/07/19	"	216,534	196,714
	Lennar Corp 4.750% 11/29/2027 Dd 05/29/18	"	631,390	582,139
	Liberty Mutual Group Inc 144A 5.500% 06/15/2052 Dd 06/06/22	"	444,641	441,946
	Eli Lilly & Co 4.950% 02/27/2063 Dd 02/27/23	"	54,255	54,921
	Lincoln National Corp 3.050% 01/15/2030 Dd 08/19/19	"	548,412	639,781
	Lincoln National Corp 3.400% 01/15/2031 Dd 05/15/20	"	493,108	536,212
	Aker Bp Asa 144A 2.000% 07/15/2026 Dd 06/23/21	"	267,984	287,273
	Aker Bp Asa 144A 3.100% 07/15/2031 Dd 06/23/21	"	199,620	178,182
	Mgm Resorts International 4.625% 09/01/2026 Dd 08/19/16	"	179,271	171,895
	Mgm Resorts International 5.500% 04/15/2027 Dd 04/10/19	"	218,000	200,678
	M / I Homes Inc 4.950% 02/01/2028 Dd 01/22/20	"	367,500	344,030
	Mplx Lp 4.950% 03/14/2052 Dd 03/14/22	"	672,665	712,696
	Mplx Lp 5.500% 02/15/2049 Dd 11/15/18	"	208,478	215,597
	Mswf Commercial Mortgage 2 A2 6.890% 12/15/2056 Dd 12/01/23	"	669,481	695,397
	Warnermedia Holdings Inc 5.141% 03/15/2052 Dd 03/15/23	"	757,969	601,699
	Marathon Oil Corp 5.700% 04/01/2034 Dd 03/28/24	"	507,710	514,607
	Marriott International Inc/Md 3.500% 10/15/2032 Dd 08/14/20	"	575,578	534,979
	Marriott International Inc/Md 5.350% 03/15/2035 Dd 08/12/24	"	129,212	133,227
	Maryland St Econ Dev Corp 5.433% 05/31/2056 Dd 08/20/24	"	170,000	176,799
	Massachusetts Institute Of Tec 3.885% 07/01/2116 Dd 08/02/16	"	907,603	609,929
	Massachusetts Institute Of Tec 2.294% 07/01/2051 Dd 05/07/20	"	63,828	63,702
	Mattamy Group Corp 144A 4.625% 03/01/2030 Dd 03/05/20	"	305,000	292,057
	Mayo Clinic 3.196% 11/15/2061 Dd 04/01/21	"	335,130	359,494
	Memorial Sloan-Kettering Cance 5.000% 07/01/2042 Dd 12/08/11	"	1,022,589	786,996
	Meritage Homes Corp 5.125% 06/06/2027 Dd 06/06/17	"	432,260	403,910
	Mexico City Airport Trust 144A 4.250% 10/31/2026 Dd 09/29/16	"	702,813	639,683
	Mymichigan Health 3.409% 06/01/2050 Dd 10/28/20	"	195,000	146,506
	Mizuho Financial Group Inc Var Rt 05/22/2027 Dd 02/22/21	"	492,475	474,992
	Morgan Stanley Var Rt 02/13/2032 Dd 11/13/20	"	437,171	452,428
	Morgan Stanley Var Rt 04/28/2032 Dd 01/25/21	"	1,080,000	915,557
	Morgan Stanley Var Rt 07/21/2032 Dd 07/20/21	"	269,926	279,541
	Morgan Stanley Var Rt 05/04/2027 Dd 04/22/21	"	301,488	287,019
	Mosaic Co/The 5.625% 11/15/2043 Dd 11/13/13	"	587,938	504,856
	Motorola Solutions Inc 5.000% 04/15/2029 Dd 03/25/24	"	124,714	128,155

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Mount Sinai Hospital 3.737% 07/01/2049 Dd 11/21/19	"	130,000	88,948
	Multicare Health System 2.803% 08/15/2050 Dd 07/22/20	"	160,000	101,639
	Mylan Inc 5.200% 04/15/2048 Dd 10/15/18	"	778,900	605,012
	New York And Presbyterian Hosp 3.563% 08/01/2036 Dd 06/28/16	"	288,548	225,436
	New York And Presbyterian Hosp 3.954% 08/01/2119 Dd 10/29/19	"	486,923	353,430
	Newmont Corp 5.450% 06/09/2044 Dd 06/09/19	"	413,925	309,273
	Newmont Corp 5.875% 04/01/2035 Dd 04/01/19	"	616,238	496,544
	Newmont Corp 2.800% 10/01/2029 Dd 09/16/19	"	377,004	374,852
	Niagara Mohawk Power Corp 144A 5.290% 01/17/2034 Dd 01/17/24	"	619,555	641,902
	Nomura Holdings Inc 2.608% 07/14/2031 Dd 07/12/21	"	328,124	304,156
	Norfolk Southern Corp 4.100% 05/15/2121 Dd 05/12/21	"	454,933	404,247
	Northern States Power Co/Mn 6.250% 06/01/2036 Dd 05/25/06	"	459,657	369,780
	Northwestern University 2.640% 12/01/2050 Dd 05/28/20	"	202,944	206,019
	Northwoods Capita 15A A1R 144A Var Rt 06/20/2034 Dd 06/21/21	"	1,250,000	1,250,393
	Nutrien Ltd 5.625% 12/01/2040 Dd 12/01/17	"	304,692	307,752
	Nuveen Llc 144A 5.850% 04/15/2034 Dd 04/11/24	"	310,305	327,940
	Ofsi Bsl X I I Ltd 12A A1 144A Var Rt 01/20/2035 Dd 02/22/23	"	1,250,000	1,250,000
	Oaktown Re V I I Ltd 2 M1A 144A Var Rt 04/25/2034 Dd 10/26/21	"	152,211	152,284
	Occidental Petroleum Corp 3.200% 08/15/2026 Dd 08/08/19	"	183,414	194,023
	Occidental Petroleum Corp 5.200% 08/01/2029 Dd 07/26/24	"	169,939	173,038
	Ohio Power Co 5.650% 06/01/2034 Dd 05/06/24	"	359,225	380,089
	Onemain Direct Auto 1A A 144A 3.630% 09/14/2027 Dd 03/15/19	"	596,133	543,431
	Oneok Inc 4.000% 07/13/2027 Dd 07/13/17	"	470,675	495,963
	Ontario Teachers' Cadilla 144A 3.875% 03/20/2027 Dd 03/20/17	"	553,215	495,661
	Ontario Teachers' Cadilla 144A 2.500% 10/15/2031 Dd 10/15/21	"	297,445	296,350
	Oracle Corp 4.300% 07/08/2034 Dd 07/08/14	"	126,515	135,406
	Orlando Health Obligated Group 3.327% 10/01/2050 Dd 10/07/20	"	250,000	191,351
	Ovintiv Inc 5.650% 05/15/2028 Dd 05/31/23	"	532,787	551,673
	Owens Corning 3.950% 08/15/2029 Dd 08/12/19	"	644,235	644,742
	Ppl Electric Utilities Corp 4.850% 02/15/2034 Dd 01/05/24	"	607,085	633,516
	Freeport Indonesia Pt 144A 4.763% 04/14/2027 Dd 04/14/22	"	199,364	200,668
	Pacific Gas And Electric Co 4.000% 12/01/2046 Dd 12/01/16	"	504,685	396,709
	Pacific Gas And Electric Co 4.950% 07/01/2050 Dd 07/02/20	"	64,505	63,574
	Pacificorp 6.250% 10/15/2037 Dd 10/03/07	"	1,022,363	773,900
	Park Avenue Institu 2A A1 144A Var Rt 07/15/2034 Dd 08/26/21	"	750,000	749,589
	Peacehealth Obligated Group 1.375% 11/15/2025 Dd 10/08/20	"	35,000	33,687
	Penn Entertainment Inc 144A 5.625% 01/15/2027 Dd 01/19/17	"	922,008	891,387
	Penske Truck Leasing Co L 144A 3.400% 11/15/2026 Dd 11/02/16	"	780,262	744,867
	Penske Truck Leasing Co L 144A 1.700% 06/15/2026 Dd 04/13/21	"	575,412	605,892
	Pentair Finance Sarl 4.500% 07/01/2029 Dd 06/21/19	"	861,032	772,179
	Perusahaan Perseroan Pers 144A 4.125% 05/15/2027 Dd 05/15/17	"	657,850	584,884
	Petroleos Mexicanos 6.500% 03/13/2027 Dd 03/13/18	"	518,288	500,550
	Phillips 66 Co 4.900% 10/01/2046 Dd 04/01/23	"	448,992	414,467
	Piedmont Healthcare Inc 2.719% 01/01/2042 Dd 09/15/21	"	205,000	152,968
	President And Fellows Of Harva 3.150% 07/15/2046 Dd 10/13/16	"	626,041	452,896
	President And Fellows Of Harva 2.517% 10/15/2050 Dd 04/21/20	"	135,096	135,484
	Providence St Joseph Health Ob 2.532% 10/01/2029 Dd 10/01/19	"	180,000	165,092
	Indonesia Asahan Aluminium 144A 5.450% 05/15/2030 Dd 05/15/20	"	652,575	561,469
	Public Service Co Of New Hamps 5.350% 10/01/2033 Dd 09/25/23	"	634,234	665,974
	Public Service Electric And Ga 4.050% 05/01/2045 Dd 05/12/15	"	245,509	188,689
	Quanta Services Inc 4.750% 08/09/2027 Dd 08/09/24	"	114,791	116,122

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Rtx Corp 4.875% 10/15/2040 Dd 10/15/20	"	669,211	684,285
	Rtx Corp 4.350% 04/15/2047 Dd 10/15/20	"	37,692	39,941
	Reckitt Benckiser Treasur 144A 3.000% 06/26/2027 Dd 06/26/17	"	425,343	436,518
	Regency Centers Lp 5.100% 01/15/2035 Dd 08/15/24	"	129,757	132,153
	Regatta V I Funding 1A Ar2 144A Var Rt 04/20/2034 Dd 05/13/21	"	991,000	991,000
	Resolution Fdg Corp Strip 0.000% 01/15/2030 Dd 01/15/90	"	218,460	204,006
	Resolution Fdg Corp Strip 0.000% 10/15/2028 Dd 04/15/90	"	160,957	168,003
	Resolution Fdg Corp Strip 0.000% 04/15/2030 Dd 04/15/90	"	421,887	391,173
	Resolution Fdg Corp Prin Strip 0.000% 04/15/2030 Dd 04/15/90	"	22,971	24,196
	Rogers Communications Inc 5.300% 02/15/2034 Dd 02/09/24	"	491,501	487,835
	Royal Caribbean Cruises L 144A 5.500% 08/31/2026 Dd 08/19/21	"	71,719	75,720
	San Diego Gas & Electric Co 6.000% 06/01/2039 Dd 05/14/09	"	371,238	312,623
	Sempra 6.000% 10/15/2039 Dd 10/08/09	"	574,380	479,095
	Diversified Healthcare Trust 4.750% 02/15/2028 Dd 02/12/18	"	443,250	407,251
	Shackleton 2017-Xi 11A Ar 144A Var Rt 08/15/2030 Dd 03/05/20	"	422,869	423,069
	Sharp Healthcare 2.680% 08/01/2050 Dd 10/01/20	"	297,396	200,812
	Shell International Finance Bv 3.125% 11/07/2049 Dd 11/07/19	"	287,674	300,096
	Sherwin-Williams Co/The 4.800% 09/01/2031 Dd 08/09/24	"	59,824	61,148
	Delta Air Lines Inc / Sky 144A 4.500% 10/20/2025 Dd 09/23/20	"	271,754	263,423
	Smithfield Foods Inc 144A 5.200% 04/01/2029 Dd 04/01/19	"	291,688	250,691
	Smithfield Foods Inc 144A 2.625% 09/13/2031 Dd 09/13/21	"	345,384	296,294
	Smurfit Kappa Treasury UI 144A 5.200% 01/15/2030 Dd 04/03/24	"	459,940	459,894
	Sonoco Products Co 5.000% 09/01/2034 Dd 09/19/24	"	522,170	517,174
	Southern Baptist Hospital Of F 4.857% 07/15/2045 Dd 06/01/15	"	615,710	491,247
	Southern California Edison Co 4.875% 03/01/2049 Dd 03/15/19	"	794,075	616,455
	Southern California Edison Co 5.450% 06/01/2031 Dd 05/09/24	"	49,975	52,866
	Onemain Finance Corp 6.625% 01/15/2028 Dd 05/09/19	"	384,083	356,376
	Standard Industries Inc/N 144A 5.000% 02/15/2027 Dd 02/07/17	"	360,894	347,130
	Starwood Property Trust I 144A 3.625% 07/15/2026 Dd 07/14/21	"	125,000	120,719
	Suburban Propane Partners Lp/S 5.875% 03/01/2027 Dd 02/14/17	"	788,506	773,810
	Sun Communities Operating Lp 2.300% 11/01/2028 Dd 10/05/21	"	124,788	113,997
	Sun Communities Operating Lp 4.200% 04/15/2032 Dd 04/12/22	"	138,421	146,314
	Energy Transfer Lp 5.350% 05/15/2045 Dd 11/17/14	"	1,005,781	961,458
	Tcw Clo 2021-2 Ltd 2A As 144A Var Rt 07/25/2034 Dd 07/26/21	"	1,000,000	1,000,474
	T-Mobile Usa Inc 2.550% 02/15/2031 Dd 02/15/21	"	533,342	534,412
	Tallgrass Energy Partners 144A 6.000% 12/31/2030 Dd 12/22/20	"	406,000	379,999
	Tampa Electric Co 4.350% 05/15/2044 Dd 05/15/14	"	1,028,133	805,427
	Targa Resources Corp 4.200% 02/01/2033 Dd 04/06/22	"	440,832	472,972
	Targa Resources Corp 5.500% 02/15/2035 Dd 08/09/24	"	103,941	107,079
	Taylor Morrison Communiti 144A 5.875% 06/15/2027 Dd 06/05/19	"	81,049	76,564
	Taylor Morrison Communiti 144A 5.750% 01/15/2028 Dd 08/01/19	"	838,938	788,514
	Teledyne Technologies Inc 2.250% 04/01/2028 Dd 03/22/21	"	652,208	652,939
	Texas Eastern Transmissio 144A 4.150% 01/15/2048 Dd 01/09/18	"	746,901	565,364
	Textron Inc 3.000% 06/01/2030 Dd 03/17/20	"	1,325,498	1,266,336
	Tikehau Us Clo I I I 2A A1R 144A Var Rt 01/20/2036 Dd 01/22/24	"	2,000,000	2,000,000
	Toll Brothers Finance Corp 3.800% 11/01/2029 Dd 09/12/19	"	246,563	242,422
	Totalenergies Capital Sa 5.638% 04/05/2064 Dd 04/05/24	"	170,000	176,995
	Toyota Motor Credit Corp 4.800% 01/05/2034 Dd 01/05/24	"	149,835	152,861
	Toyota Motor Credit Corp 4.550% 08/09/2029 Dd 08/09/24	"	69,858	71,126
	Tralee Clo V I I Ltd 7A A1 144A Var Rt 04/25/2034 Dd 03/25/21	"	2,500,000	2,502,600
	Trustees Of Princeton Universi 5.700% 03/01/2039 Dd 01/21/09	"	586,432	453,586

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party		Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Trustees Of Princeton Universi	3.840% 07/01/2048 Dd 03/15/17	220,498	158,751
	Trustees Of Princeton Universi	2.516% 07/01/2050 Dd 06/15/20	300,000	209,134
	Trustees Of Princeton Univers	4.201% 03/01/2052 Dd 05/24/22	245,000	227,049
	Trustees Of Boston College	3.129% 07/01/2052 Dd 10/24/19	456,664	344,075
	Ubs Group Ag 144A Var Rt	08/13/2030 Dd 08/13/19	717,959	654,397
	Ubs Commercial Mortgage C17 A3	2.669% 10/15/2052 Dd 10/01/19	2,423,884	2,187,972
	Unicredit Spa 144A Var Rt	06/03/2027 Dd 06/03/21	264,699	286,877
	United Airlines Inc 144A	4.375% 04/15/2026 Dd 04/21/21	199,547	192,030
	United Airlines Inc 144A	4.625% 04/15/2029 Dd 04/21/21	45,000	43,464
	United Rentals North America I	5.250% 01/15/2030 Dd 05/10/19	340,872	325,249
	Rtx Corp 4.150%	05/15/2045 Dd 05/04/15	40,960	43,648
	Unitedhealth Group Inc	5.625% 07/15/2054 Dd 07/25/24	209,582	225,038
	Unitedhealth Group Inc	5.750% 07/15/2064 Dd 07/25/24	459,881	495,971
	Trustees Of The University Of	3.610% 02/15/2119 Dd 08/06/19	798,472	574,224
	University Of Southern Califor	5.250% 10/01/2111 Dd 08/17/11	387,700	269,649
	University Of Southern Califor	3.226% 10/01/2120 Dd 02/04/20	90,000	58,994
	University Of Southern Califor	2.805% 10/01/2050 Dd 02/12/20	514,540	353,625
	Vector Group Ltd 144A	5.750% 02/01/2029 Dd 01/28/21	225,000	228,043
	Ventas Realty Lp	3.250% 10/15/2026 Dd 09/21/16	184,172	195,317
	Venture 32 Clo Ltd 32A A1 144A Var Rt	07/18/2031 Dd 07/18/18	1,315,326	1,319,397
	Venture Global Calcasieu 144A	3.875% 08/15/2029 Dd 08/05/21	25,000	23,652
	Venture Global Calcasieu 144A	4.125% 08/15/2031 Dd 08/05/21	25,000	23,242
	Vici Properties Lp / Vici 144A	4.500% 01/15/2028 Dd 01/15/22	635,408	641,167
	Vici Properties Lp	4.750% 02/15/2028 Dd 04/29/22	489,313	502,024
	Virginia Electric And Power Co	6.000% 05/15/2037 Dd 05/17/07	502,548	382,599
	Vistra Operations Co Llc 144A	5.000% 07/31/2027 Dd 06/21/19	1,055,469	1,020,065
	Vulcan Materials Co	4.500% 06/15/2047 Dd 06/15/17	179,712	188,563
	Washington University/The	4.349% 04/15/2122 Dd 04/07/22	205,000	175,966
	Elevance Health Inc	4.625% 05/15/2042 Dd 05/07/12	792,510	655,351
	Wells Fargo & Co	4.650% 11/04/2044 Dd 11/04/14	886,197	661,750
	Wells Fargo & Co Var Rt	07/25/2028 Dd 07/25/22	603,555	607,172
	Wells Fargo Commercial C60 A3	2.061% 08/15/2054 Dd 07/01/21	1,363,472	1,183,262
	Welltower Op Llc	4.250% 04/15/2028 Dd 04/10/18	1,317,109	1,200,759
	Westinghouse Air Brake Technol	Var Rt 09/15/2028 Dd 09/14/18	1,101,966	1,012,100
	Williams Cos Inc/The	5.400% 03/02/2026 Dd 03/02/23	496,910	506,383
	Williams Cos Inc/The	4.850% 03/01/2048 Dd 03/05/18	636,613	669,891
	Thl Credit Wind Ri 1A A1R 144A Var Rt	07/20/2037 Dd 05/29/24	2,000,000	2,000,000
	Wynn Macau Ltd 144A	5.500% 01/15/2026 Dd 06/19/20	187,000	198,465
	Rxo Inc 144A	7.500% 11/15/2027 Dd 10/25/22	229,938	232,045
	Xcel Energy Inc	6.500% 07/01/2036 Dd 06/09/06	205,733	165,832
	Yale University	2.402% 04/15/2050 Dd 06/09/20	490,000	325,179
	Yamana Gold Inc	2.630% 08/15/2031 Dd 08/06/21	894,063	821,529
	Yara International Asa 144A	4.750% 06/01/2028 Dd 06/01/18	650,078	548,001
	Total corporate obligations		204,995,820	190,417,318
	Cds. Bp UI Hal_Ensvcs P 100Bps 2026 Dec 20	Financial instrument	3,892	(6,065)
	Ccp_Cdx. Sp UI Cdx.Na.Hy.42_V1 Rec 500Bps 2029 Jun 20	"	664,383	772,451
	Ccp_Ois. R Usd-Sofr-Compound 1 Pay 4.25% 2029 May 13	"	-	(87,936)
	Ccp_Ois. P Usd-Sofr-Compound 1 Rec 4.5% 2027 May 13	"	1,379	89,761
	Ccp_Ois. P Usd-Sofr-Compound 1 Rec 5.11% 2025 May 17	"	-	16,629
	Ccp_Ois. R Usd-Sofr-Compound 1 Pay 4.67% 2026 May 17	"	-	(30,500)
	Ccp_Cdx. Sp UI Cdx.Na.lg.43_V1 Rec 100Bps 2029 Dec 20	"	355,081	349,651
	Ccp_Cdx. Sp UI Cdx.Na.Hy.43_V1 Rec 500Bps 2029 Dec 20	"	340,384	344,938

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value	
Trs BI Us912810SI35 T Bond P Fedl01 +20 Bps 2025 Jan 13	"	-	154,320	
Trs BI R Us912810Sf66 P Fedl01 +20Bps 2025 Jan 24	"	-	60,978	
Us 10Yr Ultra Future (Cbt) Exp Dec 24	"	-	2,037	
Us Treas Bd Future (Cbt) Exp Dec 24	"	-	13,496	
Us 10Yr Treas Nts Future (Cbt) Exp Dec 24	"	-	2,359	
Us 5Yr Treas Nts Future (Cbt) Exp Dec 24	"	-	(34,133)	
Us 2Yr Treas Nts Fut (Cbt) Exp Dec 24	"	-	(1,270)	
Us Ultra Bond Future (Cbt) Exp Dec 24	"	-	(20,672)	
Total financial instruments		<u>1,365,119</u>	<u>1,626,044</u>	
Total investments		<u>\$ 289,726,071</u>	<u>\$ 301,819,536</u>	

\* Indicates party-in-interest to the Plan.

\*\* Cost not applicable because investment is marked to market daily.

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
 EIN: 14-1041790  
 Plan Number: 001

SCHEDULE H, LINE 4(j) – SCHEDULE OF REPORTABLE TRANSACTIONS  
 For the year ended September 30, 2024

(a) Identity of party involved	(b) Description of asset	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain (loss)
<u>Single Transactions:</u>						
DB Growth Portfolio Inst	Common Collective Trust	\$ -	\$ 15,158,000	\$ 15,158,000	\$ 15,158,000	\$ -
<u>Series Transactions:</u>						
PGIM SMA SI Group	Separately Managed Fund	-	15,320,000	16,454,331	15,320,000	(1,134,331)
DB Growth Portfolio Inst	Common Collective Trust	-	24,223,847	16,321,035	24,223,847	7,902,812
Vanguard Fed Money Market	Mutual Fund	26,689,373	-	-	26,689,373	-
Vanguard Fed Money Market	"	-	27,996,127	27,996,127	27,996,127	-



**Attachment to 2023 Form 5500**  
**Schedule SB, line 26: schedule of active participant data**

**Plan name:** Employees' Retirement Plan of SI Group, Inc.  
**Plan sponsor:** SI Group, Inc.

**EIN:** 14-1041790  
**PN:** 001

**Schedule of active participant data**

Attained Age	Years of credited service										Total	
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	>40		
<25												
25-29												
30-34												
35-39				1								1
40-44				4	1							5
45-49				3	6	3	1					13
50-54		1	2	2	6	10	5	1				27
55-59		1	1	2	1	6	11	5				27
60-64			1	4	6	2	8	3	1	1		26
65-69				2	3	1		1		2		9
>70												
<b>Total</b>		2	4	18	23	22	25	10	1	3		108

**Schedule SB, Part V: statement of actuarial assumptions and methods****Plan name:** Employees' Retirement Plan of SI Group, Inc.**EIN:** 14-1041790**Plan sponsor:** SI Group, Inc.**PN:** 001**Actuarial cost method****Funding target and target normal cost**

An actuarial cost method allocates the expected cost of a pension plan on a year-by-year basis. The primary objective is to accumulate enough assets prior to each participant's retirement to provide the promised pension benefits.

The Pension Protection Act of 2006 (PPA) requires plan sponsors to use the Traditional Unit Credit actuarial cost method in which the estimated accrued benefit is based on service and, if applicable, earnings as of the valuation date. The funding target is equal to the actuarial present value of all accrued benefits as of the valuation date. The target normal cost is the actuarial present value, as of the valuation date, of the expected increases in projected accrued benefits attributable to service expected to be completed during the plan year (i.e., if applicable, one year's salary growth is reflected in the determination of target normal cost).

For tax deduction purposes, the funding target may reflect the value of future pay increases on accrued benefits, if applicable.

**PPA discounting method**

The plan sponsor must choose between full yield curve spot rates or a segmented yield curve of 24-month average corporate bond rates. If the segmented yield curve is selected, the plan sponsor can use either the rates as of the month of the valuation or as of a lookback month, up to 4 months prior to the valuation date. If the full yield curve is selected, the rates as of the month of valuation must be used.

For purposes of this valuation, the following discounting method was used and is assumed to be approved by the plan sponsor:

**June 2023 segment rates, adjusted so each segment rate is no less than the applicable minimum percentage\* of the corresponding 25-year average segment rate for the calendar year that contains the first day of the plan year and no more than the applicable maximum percentage\*\* of that 25-year average segment rate. The 25-year average cannot be less than 5.0% prior to application of the corridor.**

**Asset valuation method**

Plan assets for purposes of this actuarial valuation are valued under the asset averaging method, including, if applicable, discounted receivable contributions. The value is equal to the average of the fair market value of assets on the valuation date and the adjusted fair market value (including expected earnings) for the two earlier annual determination dates. Expected earnings are calculated using a rate no greater than the third segment rate of the segmented yield-curve in effect at the beginning of each valuation year. The resulting average value must be fall between 90 and 110 percent of the fair market value of assets on the valuation date.

\* Minimum is 95% through 2030, decreasing 5% per year beginning in 2031 until 70% is reached in 2035

\*\* Maximum is 105% through 2030 and increasing 5% per year beginning in 2031 until 130% is reached in 2035

**Attachment to 2023 Form 5500**

**Schedule SB, Part V: statement of actuarial assumptions and methods**

**Plan name:** Employees' Retirement Plan of SI Group, Inc.

**EIN:** 14-1041790

**Plan sponsor:** SI Group, Inc.

**PN:** 001

**Actuarial assumptions**

# Actuarial assumptions

## Economic Assumptions

PPA Segment Rates	Funding Target	Maximum Deductible and PBGC Funding Target
- Segment 1: Up to Year 5	4.75%	3.03%
- Segment 2: Years 5-20	5.00%	4.11%
- Segment 3: Years 20+	5.74%	4.27%
Funding Expected Return on Plan Assets		5.23% (limited to PPA segment 3)
ASC 960 Discount Rate		5.23%
Annual rates of increase:		
- Salaries		N/A
- Future Social Security wage bases		N/A
- Statutory limits on compensation and benefits		N/A

## Demographic Assumptions

Mortality:	
- Funding Target / PBGC	IRS 2023 Static Mortality Table
- ASC 960	Pri-2012 Mortality Table with Generational Projection (Scale MP-2021)

Retirement:

### Employees' Retirement Plan

Age	Rate if Eligible for Unreduced Benefits	Rate if Not Eligible for Unreduced Benefits
55	0%	0%
56	0%	0%
57	0%	0%
58	20.00%	7.00%
59	10.00%	5.00%
60	25.00%	5.00%
61	15.00%	5.00%
62	40.00%	25.00%
63	0%	10.00%
64	0%	10.00%
65	40.00%	40.00%
66	40.00%	40.00%
67	40.00%	40.00%
68	100.00%	100.00%

Terminated Vested Participants - Later of 65 or termination of employment or age 62 with 25 years of service

# Actuarial assumptions

		<u>Addivant</u>	
<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
55	8.00%	63	20.00%
56	10.00%	64	20.00%
57	10.00%	65	30.00%
58	10.00%	66	40.00%
59	10.00%	67	30.00%
60	15.00%	68	30.00%
61	15.00%	69	30.00%
62	22.00%	70	100.00%

Terminated Vested Participants – Later of age 65 or termination of employment; age 60 for Morgantown

Disability:

Employees' Retirement Plan: Rates varying by age based on the 1985 Pension Disability Class 2 Table

Addivant: Illustrative annual rates are as follows:

<u>Age</u>	<u>Addivant</u>	<u>Uniroyal Plan C</u>
25	0.09%	0.206%
30	0.10%	0.203%
35	0.13%	0.211%
40	0.20%	0.237%
45	0.33%	0.289%
50	0.58%	0.380%
55	1.02%	0.529%
60	1.60%	0.762%
65	2.28%	0.000%

## Actuarial assumptions

Termination: Employees' Retirement Plan: Illustrative annual rates of withdrawal are as follows:

Attained		
<u>Age</u>	<u>Males</u>	<u>Females</u>
20	29.87%	29.87%
25	19.89%	19.89%
30	13.89%	13.89%
35	9.86%	9.86%
40	5.79%	5.79%
45	3.66%	3.66%
50	1.44%	1.44%
55+	0%	0%

Addivant: Illustrative annual rates of withdrawal are as follows:

<u>Age</u>	<u>Males</u>	<u>Females</u>
20	10.00%	10.00%
25	10.00%	10.00%
30	8.00%	8.00%
35	7.00%	7.00%
40	6.00%	6.00%
45	5.00%	5.00%
50	4.50%	4.50%
55+	0%	0%

### Miscellaneous Assumptions

Form of Payment: Employees' Retirement Plan: Active participants who retire are assumed to elect the following forms of payment:

- 40% elect 5 year certain and continuous annuity
- 25% elect 50% J&S annuity
- 35% elect 100% J&S annuity

Terminated vested participants are assumed to elect 5 year certain and continuous annuity

Addivant: Life Annuity

Percent Married: 85% of males; 50% of females. Used to value pre-retirement surviving spouse benefits.

Spouse's Age: Wives assumed to be 3 years younger than husbands

Expenses: Assumed equal to prior year's actual non-PBGC related expenses, plus current year's estimated PBGC premiums.

## Rationale for significant assumptions

### Economic assumptions

- **Expected return on plan assets:** The assumption was selected by the client with input from their investment advisor. We believe the assumption is reasonable as it falls within a reasonable range of expected returns for the plan's asset allocation based on capital market assumptions.
- **ASC 960 discount rate:** This assumption is based on the expected return on plan assets assumption.

### Demographic Assumptions

- **ASC 960 mortality:** The mortality base table and projection scale is based on the most recent mortality table and improvement scale published by the Society of Actuaries and in our judgement, adequately reflects expected mortality rates as of the measurement date. The plan's relatively small size would not support a credible mortality study.
- **Termination:** We believe that this assumption is representative of anticipated future experience. Historically this assumption has not produced significant gains or losses for the plan. In addition, based on discussions with the plan sponsor, significant changes in termination patterns are not expected.
- **Disability:** Based on the 1985 Pension Disability Class 2 Table, because the plan's population and disability requirements closely resembles the population studied.
- **Retirement:** We believe that this assumption is representative of anticipated future experience. Historically this assumption has not produced significant gains or losses for the plan. In addition, based on discussions with the plan sponsor, significant changes in retirement patterns are not expected.

### Miscellaneous assumptions

- **Expenses:** The assumption is based on the expectation of expenses to be paid out during the plan year, based on actual PBGC expenses projected for the year, and assuming non-PBGC related expenses will be similar to the prior year.
- **Form of Payment:** We believe that this experience is representative of anticipated future experience.
- **Spouse's age and percent married:** The employer does not have enough credible data to analyze spousal demographics. These assumptions are based on the actuary's experience with similar plans.

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.  
 EIN: 14-1041790  
 Plan Number: 001

SCHEDULE H, LINE 4(j) – SCHEDULE OF REPORTABLE TRANSACTIONS  
 For the year ended September 30, 2024

(a) Identity of party involved	(b) Description of asset	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain (loss)
<u>Single Transactions:</u>						
DB Growth Portfolio Inst	Common Collective Trust	\$ -	\$ 15,158,000	\$ 15,158,000	\$ 15,158,000	\$ -
<u>Series Transactions:</u>						
PGIM SMA SI Group	Separately Managed Fund	-	15,320,000	16,454,331	15,320,000	(1,134,331)
DB Growth Portfolio Inst	Common Collective Trust	-	24,223,847	16,321,035	24,223,847	7,902,812
Vanguard Fed Money Market	Mutual Fund	26,689,373	-	-	26,689,373	-
Vanguard Fed Money Market	"	-	27,996,127	27,996,127	27,996,127	-

<b>SCHEDULE SB</b> <b>(Form 5500)</b> <small>Department of the Treasury Internal Revenue Service</small> <hr/> <small>Department of Labor Employee Benefits Security Administration</small> <hr/> <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small> <hr/> <b>2023</b> <hr/> <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024

▶ **Round off amounts to nearest dollar.**

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

<b>A</b> Name of plan EMPLOYEES RETIREMENT PLAN OF SI GROUP, INC.	<b>B</b> Three-digit plan number (PN) ▶	001
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF SI Group, Inc.	<b>D</b> Employer Identification Number (EIN) 14-1041790	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

<b>Part I Basic Information</b>			
<b>1</b> Enter the valuation date:	Month <u>10</u> Day <u>01</u> Year <u>2023</u>		
<b>2</b> Assets:			
<b>a</b> Market value.....		<b>2a</b>	280,327,627
<b>b</b> Actuarial value.....		<b>2b</b>	308,360,389
<b>3</b> Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
<b>a</b> For retired participants and beneficiaries receiving payment .....	1,980	265,492,701	265,492,701
<b>b</b> For terminated vested participants.....	707	41,429,443	41,429,443
<b>c</b> For active participants.....	108	21,651,708	25,351,778
<b>d</b> Total .....	2,795	328,573,852	332,273,922
<b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
<b>a</b> Funding target disregarding prescribed at-risk assumptions.....			<b>4a</b>
<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor .....			<b>4b</b>
<b>5</b> Effective interest rate.....			<b>5</b> 5.17%
<b>6</b> Target normal cost			
<b>a</b> Present value of current plan year accruals.....			<b>6a</b> 0
<b>b</b> Expected plan-related expenses .....			<b>6b</b> 2,597,556
<b>c</b> Target normal cost.....			<b>6c</b> 2,597,556

**Statement by Enrolled Actuary**

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

<b>SIGN HERE</b>	 Signature of actuary	<u>6/5/2025</u> Date
	<u>SETH CORREIA</u> Type or print name of actuary	<u>2308079</u> Most recent enrollment number
	<u>JOHN HANCOCK</u> Firm name	<u>781-619-2000</u> Telephone number (including area code)
	<u>200 BERKELEY STREET</u> <u>BOSTON MA 02116</u> Address of the firm	

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



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

<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code).....				<b>21b</b> 4
<b>22</b> Weighted average retirement age .....				<b>22</b> 63
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute	

**Part VI Miscellaneous Items**

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

**Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years**

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

**Part VIII Minimum Required Contribution For Current Year**

<b>31</b> Target normal cost and excess assets (see instructions):			
<b>a</b> Target normal cost (line 6c).....	<b>31a</b>	2,597,556	
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....	<b>31b</b>	0	
<b>32</b> Amortization installments:	Outstanding Balance	Installment	
<b>a</b> Net shortfall amortization installment .....	32,284,384	3,080,819	
<b>b</b> Waiver amortization installment .....	0	0	
<b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount .....	<b>33</b>		
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	<b>34</b>	5,678,375	
	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement.....	5,678,375	0	5,678,375
<b>36</b> Additional cash requirement (line 34 minus line 35) .....	<b>36</b>	0	
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	<b>37</b>	0	
<b>38</b> Present value of excess contributions for current year (see instructions)			
<b>a</b> Total (excess, if any, of line 37 over line 36)	<b>38a</b>	0	
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....	<b>38b</b>	0	
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....	<b>39</b>	0	
<b>40</b> Unpaid minimum required contributions for all years.....	<b>40</b>	0	

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

<b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input checked="" type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021
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**Attachment to 2023 Form 5500**

**Schedule SB, line 22: description of weighted average retirement age**

**Plan name:** Employees' Retirement Plan of SI Group, Inc.

**EIN:** 14-1041790

**Plan sponsor:** SI Group, Inc.

**PN:** 001

**Description of weighted average retirement age**

<b>Age</b>	<b>Expected Active Headcount</b>	<b>Retirement Rate</b>	<b>Expected Retirements</b>	<b>Weighted Age</b>
55	44.0199	0.0018	0.0800	4.4000
56	50.2051	0.0018	0.0909	5.0887
57	58.1797	0.0014	0.0807	4.5973
58	61.9098	0.1484	9.1901	533.0248
59	52.3531	0.0814	4.2614	251.4201
60	55.8558	0.2084	11.6402	698.4129
61	45.8166	0.1316	6.0276	367.6808
62	41.5665	0.3674	15.2715	946.8341
63	31.1138	0.0325	1.0105	63.6625
64	35.1549	0.0268	0.9414	60.2477
65	37.0759	0.3900	14.4592	939.8460
66	24.3895	0.4000	9.7558	643.8826
67	14.4652	0.3853	5.5738	373.4429
68	10.7799	0.9045	9.7505	663.0367
69	2.0173	0.6470	1.3052	90.0587
70	1.7028	1.0000	1.7028	119.1990
<b>Total</b>			<b>91.1415</b>	<b>5,764.8349</b>
<b>Average</b>				<b>63.25</b>

**Attachment to 2023 Form 5500**  
**Schedule SB, Part V: summary of plan provisions**

**Plan name:** Employees' Retirement Plan of SI Group, Inc.  
**Plan sponsor:** SI Group, Inc.

**EIN:** 14-1041790  
**PN:** 001

**Summary of plan provisions**

## Summary of plan provisions

Plan Sponsor: SI Group, Inc.  
EIN/PN: 14-1041790/001  
Plan Name: Employees Retirement Plan of SI Group, Inc.  
Effective Dates: Original Plan: October 1, 1953  
Restated: October 1, 2014  
Plan Year: October 1 through September 30

### **Employees' Retirement Plan of SI Group, Inc.**

Eligibility: One year of service.  
Employees hired on or after January 1, 2010 are not eligible to participate

Plan Entry: April 1 or October 1

Credited Service: Except as provided below, one year of vesting and benefit accrual service are credited for each plan year during which a participant works at least 1,000 hours.  
For the year of hire, participants earn a full year of benefit service regardless of the number of hours worked, provided that they worked at least 1,000 hours in the following plan year. For the year of termination, participants earn a full year of benefit service regardless of the number of hours worked, provided that they worked at least 1,000 hours in the preceding plan year.  
Credited Service for benefit accruals is not credited for any period during which an employee has waived participation.  
Credited Service is frozen as of March 31, 2021

## Summary of plan provisions

Compensation:	Total base salary, annual bonuses incentives, awards payments by a member of the Employer's "related group", and special payments, but shall exclude any payments described as excluded under the terms of any employment or similar agreement between the Employer and the Employee.
Final Average Compensation:	The average of the highest five years of Compensation during the last eight years of employment. For purposes of determining Final Average Compensation, Compensation after September 30, 2019 shall not be considered for all participants except RJ Union participants and after March 31, 2021 for RJ Union participants.
Accrued Benefit:	<p>Effective for plan years after October 1, 2002, one-twelfth of the greater of (1) and (2) below:</p> <p>(1) 1.00% of final average compensation multiplied by years of benefit service.</p> <p>(2) \$456 multiplied by years of Credited Service.</p>
Normal Retirement:	<p><b>Eligibility:</b> The first day of the month following the 65th birthday.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of NRD. Effective September 30, 2019, the Accrued Benefit was frozen for all participants except RJ Union participants. Effective March 31, 2021, the Accrued Benefit was frozen for RJ Union participants.</p>
Early Retirement:	<p><b>Eligibility:</b> Retirement before NRD and on or after attaining age 58 and completing 10 years of vesting service.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of early retirement date. The benefit is unreduced for retirement after age 58 with 30 years of service or age 60 with 25 years of service. The benefit is reduced for early commencement from age 60 for retirement with 25 (but less than 30) years of vesting service, and reduced from age 65 for retirement with less than 25 years of vesting service.</p>

## Summary of plan provisions

Late Retirement:

**Eligibility:** The first day of any month following the normal retirement date.

**Benefit:** Compensation and service to date prior to 70 ½ and greater of Actuarial Equivalence or compensation and service to date of retirement after 70 ½.

Disability Benefit:

**Eligibility:** Total and permanent disability with at least 15 years of vesting service.

**Benefit:** Monthly pension benefit determined as of the date of disability retirement, unreduced.

Vested Benefits Upon:  
Termination of Service

**Vesting:** All participants who have completed five years of service or attained age 65, if earlier.

**Termination Benefit:** Monthly pension benefit determined as of termination date, reduced according to the early retirement schedule if participant meets the vesting service requirement of the schedule

Pre-Retirement Death Benefits:

**Eligibility:** Death while eligible for normal, early, postponed, or deferred vested retirement benefits

**Benefit:** If eligible for retirement and married, the monthly preretirement death benefit that would have been payable if the participant had terminated, elected a joint and 100% survivor annuity, and then died. If eligible for retirement and single, the monthly preretirement death benefit that would have been payable if the participant had terminated, elected a 5-year certain and continuous annuity, and then died. If not eligible for retirement, the monthly preretirement death benefit that would have been payable if the participant had terminated, survived to his earliest benefit commencement date, elected a joint and 50% survivor annuity, and then died.

## Summary of plan provisions

Forms of Payment:	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as a 5-year certain and continuous annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a 100%, 75%, and 66.667% joint and survivor annuity, and 50% joint and survivor annuity with pop-up.
Actuarial Equivalence:	5% interest rate and 1994 Group Annuity Reserving Table projected to 2002, blended with 50% male mortality rates and 50% female mortality rates
Pension Increases:	None
Plan Participants' Contributions:	None
Maximum on benefits and pay:	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

## Summary of plan provisions

### Addivant

#### Morgantown

Prior Plan Name:	GE Pension Plan
Effective Dates:	January 1, 1979 Merged into the Chemtura Corporation Retirement Plan as of 12/31/2005.
Eligibility:	1 year of service under GE plan at closing date.
Vesting Service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Credited Service:	Elapsed time. Benefits are frozen as of December 31, 2005, and no credited service is granted for employment after that date.
Plan Covered Compensation:	Benefits were frozen as of December 31, 2005. Earnings prior to 2006 were for 2003, \$30,000. For all calendar years after 2003, the amount defined as "covered compensation" by section 401(1) of the Code for any employee attaining age 65 in that calendar year, less \$7,500. For participants who are over age 65 in any calendar year, the amount defined as "covered compensation" by section 401(1) of the Code for the calendar year in which the participant attained age 65, less \$7,500
Normal Retirement Date (NRD):	First of month coinciding with or next following the attainment of age 65.
Accrued Benefit:	For each year of participation 1.45% earnings up to Plan Covered Compensation plus 1.90% earnings over Plan Covered Compensation. This benefit shall be no less than \$336 plus a factor (as defined in Appendix W of the plan document) or \$480.

## Summary of plan provisions

<u>Benefit</u>	<u>Age</u>	<u>Vesting Service</u>	<u>Description</u>
Normal retirement:	65		Accrued benefit payable immediately.
Early:	60		Benefit computed in the same manner as the Normal Retirement Benefit, except that the participant shall be treated as if he remained employed until his Normal Retirement age and the benefit shall be based only on compensation earned by the participant as of his actual date of retirement. Prior to age 60, accrued benefit reduced 3-1/3% per year to age 55.
Disability:		15	A participant who retires under Disability Retirement at age 60 or older shall receive a benefit computed in the same manner as the early (age 60) retirement benefit. A participant who retires prior to age 60 under Disability Retirement shall receive a benefit computed in the same manner as the Normal Retirement Benefit, but only using compensation earned by the participant as of the date of his disability retirement. Such amount shall than be reduced by 2% per year prior to age 60, to a maximum reduction of 12% at or before age 54.
Late:	>65		Accrued benefit payable immediately.
Pre-ret death:	60 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.
Age 60 Retirement Supplement	60	5	\$168 per year for each year of benefit service. This payment shall continue at least until the attainment of eligibility for Social Security benefits. This benefit shall continue to be paid beyond Social Security eligibility, until the participant becomes eligible for 80% Social Security benefits, dies, or becomes rehired.
Special Early Retirement Supplement	60	25	If retired prior to 1/1/2006, and after having attained age 60 but before having attained 80% Social Security eligibility, \$350 per month in addition to the Age 60 Retirement Supplement, payable until the participant attains 80% Social Security eligible age, dies, or becomes rehired.

## Summary of plan provisions

Normal Form of Benefit:

Monthly pension benefits are paid as a life annuity

Optional Form of Benefit:

In lieu of the normal form of retirement benefits described above a participant may elect to have benefits payable in another actuarially equivalent optional form offered by the plan. Optional forms are a 75% and a 100% joint and survivor annuity, a ten-year certain and life annuity, or (for married participants) a life annuity and a Social Security Level Income Option.

## Summary of plan provisions

### Former Memphis Hourly Bargained

Prior Plan Name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Memphis, Tennessee)
Effective Dates:	December 1, 1980 Merged into the Chemtura Corporation Retirement Plan as of 12/31/2005.
Eligibility:	The January 1 or July 1 following the completion of 1 year of vesting service.  This location was sold on February 29, 2008.
Vesting Service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Credited Service:	From date of membership.
Pension Earnings	Base Pay
Normal Retirement Date (NRD):	First of month coinciding with or next following the attainment of age 65.
Accrued Benefit:	For each year after 1/1/87, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.
Monthly Preretirement Death Benefit	50% of the accrued benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

<u>Benefit</u>	<u>Age</u>	<u>Vesting Service</u>	<u>Description</u>
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18 for each month from 55 to 60.
Disability:	50 and	15	Accrued benefit payable immediately.
Late:	>65		Accrued benefit payable immediately.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

## Summary of plan provisions

Normal Form of Benefit:

Monthly pension benefits are paid as a life annuity

Optional Form of Benefit:

In lieu of the normal form of retirement benefits described above a participant may elect to have benefits payable in another actuarially equivalent optional form offered by the plan. Optional forms are a 75% and a 100% joint and survivor annuity, a ten-year certain and life annuity, or (for married participants) a life annuity and a Social Security Level Income Option.

## Summary of plan provisions

### Former OSi Retirement Plan

Prior Plan Name:	Retirement Plan for Employees of OSi Specialties, Inc. and Participating Subsidiary Companies
Effective Dates:	July 9, 1993 Merged into the Chemtura Corporation Retirement Plan as of 12/31/2005.
Eligibility:	Immediately upon hire. All OSi non-bargaining employees participate in Witco 01 (IRS 001). Those OSi non-bargaining employees hired before 5/31/1996 retain OSi (IRS Plan 055) plan provisions.
Vesting Service:	A year of vesting is credited for each year of Credited Service.
Credited Service:	From hire date plus limited amounts of prior service for certain acquired locations.
Pension Earnings	Base pay plus commissions, shift differential, incentive compensation awards, and special awards.
Final Average Monthly Pay:	The greater of (i) the monthly average of the highest three Pension earnings in the last 10 full calendar years preceding termination or retirement, or (ii) the average of the 36 full calendar months of Pension earnings (excluding incentive compensation) plus the monthly average of the incentive compensation related to the three full calendar years preceding termination or retirement.
Social Security PIA:	For early or normal retirement, primary insurance amount payable at age 62 (or current age if older) based on earnings as of determination date, with zero future earnings assumed. For terminations, primary insurance amount payable at 65, with level future earnings assumed.
Normal Retirement Date (NRD):	First of month coinciding with or next following the attainment of age 65.

## Summary of plan provisions

Accrued Benefit: The greater of (i) 1.5% of final average monthly pay times credited service, minus 1.5% of Social Security PIA times credited service to a maximum of 50% of PIA; (ii) 1.2% of final average monthly pay times credited service plus \$12; or (iii) \$12 plus \$6 times first 10 years of credited service plus \$9 times the next 10 years of credited service plus \$12 times credited service in excess of 20 years plus 2% of final average monthly pay plus 1% of final average monthly pay times credited service up to 8 years. Accrued benefit is reduced for prior benefits payable from Union Carbide.

<u>Benefit</u>	<u>Age</u>	<u>Vesting Service</u>	<u>Description</u>
Normal retirement:	65		Accrued benefit payable immediately.
Early:	50 and	10	Accrued benefit payable unreduced if age 62 with 10 years of vesting service, or age plus vesting service equals 85 ("rule of 85"), otherwise accrued benefit payable reduced by 5/12% per month for each month prior to eligibility for unreduced benefit.
Disability:		10	Accrued benefit payable immediately until retirement, service (but not pay) credited while disabled up to a maximum of 30 years of credited service.
Late:	65		Accrued benefit payable immediately.
Vesting:		5	Accrued benefit projected to 65 and prorated, payable unreduced at 65. For commencement prior to 65, reduced 5/9% for each month from 62 to 65, and 5/12% for each month from 50 to 62.
Pre-ret death:		5	If eligible for early 50% of accrued benefit payable immediately adjusted .5% for each year spouse's age is more than 5 years younger. Otherwise, payment is deferred to employee's age 50.

## Summary of plan provisions

Normal Form of Benefit:

Monthly pension benefits are paid as a life annuity

Optional Form of Benefit:

In lieu of the normal form of retirement benefits described above a participant may elect to have benefits payable in another actuarially equivalent optional form offered by the plan. Optional forms are a 75% and a 100% joint and survivor annuity, a ten-year certain and life annuity, or (for married participants) a life annuity and a Social Security Level Income Option.

## Summary of plan provisions

### Former Uniroyal Plan C

Covered Employees:	Hourly rate employees at the Gastonia, NC plant. Plan benefits were frozen as of December 31, 1998.
Merger Date:	Merged into the Chemtura Corporation Retirement Plan as of 12/31/2005.
Participation Date:	Date of becoming a covered employee
Vesting Service:	Years and months of service from the later of date of hire and age 18
Credited Service:	Years and months of service from date of hire including periods of authorized leave of absence. Benefits are frozen as of December 31, 1998, and no credited service is granted for employment after that date.
Normal Retirement Date (NRD):	First of month coinciding with or next following the attainment of age 65 with five years of vesting service
Monthly Pension Benefit:	A monthly benefit of \$9.50 multiplied by years of pension service prior to January 1, 1999.
Normal Retirement:	Eligibility: The first day of the month following the 65th birthday.  Benefit: Monthly pension benefit determined as of NRD.
Unreduced Early Retirement:	Eligibility: Retirement before NRD and on or after both attaining age 62 and completing 10 years of vesting service. Upon plant closing, on or after both attaining age 55 and completing 15 years of vesting service.  Benefit: Monthly pension benefit determined as of date of retirement
Early Retirement:	Eligibility: Retirement before NRD and on or after attaining age 55 and completing 10 years of vesting service  Benefit: Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62

## Summary of plan provisions

Special retirement  
(at the option of the Company  
or by mutual agreement)

Eligibility: Retirement before NRD and on or after attaining age 55 and completing 15 years of vesting service and no longer able to fulfil job requirements

Benefit: Monthly pension benefit determined as of date of retirement

Late Retirement:

Eligibility: Retirement after NRD

Benefit: Monthly pension benefit determined as of actual retirement date

Disability Benefit:

Eligibility: Permanent and total disability prior to NRD and after completing 15 years of vesting service

Benefit: Monthly pension benefit determined as of date of disablement, payable immediately without reduction for early commencement

Preretirement Death Benefit

Eligibility: Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefit: The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Normal Form of Benefit:

Monthly pension benefits are paid as a life annuity

Optional Form of Benefit:

In lieu of the normal form of retirement benefits described above a participant may elect to have benefits payable in another actuarially equivalent optional form offered by the plan. Optional forms are a 75% and a 100% joint and survivor annuity, a ten-year certain and life annuity, or (for married participants) a life annuity and a Social Security Level Income Option.

## Summary of plan provisions

### Former Great Lakes Chemical Corporation – Salaried Employees

Covered Participants:	Each employee of the Company, or any of its affiliates that are participating in the plan, except for any employee who is a member of a collective bargaining group whose collective bargaining agreement does not provide for participation in the plan. Excludes: Four Seasons, AQUATERRA, OSCA, hourly employees at Ashley, IN, and hourly employees at Lime-o-Sol.
Merger Date:	Merged into the Chemtura Corporation Retirement Plan as of 12/31/2005.
Participation Date:	Later of completion of one year of eligibility service and the date the employer becomes a participating employer under the plan.
Vesting Service:	<p>Prior to 1985: One year of vesting service for each calendar year of 1,000 or more hours of service</p> <p>After 1984 and prior to 1993: One year of vesting service for each year of employment on an elapsed time basis</p> <p>After 1992: One year of vesting service for each year of employment determined in complete and fractional years. Part-time employees will receive one year of vesting service for each plan year credited with 1,000 hours of service</p> <p>Effective with the December 31, 2005 merger all active participants were 100% vested</p>
Credited Service:	<p>Prior to 1976: In accordance with plan provisions then in effect</p> <p>After 1975 and prior to 1985: One year of pension service for each plan year of 1,000 or more hours, with prorated credit in the first and last year of employment</p> <p>After 1984 and prior to 1993: Vesting service while an active participant</p> <p>After 1992 and prior to 2001: Part-time employees receive pension service for each year of vesting service</p> <p>After 2000: “active participant” is replaced with “eligible employee”</p>

## Summary of plan provisions

Former Anzon salaried employees, former FMC employees, and former Optical Monomers employees receive credit for prior plan service.

Participants at the Adrian, Michigan location continue to accrue service. For all others, benefits are frozen as of December 31, 2005 and no pension service is granted for employment after that date.

Normal Retirement Date (NRD): First of month coinciding with or next following the attainment of age 65 with 5 years of participation service

Pensionable Pay: Total direct cash compensation including bonuses and overtime plus Section 125 and 401(k) deferrals. Benefits are frozen as of December 31, 2005 for all employees except those at the Adrian, Michigan location.

Average Earnings: The average of the highest five consecutive complete calendar years of pensionable pay ending on the participant's termination date or retirement date.

Covered Compensation: The average (without indexing) of the maximum Social Security taxable wage bases for each of the calendar years during the 35 year period ending with the last day of the calendar year in which the participant reaches Social Security retirement age.

Monthly Pension Benefit: One-twelfth of the sum of the (1) and (2):

(1) 1.00% of average earnings times years of pension service prior to December 31, 2005, plus

(2) 0.65% of average earnings in excess of Covered Compensation times years of pension service prior to December 31, 2005, up to 35 years

Salaried Anzon benefits are offset by the prior plan benefit. Nitro benefits are offset by prior benefits provided by Aetna and Prudential.

Former Dupont employees' benefits are offset by prior benefits if they were not paid out at the time of the acquisition. If prior benefits were paid out, benefit is calculated based on service with Great Lakes Chemical Corporation only.

## Summary of plan provisions

For participants formerly in the QO Belle Glade, Memphis Union or Arkansas Chemical Hourly Plans, this benefit shall not be less than the participant's accrued benefit under the prior plan as of the merger date, plus the benefit accrued under the current plan for service on or after the merger date.

For participants in the Aqua Chem or Aqua Clear Industries, LLC, benefits accrue for service on or after the acquisition date (May 3, 1993 and July 14, 2000 respectively).

Any eligible employee who transfers to employment in The Works on or after October 27, 2003 as an other than hourly employee shall continue to be considered an eligible employee for purposes of determining pension service.

For all other participants, the benefit shall not be less than the participant's accrued benefit under the prior plan as of December 31, 1992 (December 31, 1988 for super highly compensated employees) plus the benefit accrued under the current plan for pension service on or after January 1, 1993

(January 1, 1989 for super highly compensated employees) until the freeze date of December 31, 2005.

### Normal Retirement:

Eligibility: The first day of the month following the 65th birthday.

Benefit: Monthly pension benefit determined as of NRD.

### Early Retirement:

Eligibility: Retirement before NRD and on or after attaining age 55 and completing 5 years of vesting service

Benefit: Monthly pension benefit determined as of early retirement date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD. Benefits calculated under prior plans (PART A) are reduced using prior plan factors.

### Late Retirement:

Eligibility: Retirement after NRD

Benefit: Monthly pension benefit determined as of actual retirement date

## Summary of plan provisions

Vested Termination:	<p>Eligibility: Termination for reasons other than death or retirement after completing five years of vesting service</p> <p>Benefit: Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD</p>
Preretirement Death Benefit	<p>Eligibility: Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse</p> <p>Benefit: The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died</p>
Normal Form of Benefit:	Monthly pension benefits are paid as a life annuity
Optional Form of Benefit:	In lieu of the normal form of retirement benefits described above a participant may elect to have benefits payable in another actuarially equivalent optional form offered by the plan. Optional forms are a 100%, 75%, 66.667%, or 50% joint and survivor annuity, a five-year or ten-year certain and life annuity, or (for married participants) a life annuity.

## Summary of plan provisions

### Former Memphis Salaried and Non-Bargaining Hourly

Covered Participants:	Non-bargaining unit employees who were employed at the Memphis, Tennessee location, who participated in the Chemtura Plan.
Eligibility:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service. The plan was closed to new entrants hired after January 1, 2000.
Vesting Service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Credited Service:	From hire date plus limited amounts of prior service for certain acquired locations. Benefits are frozen as of December 31, 2005, and no credited service is granted for employment after that date.
Pension Earnings	Benefits were frozen as of December 31, 2005. Earnings prior to 2006 were base pay plus commissions.
Average Final 60 Months' Pay	Average of participant's monthly earnings for the 60 months preceding termination. Earnings earned during 1992 will be used in place of actual pay for each of 1992 and the three previous years.
Social Security PIA	Primary insurance amount payable at age 65 based on earnings as of determination date. Zero future earnings are assumed.
Normal Retirement Date (NRD):	First of month coinciding with or next following the attainment of age 65.
Accrued Benefit:	1.5% of participant's average final 60 months' pay times credited service minus 1.5% of participant's Social Security PIA times credited service to a maximum of 50% of PIA. This benefit shall be no less than participant's accrued benefit as of 12/31/93. Benefit accruals ceased under the Chemtura Plan with respect to these Participants as of December 31, 2005.

## Summary of plan provisions

<u>Benefit</u>	<u>Age</u>	<u>Vested Service</u>	<u>Description</u>
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55	10	Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:	50 and	25	Accrued benefit payable unreduced at 62; for commencement prior to 62, accrued benefit reduced 5/9% for each month prior to age 62
Late:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. Vested terminated employees with 25 or more years of service are entitled to the enhanced early retirement factors described above.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

Normal Form of Benefit: Monthly pension benefits are paid as a life annuity

Optional Form of Benefit: In lieu of the normal form of retirement benefits described above a participant may elect to have benefits payable in another actuarially equivalent optional form offered by the plan. Optional forms are a 75% and a 100% joint and survivor annuity, a ten-year certain and life annuity, or (for married participants) a life annuity and a Social Security Level Income Option.

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Wilmington Trust DB Growth Portfolio Fund	Common collective trust	\$ 48,476,713	\$ 78,069,721
	Vanguard Federal Money Market Fund	Mutual fund	2,560,133	2,560,133
	Eb Temp Inv Fd 1.147% 12/31/2049 Dd 11/01/01	Cash equivalent	4,033,538	4,033,538
	Swap Collateral With Jp Morgan	"	(161,000)	(161,000)
	Swap Collateral With Goldman	"	(70,000)	(70,000)
	Total cash equivalents		<u>3,802,538</u>	<u>3,802,538</u>
	U S Treasury Bond 3.000% 11/15/2044 Dd 11/15/14	Government obligation	400,749	283,342
	U S Treasury Bond 2.375% 11/15/2049 Dd 11/15/19	"	2,924,812	2,925,039
	U S Treasury Bond 1.625% 11/15/2050 Dd 11/15/20	"	252,176	249,521
	U S Treasury Bond 2.250% 05/15/2041 Dd 05/15/21	"	4,085,042	3,890,449
	U S Treasury Bond 3.625% 05/15/2053 Dd 05/15/23	"	87,616	90,875
	U S Treasury Bond 3.875% 05/15/2043 Dd 05/15/23	"	186,992	192,328
	U S Treasury Bond 4.625% 05/15/2054 Dd 05/15/24	"	255,772	259,950
	U S Treasury Note 3.875% 08/15/2033 Dd 08/15/23	"	1,179,030	1,198,414
	U S Treasury Note 4.250% 12/31/2025 Dd 12/31/23	"	304,095	306,406
	U S Treasury Note 4.000% 02/15/2034 Dd 02/15/24	"	198,343	203,219
	U S Treasury Note 4.125% 03/31/2031 Dd 03/31/24	"	1,731,300	1,785,947
	U S Treasury Note 3.875% 08/15/2034 Dd 08/15/24	"	1,314,911	1,317,779
	U S Treasury Note 3.625% 09/30/2031 Dd 09/30/24	"	1,661,205	1,660,577
	U S Treasury Note 3.500% 09/30/2029 Dd 09/30/24	"	2,287,674	2,281,770
	U S Treasury Bd Cpn Strip 0.000% 08/15/2039 Dd 08/17/09	"	571,659	457,755
	U S Treasury Bd Cpn Strip 0.000% 05/15/2041 Dd 05/16/11	"	333,497	340,639
	U S Treasury Bd Cpn Strip 0.000% 11/15/2041 Dd 11/15/11	"	4,906,091	<u>3,594,390</u>
	Total government obligations		<u>22,680,964</u>	<u>21,038,400</u>
	Dallas-Fort Worth Tx Internati 4.087% 11/01/2051 Dd 04/21/22	Municipal bond	65,000	58,329
	Dist Of Columbia Wtr & Swr Aut 4.814% 10/01/2114 Dd 07/23/14	"	757,853	483,031
	Indiana St Fin Auth Revenue 3.051% 01/01/2051 Dd 10/07/21	"	280,000	217,395
	Michigan St Fin Auth Revenue 3.384% 12/01/2040 Dd 12/18/19	"	240,000	203,103
	Ohio St Univ 4.800% 06/01/2111 Dd 10/26/11	"	193,714	137,223
	Univ Of Pittsburgh Pa Of The C 3.555% 09/15/2119 Dd 11/26/19	"	400,000	280,637
	Univ Of California Ca Revenues 4.858% 05/15/2112 Dd 03/01/12	"	926,387	655,003
	Univ Of Michigan Mi 2.437% 04/01/2040 Dd 06/16/20	"	240,000	186,263
	Univ Of Michigan Mi 2.562% 04/01/2050 Dd 06/16/20	"	265,000	180,595
	Univ Of Michigan Mi 4.454% 04/01/2122 Dd 03/16/22	"	500,000	440,106
	Univ Of Virginia Va Univ Reven 4.179% 09/01/2117 Dd 09/28/17	"	619,555	424,141
	Univ Of Virginia Va Univ Reven 2.584% 11/01/2051 Dd 07/21/21	"	695,000	<u>462,831</u>
	Total municipal bonds		<u>5,182,509</u>	<u>3,728,657</u>
	Bermuda Government Intern 144A 3.717% 01/25/2027 Dd 10/19/16	Foreign government obligation	662,275	576,725

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Gohl Capital Ltd Regs 4.250% 01/24/2027	Corporate obligation	410,978	384,365
	Indian Railway Finance Co Regs 3.835% 12/13/2027	"	708,104	639,051
	Israel Electric Corp Ltd 144A 5.000% 11/12/2024	"	852,160	759,316
	Acco Brands Corp 144A 4.250% 03/15/2029 Dd 03/15/21	"	475,000	444,808
	Aep Texas Inc 3.800% 10/01/2047 Dd 09/22/17	"	488,272	386,456
	Southern Co Gas Capital Corp 4.400% 06/01/2043 Dd 05/16/13	"	622,105	483,809
	Ahs Hospital Corp 2.780% 07/01/2051 Dd 01/27/21	"	65,000	44,551
	At&T Inc 4.500% 05/15/2035 Dd 05/04/15	"	654,810	582,476
	Abvie Inc 5.050% 3/15/2034 Dd 02/26/24	"	164,480	172,147
	Advocate Health & Hospitals Co 3.387% 10/15/2049 Dd 11/14/19	"	215,000	169,478
	Advocate Health & Hospitals Co 3.008% 06/15/2050 Dd 05/05/20	"	190,000	138,068
	Aecom 5.125% 03/15/2027 Dd 02/21/17	"	289,029	276,196
	Aetna Inc 4.750% 03/15/2044 Dd 03/07/14	"	629,284	538,923
	Ovintiv Inc 7.375% 11/01/2031 Dd 10/26/01	"	231,920	236,755
	Albertsons Cos Inc / Safe 144A 5.875% 02/15/2028 Dd 08/15/19	"	422,500	401,786
	Rio Tinto Alcan Inc 7.250% 11/01/2028 Dd 10/28/98	"	472,163	489,180
	Alexandria Real Estate Equitie 4.000% 02/01/2050 Dd 07/15/19	"	164,748	163,417
	Alexandria Real Estate Equitie 2.000% 05/18/2032 Dd 02/18/21	"	134,583	111,603
	Amcor Finance Usa Inc 3.625% 04/28/2026 Dd 10/28/19	"	548,245	493,049
	American Axle & Manufacturing 6.500% 04/01/2027 Dd 10/01/17	"	71,919	75,181
	American Axle & Manufacturing 6.250% 03/15/2026 Dd 03/26/18	"	12,090	12,010
	American Tower Corp 5.800% 11/15/2028 Dd 09/15/23	"	504,131	530,272
	American Transmission Sys 144A 5.000% 09/01/2044 Dd 09/25/14	"	1,084,257	838,350
	Amerigas Partners Lp / Ameriga 5.875% 08/20/2026 Dd 06/27/16	"	855,250	768,416
	Amgen Inc 4.950% 10/01/2041 Dd 09/16/10	"	742,654	585,474
	Amgen Inc 2.000% 01/15/2032 Dd 08/09/21	"	397,312	339,611
	Amphenol Corp 2.200% 09/15/2031 Dd 09/14/21	"	278,975	241,769
	Amsted Industries Inc 144A 5.625% 07/01/2027 Dd 06/05/19	"	580,250	548,573
	Anheuser-Busch Cos Llc / Anheu 4.900% 02/01/2046 Dd 02/01/19	"	337,686	270,520
	Aptargroup Inc 3.600% 03/15/2032 Dd 03/07/22	"	303,610	300,702
	Arch Capital Group Us Inc 5.144% 11/01/2043 Dd 12/13/13	"	718,752	549,487
	Arch Capital Finance Llc 5.031% 12/15/2046 Dd 12/08/16	"	147,827	153,519
	Arizona Public Service Co 5.700% 08/15/2034 Dd 05/09/24	"	209,425	221,441
	Ascension Health 3.106% 11/15/2039 Dd 10/23/19	"	420,000	349,315
	Autozone Inc 5.400% 07/15/2034 Dd 06/28/24	"	419,244	435,426
	Avery Dennison Corp 2.650% 04/30/2030 Dd 03/11/20	"	714,784	647,392
	Avis Budget Rental C 1A A 144A 3.830% 08/21/2028 Dd 04/14/22	"	799,914	785,398
	B&G Foods Inc 5.250% 09/15/2027 Dd 09/26/19	"	415,500	384,019
	Bae Systems Holdings Inc 144A 4.750% 10/07/2044 Dd 10/07/14	"	998,813	788,482
	Bat Capital Corp 4.390% 08/15/2037 Dd 08/15/18	"	730,591	681,613
	Bhp Billiton Finance Usa Ltd 5.500% 09/08/2053 Dd 09/08/23	"	44,190	47,929
	Bbcms Mortgage Trust 20 C22 A2 6.728% 11/15/2056 Dd 11/01/23	"	699,993	750,652
	Bnp Paribas Sa 144A Var Rt 06/12/2029 Dd 06/12/23	"	1,048,804	1,076,697
	Bank Of America Corp Var Rt 01/20/2028 Dd 01/20/17	"	1,476,881	1,369,521
	Bank Of America Corp Var Rt 06/14/2029 Dd 06/14/21	"	534,617	544,496
	Bank 2024-5Yr7 5Yr7 A3 5.769% 06/15/2057 Dd 06/01/24	"	757,478	784,357
	Bank 2019-Bnk21 Bn21 A4 2.600% 10/17/2052 Dd 10/01/19	"	2,351,457	2,156,756
	Bank 2019-Bnk22 Bn22 A3 2.726% 11/15/2062 Dd 11/01/19	"	1,211,989	1,098,125
	Bank5 Trust 2024-5Yr6 5Yr6 A3 6.225% 05/15/2057 Dd 05/01/24	"	1,223,951	1,276,716

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Barclays Plc Var Rt 09/10/2030 Dd 09/10/24	"	170,000	171,235
	Battalion Clo X I I 12A A1 144A Var Rt 05/17/2031 Dd 05/16/18	"	1,907,518	1,929,020
	Bausch Health Cos Inc 144A 5.000% 01/30/2028 Dd 12/30/19	"	50,000	32,495
	Bausch Health Cos Inc 144A 5.250% 01/30/2030 Dd 12/30/19	"	50,000	27,875
	Baycare Health System Inc 3.831% 11/15/2050 Dd 04/16/20	"	442,400	353,462
	Benchmark 2019-B13 Mort B13 A3 2.701% 08/15/2057 Dd 10/01/19	"	2,322,968	2,118,662
	Benchmark 2021-B28 Mort B28 A4 1.980% 08/15/2054 Dd 08/01/21	"	1,413,991	1,185,683
	Benchmark 2023-B40 Mort B40 A2 6.930% 12/15/2056 Dd 12/01/23	"	494,685	519,342
	Benefit Street Pa 18A A1R 144A Var Rt 10/15/2034 Dd 11/16/21	"	2,000,000	2,000,718
	Berry Global Inc 5.500% 04/15/2028 Dd 10/15/23	"	289,452	302,153
	Bluemountain Clo X 30A Ar 144A Var Rt 04/15/2035 Dd 02/17/22	"	987,700	987,700
	Bmo 2024-5C4 Mortgage T 5C4 A3 Var Rt 05/15/2057 Dd 05/01/24	"	1,030,000	1,077,482
	Boeing Co/The 6.625% 02/15/2038 Dd 02/24/98	"	273,023	265,392
	Boeing Co/The 3.900% 05/01/2049 Dd 05/02/19	"	754,033	608,281
	Boeing Co/The 5.930% 05/01/2060 Dd 05/04/20	"	94,710	95,980
	Bombardier Inc 144A 7.875% 04/15/2027 Dd 03/07/19	"	46,301	47,124
	Bon Secours Mercy Health Inc 2.095% 06/01/2031 Dd 10/15/20	"	310,000	267,497
	Booz Allen Hamilton Inc 5.950% 08/04/2033 Dd 08/04/23	"	89,140	96,045
	Brinker International Inc 144A 5.000% 10/01/2024 Dd 09/23/16	"	360,734	350,000
	Bae Systems Finance Inc 144A 7.500% 07/01/2027 Dd 07/02/97	"	212,308	216,100
	Brixmor Operating Partnership 4.125% 05/15/2029 Dd 05/10/19	"	1,072,744	978,678
	Broadstone Net Lease Llc 2.600% 09/15/2031 Dd 09/15/21	"	319,411	268,906
	Broadcom Inc 5.050% 07/12/2027 Dd 07/12/24	"	619,895	633,484
	Cco Holdings Llc / Cco Ho 144A 4.750% 03/01/2030 Dd 10/01/19	"	507,500	459,759
	Cbam 2019-11R Ltd 11Ra A1 144A Var Rt 01/20/2035 Dd 11/19/21	"	1,500,000	1,500,237
	Cdw Llc / Cdw Finance Corp 2.670% 12/01/2026 Dd 12/01/21	"	171,337	173,205
	Cdw Llc / Cdw Finance Corp 5.100% 03/01/2030 Dd 08/22/24	"	259,711	263,707
	Cf Industries Inc 5.150% 03/15/2034 Dd 03/11/14	"	778,319	672,071
	Cantor Commercial Real Cf2 A4 2.624% 11/15/2052 Dd 10/01/19	"	2,423,985	2,189,920
	Cigna Group/The 4.375% 10/15/2028 Dd 04/15/19	"	540,583	501,721
	Cigna Group/The 4.900% 12/15/2048 Dd 06/15/19	"	283,248	235,183
	Cigna Group/The 2.375% 03/15/2031 Dd 03/03/21	"	134,843	118,952
	Cnh Industrial Capital Llc 5.500% 01/12/2029 Dd 09/13/23	"	283,287	297,331
	Comm 2015-Ccre26 Mortg Cr26 A3 3.359% 10/10/2048 Dd 10/01/15	"	1,777,434	1,793,939
	Cna Financial Corp 2.050% 08/15/2030 Dd 08/14/20	"	324,338	280,112
	Csx Corp 5.500% 04/15/2041 Dd 10/21/10	"	527,411	526,014
	Comm 2019-Gc44 Mortgag Gc44 A4 2.698% 08/15/2057 Dd 12/01/19	"	1,211,944	1,102,789
	Cvs Health Corp 4.300% 03/25/2028 Dd 03/09/18	"	566,272	566,249
	California Institute Of Techno 4.700% 11/01/2111 Dd 12/06/11	"	770,652	544,864
	California Institute Of Techno 3.650% 09/01/2119 Dd 11/25/19	"	199,494	143,061
	Calpine Corp 144A 5.125% 03/15/2028 Dd 12/27/19	"	725,000	715,071
	Canadian Natural Resources Ltd 6.450% 06/30/2033 Dd 09/16/02	"	649,790	544,119
	Canadian Pacific Railway Co 6.125% 09/15/2115 Dd 09/11/15	"	453,641	329,758
	Canadian Pacific Railway Co 4.300% 05/15/2043 Dd 04/19/23	"	132,059	135,374
	Canadian Pacific Railway Co 4.200% 11/15/2069 Dd 04/19/23	"	282,352	282,352
	Capital One Financial Corp Var Rt 03/03/2026 Dd 03/03/22	"	377,500	395,557
	Cardinal Health Inc 4.500% 11/15/2044 Dd 11/19/14	"	450,755	391,748
	Carnival Corp 144A 5.750% 03/01/2027 Dd 02/16/21	"	46,250	50,657
	Cassa Depositi E Prestiti 144A 5.875% 04/30/2029 Dd 04/30/24	"	198,322	210,005
	Ccm Merger Inc 144A 6.375% 05/01/2026 Dd 11/04/20	"	49,000	49,930
	Genovus Energy Inc 6.750% 11/15/2039 Dd 05/15/10	"	255,896	242,474

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Charter Communications Operati	6.484% 10/23/2045 Dd 10/23/16	717,027	578,620
	Children'S Health System Of Te	2.511% 08/15/2050 Dd 08/04/20	370,000	242,276
	Children'S Hospital Of Philade	2.704% 07/01/2050 Dd 10/13/20	465,000	319,821
	Cifc Funding 2018- 2A A1R 144A	Var Rt 10/20/2037 Dd 10/10/24	2,000,000	2,000,000
	Citigroup Commercial Mor C2 A3	2.575% 08/10/2049 Dd 08/01/16	575,098	607,975
	Citigroup Inc 6.875% 02/15/2098	Dd 02/15/98	291,094	242,620
	Citigroup Inc Var Rt 05/01/2032	Dd 05/04/21	1,770,190	1,557,067
	Citgo Petroleum Corp 144A 7.000%	06/15/2025 Dd 06/09/20	98,500	99,936
	Citigroup Commercial M Gc43 A3	2.782% 11/10/2052 Dd 11/01/19	1,211,927	1,081,821
	Cleveland Clinic Foundation/Th	4.858% 01/01/2114 Dd 09/18/14	392,758	281,913
	Colonial Pipeline Co 144A 4.250%	04/15/2048 Dd 03/29/18	536,776	393,375
	Columbia Pipelines Operat 144A	5.927% 08/15/2030 Dd 08/08/23	115,205	116,420
	Comcast Corp 6.500% 11/15/2035	Dd 11/14/05	185,373	150,112
	Burlington Resources Llc 5.950%	10/15/2036 Dd 10/13/06	782,577	656,674
	Consolidated Edison Co Of New	5.500% 12/01/2039 Dd 12/04/09	1,268,399	1,044,997
	Constellation Brands Inc 5.250%	11/15/2048 Dd 10/29/18	387,623	299,226
	Corebridge Financial Inc 3.650%	04/05/2027 Dd 04/05/23	74,895	73,765
	Cox Communications Inc 144A 5.450%	09/15/2028 Dd 06/20/23	495,999	517,267
	Credit Agricole Sa 144A Var Rt	09/11/2028 Dd 09/11/24	250,000	251,036
	Ubs Group Ag 144A 4.282%	01/09/2028 Dd 01/09/17	657,311	595,355
	Dte Electric Co 3.950% 03/01/2049	Dd 02/15/19	407,509	295,903
	Dana Financing Luxembourg 144A	5.750% 04/15/2025 Dd 04/04/17	396,191	386,423
	John Deere Capital Corp 5.150%	09/08/2033 Dd 09/08/23	801,918	843,905
	Deutsche Bank Ag/New York Ny	Var Rt 01/14/2032 Dd 01/14/21	200,000	179,380
	Deutsche Bank Ag/New York Ny	Var Rt 01/18/2029 Dd 01/18/23	250,266	264,597
	Devon Energy Corp 5.600% 07/15/2041	Dd 07/12/11	674,548	538,658
	Diamondback Energy Inc 3.250%	12/01/2026 Dd 12/05/19	266,965	278,855
	Diamondback Energy Inc 4.400%	03/24/2051 Dd 03/24/21	215,878	215,654
	Dish Dbs Corp 7.750% 07/01/2026	Dd 06/13/16	273,750	218,062
	Discover Financial Services 3.750%	03/04/2025 Dd 03/04/15	1,046,147	993,508
	Diversified Healthcare Trust 9.750%	06/15/2025 Dd 06/02/20	75,565	68,009
	Dominion Energy Inc 7.000% 06/15/2038	Dd 06/17/08	605,902	498,036
	Dow Chemical Co/The 4.375%	11/15/2042 Dd 11/14/12	709,312	704,574
	Dupont De Nemours Inc 4.725%	11/15/2028 Dd 11/28/18	859,106	857,362
	Dupont De Nemours Inc 5.419%	11/15/2048 Dd 11/28/18	142,328	143,364
	Eog Resources Inc 5.100% 01/15/2036	Dd 01/14/16	398,721	326,940
	Erac Usa Finance Llc 144A 6.700%	06/01/2034 Dd 06/02/04	268,545	288,026
	Erac Usa Finance Llc 144A 5.625%	03/15/2042 Dd 03/15/12	486,149	424,556
	Erac Usa Finance Llc 144A 4.500%	02/15/2045 Dd 02/18/15	111,826	92,065
	Elevation Clo 202 12A A1R 144A	Var Rt 04/20/2037 Dd 05/10/24	1,500,000	1,500,000
	Elmwood Clo 29 Ltd 5A Ar1 144A	Var Rt 04/20/2037 Dd 05/08/24	1,000,000	1,000,000
	Enbridge Inc Var Rt 01/15/2084	Dd 09/25/23	185,000	206,922
	Enlink Midstream Llc 144A 6.500%	09/01/2030 Dd 08/31/22	572,726	574,915
	Enterprise Products Operating 4.850%	03/15/2044 Dd 03/18/13	1,149,827	952,195
	Everest Reinsurance Holdings I 4.868%	06/01/2044 Dd 06/05/14	654,230	531,371
	Everest Reinsurance Holdings I 3.125%	10/15/2052 Dd 10/04/21	162,563	167,007
	Fmc Corp 3.200% 10/01/2026	Dd 09/20/19	849,616	780,851
	Fmc Corp 3.450% 10/01/2029	Dd 09/20/19	63,989	70,229
	Fairfax Financial Holdings Ltd 3.375%	03/03/2031 Dd 09/03/21	94,872	86,542
	Fairfax Financial Holding 144A 6.350%	03/22/2054 Dd 03/22/24	558,510	597,674
	Federal Home Ln Mtg Corp 0.000%	12/14/2029 Dd 08/02/99	223,686	209,640

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

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September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Fhlmc Multiclass Mtg K1522 A2 2.361% 10/25/2036 Dd 12/01/21	"	2,060,000	1,626,278
	Fifth Third Bancorp Var Rt 04/25/2033 Dd 04/25/22	"	158,710	158,395
	Fifth Third Bancorp Var Rt 07/27/2029 Dd 07/27/23	"	250,798	265,575
	Firstenergy Transmission 144A 4.350% 01/15/2025 Dd 05/19/14	"	487,150	499,231
	Florida Power & Light Co 3.150% 10/01/2049 Dd 09/13/19	"	288,922	322,765
	Flowserve Corp 2.800% 01/15/2032 Dd 09/23/21	"	423,825	432,705
	Ford Motor Credit Co Llc 3.815% 11/02/2027 Dd 11/02/17	"	266,187	274,618
	Fortive Corp 3.150% 06/15/2026 Dd 06/15/17	"	575,685	588,039
	Glp Capital Lp / Glp Financing 3.250% 01/15/2032 Dd 12/13/21	"	69,563	61,939
	Gs Mortgage Securities Gsa1 A3 2.794% 11/10/2052 Dd 11/01/19	"	1,212,000	1,119,192
	General Motors Co 5.200% 04/01/2045 Dd 11/12/14	"	132,447	137,365
	General Motors Co 6.600% 04/01/2036 Dd 02/23/16	"	297,162	254,010
	General Motors Financial Co In 6.100% 01/07/2034 Dd 12/07/23	"	137,354	140,493
	Goldman Sachs Group Inc/The 2.600% 02/07/2030 Dd 02/07/20	"	565,323	605,277
	Goldman Sachs Group Inc/The Var Rt 03/09/2027 Dd 03/08/21	"	1,493,916	1,434,593
	Goldman Sachs Group Inc/The Var Rt 04/22/2032 Dd 04/22/21	"	282,524	291,435
	Graphic Packaging Interna 144A 1.512% 04/15/2026 Dd 03/08/21	"	265,000	250,677
	H&E Equipment Services In 144A 3.875% 12/15/2028 Dd 12/14/20	"	130,000	140,827
	Hca Inc 3.375% 03/15/2029 Dd 03/15/23	"	315,292	310,076
	Hca Inc 5.450% 09/15/2034 Dd 08/12/24	"	124,818	128,347
	Hackensack Meridian Health Inc 2.675% 09/01/2041 Dd 08/26/20	"	560,000	415,611
	Hayfin Us Xv Ltd 15A A1 144A Var Rt 04/28/2037 Dd 05/31/24	"	1,750,000	1,750,000
	Health Care Service Corp 144A 5.450% 06/15/2034 Dd 06/10/24	"	144,556	150,617
	Helmerich & Payne Inc 2.900% 09/29/2031 Dd 03/29/22	"	69,837	59,933
	Herc Holdings Inc 144A 5.500% 07/15/2027 Dd 07/09/19	"	93,250	99,873
	Hertz Vehicle Financ 2A A 144A 1.680% 12/27/2027 Dd 06/30/21	"	399,938	376,644
	Home Depot Inc/The 5.300% 06/25/2054 Dd 06/25/24	"	59,061	62,988
	Host Hotels & Resorts Lp 2.900% 12/15/2031 Dd 11/23/21	"	133,013	118,588
	Howard Hughes Corp/The 144A 4.125% 02/01/2029 Dd 02/02/21	"	398,500	372,913
	Hunt Cos Inc 144A 5.250% 04/15/2029 Dd 04/09/21	"	399,750	386,964
	Huntington Ingalls Industries 3.483% 12/01/2027 Dd 06/01/18	"	1,054,470	973,021
	Huntington Ingalls Industries 3.844% 05/01/2025 Dd 11/01/20	"	435,319	446,816
	Hyundai Capital America 144A 5.680% 06/26/2028 Dd 06/26/23	"	493,645	518,406
	Idex Corp 4.950% 09/01/2029 Dd 08/21/24	"	459,729	470,099
	Imperial Brands Finance P 144A 5.500% 02/01/2030 Dd 07/01/24	"	598,134	619,209
	Ing Groep Nv Var Rt 03/19/2035 Dd 03/19/24	"	416,695	439,923
	Ingersoll Rand Inc 5.700% 08/14/2033 Dd 08/14/23	"	59,540	64,234
	Intel Corp 5.600% 02/21/2054 Dd 02/21/24	"	99,736	97,361
	Intesa Sanpaolo Spa 144A Var Rt 06/20/2054 Dd 06/20/23	"	247,770	282,407
	Invitation Homes Operating Par 4.875% 02/01/2035 Dd 09/26/24	"	321,281	320,462
	Itc Holdings Corp 5.300% 07/01/2043 Dd 07/03/13	"	577,143	436,263
	Itc Holdings Corp 144A 5.650% 05/09/2034 Dd 05/09/24	"	509,347	537,430
	Jbs Usa Lux Sa / Jbs Usa Food 5.125% 02/01/2028 Dd 08/01/23	"	9,819	10,134
	Jpmorgan Chase & Co Var Rt 05/06/2030 Dd 05/06/19	"	717,254	642,545
	Jpmorgan Chase & Co Var Rt 02/04/2032 Dd 02/04/21	"	285,000	244,717
	Jpmorgan Chase & Co Var Rt 04/22/2027 Dd 04/22/21	"	502,010	478,905
	Jpmorgan Chase & Co Var Rt 11/08/2032 Dd 11/08/21	"	800,194	701,636
	Jersey Central Power & Light C 6.400% 05/15/2036 Dd 11/15/06	"	259,968	223,580
	Jobsohio Beverage Sys Stwd Liq 2.833% 01/01/2038 Dd 02/05/20	"	350,000	300,981
	Johns Hopkins University 2.813% 01/01/2060 Dd 03/16/20	"	175,000	116,216
	Johnsonville Aeroderivative Co 5.078% 10/01/2054 Dd 10/02/24	"	200,000	202,796

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

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September 30, 2024

(a)	(b)	(c)	(d)	(e)
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	Kkr Clo 33 Ltd 33A A 144A Var Rt 07/20/2034 Dd 06/03/21	"	2,750,000	2,749,996
	Kaiser Foundation Hospitals 2.810% 06/01/2041 Dd 06/15/21	"	355,000	273,530
	Kb Home 6.875% 06/15/2027 Dd 02/20/19	"	315,563	286,524
	Kb Home 4.800% 11/15/2029 Dd 11/04/19	"	500,000	493,362
	Keycorp Var Rt 03/06/2035 Dd 02/28/24	"	130,019	140,965
	Kimco Realty Op Llc 4.600% 02/01/2033 Dd 08/24/22	"	463,013	495,582
	Kinder Morgan Energy Partners 5.500% 03/01/2044 Dd 02/24/14	"	708,433	589,473
	Kinross Gold Corp 4.500% 07/15/2027 Dd 07/15/18	"	800,094	752,153
	Kinross Gold Corp 144A 6.250% 07/15/2033 Dd 07/05/23	"	73,355	81,283
	Kontoor Brands Inc 144A 4.125% 11/15/2029 Dd 11/18/21	"	168,500	188,822
	Korea National Oil Corp 144A 4.750% 04/03/2026 Dd 04/03/23	"	198,908	201,216
	Kraft Heinz Foods Co 5.000% 07/15/2035 Dd 07/15/16	"	535,150	514,990
	Kroger Co/The 4.700% 08/15/2026 Dd 08/27/24	"	321,447	322,061
	Kroger Co/The 4.600% 08/15/2027 Dd 08/27/24	"	224,955	226,854
	Kroger Co/The 4.650% 09/15/2029 Dd 08/27/24	"	69,927	70,315
	L3Harris Technologies Inc 5.250% 06/01/2031 Dd 03/13/24	"	599,556	624,086
	Laboratory Corp Of America Hol 2.950% 12/01/2029 Dd 11/25/19	"	46,652	46,535
	Leggett & Platt Inc 4.400% 03/15/2029 Dd 03/07/19	"	216,534	196,714
	Lennar Corp 4.750% 11/29/2027 Dd 05/29/18	"	631,390	582,139
	Liberty Mutual Group Inc 144A 5.500% 06/15/2052 Dd 06/06/22	"	444,641	441,946
	Eli Lilly & Co 4.950% 02/27/2063 Dd 02/27/23	"	54,255	54,921
	Lincoln National Corp 3.050% 01/15/2030 Dd 08/19/19	"	548,412	639,781
	Lincoln National Corp 3.400% 01/15/2031 Dd 05/15/20	"	493,108	536,212
	Aker Bp Asa 144A 2.000% 07/15/2026 Dd 06/23/21	"	267,984	287,273
	Aker Bp Asa 144A 3.100% 07/15/2031 Dd 06/23/21	"	199,620	178,182
	Mgm Resorts International 4.625% 09/01/2026 Dd 08/19/16	"	179,271	171,895
	Mgm Resorts International 5.500% 04/15/2027 Dd 04/10/19	"	218,000	200,678
	M / I Homes Inc 4.950% 02/01/2028 Dd 01/22/20	"	367,500	344,030
	Mplx Lp 4.950% 03/14/2052 Dd 03/14/22	"	672,665	712,696
	Mplx Lp 5.500% 02/15/2049 Dd 11/15/18	"	208,478	215,597
	Mswf Commercial Mortgage 2 A2 6.890% 12/15/2056 Dd 12/01/23	"	669,481	695,397
	Warnermedia Holdings Inc 5.141% 03/15/2052 Dd 03/15/23	"	757,969	601,699
	Marathon Oil Corp 5.700% 04/01/2034 Dd 03/28/24	"	507,710	514,607
	Marriott International Inc/Md 3.500% 10/15/2032 Dd 08/14/20	"	575,578	534,979
	Marriott International Inc/Md 5.350% 03/15/2035 Dd 08/12/24	"	129,212	133,227
	Maryland St Econ Dev Corp 5.433% 05/31/2056 Dd 08/20/24	"	170,000	176,799
	Massachusetts Institute Of Tec 3.885% 07/01/2116 Dd 08/02/16	"	907,603	609,929
	Massachusetts Institute Of Tec 2.294% 07/01/2051 Dd 05/07/20	"	63,828	63,702
	Mattamy Group Corp 144A 4.625% 03/01/2030 Dd 03/05/20	"	305,000	292,057
	Mayo Clinic 3.196% 11/15/2061 Dd 04/01/21	"	335,130	359,494
	Memorial Sloan-Kettering Cance 5.000% 07/01/2042 Dd 12/08/11	"	1,022,589	786,996
	Meritage Homes Corp 5.125% 06/06/2027 Dd 06/06/17	"	432,260	403,910
	Mexico City Airport Trust 144A 4.250% 10/31/2026 Dd 09/29/16	"	702,813	639,683
	Mymichigan Health 3.409% 06/01/2050 Dd 10/28/20	"	195,000	146,506
	Mizuho Financial Group Inc Var Rt 05/22/2027 Dd 02/22/21	"	492,475	474,992
	Morgan Stanley Var Rt 02/13/2032 Dd 11/13/20	"	437,171	452,428
	Morgan Stanley Var Rt 04/28/2032 Dd 01/25/21	"	1,080,000	915,557
	Morgan Stanley Var Rt 07/21/2032 Dd 07/20/21	"	269,926	279,541
	Morgan Stanley Var Rt 05/04/2027 Dd 04/22/21	"	301,488	287,019
	Mosaic Co/The 5.625% 11/15/2043 Dd 11/13/13	"	587,938	504,856
	Motorola Solutions Inc 5.000% 04/15/2029 Dd 03/25/24	"	124,714	128,155

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Mount Sinai Hospital 3.737% 07/01/2049 Dd 11/21/19	"	130,000	88,948
	Multicare Health System 2.803% 08/15/2050 Dd 07/22/20	"	160,000	101,639
	Mylan Inc 5.200% 04/15/2048 Dd 10/15/18	"	778,900	605,012
	New York And Presbyterian Hosp 3.563% 08/01/2036 Dd 06/28/16	"	288,548	225,436
	New York And Presbyterian Hosp 3.954% 08/01/2119 Dd 10/29/19	"	486,923	353,430
	Newmont Corp 5.450% 06/09/2044 Dd 06/09/19	"	413,925	309,273
	Newmont Corp 5.875% 04/01/2035 Dd 04/01/19	"	616,238	496,544
	Newmont Corp 2.800% 10/01/2029 Dd 09/16/19	"	377,004	374,852
	Niagara Mohawk Power Corp 144A 5.290% 01/17/2034 Dd 01/17/24	"	619,555	641,902
	Nomura Holdings Inc 2.608% 07/14/2031 Dd 07/12/21	"	328,124	304,156
	Norfolk Southern Corp 4.100% 05/15/2121 Dd 05/12/21	"	454,933	404,247
	Northern States Power Co/Mn 6.250% 06/01/2036 Dd 05/25/06	"	459,657	369,780
	Northwestern University 2.640% 12/01/2050 Dd 05/28/20	"	202,944	206,019
	Northwoods Capita 15A A1R 144A Var Rt 06/20/2034 Dd 06/21/21	"	1,250,000	1,250,393
	Nutrien Ltd 5.625% 12/01/2040 Dd 12/01/17	"	304,692	307,752
	Nuveen Llc 144A 5.850% 04/15/2034 Dd 04/11/24	"	310,305	327,940
	Ofsi Bsl X I I Ltd 12A A1 144A Var Rt 01/20/2035 Dd 02/22/23	"	1,250,000	1,250,000
	Oaktown Re V I I Ltd 2 M1A 144A Var Rt 04/25/2034 Dd 10/26/21	"	152,211	152,284
	Occidental Petroleum Corp 3.200% 08/15/2026 Dd 08/08/19	"	183,414	194,023
	Occidental Petroleum Corp 5.200% 08/01/2029 Dd 07/26/24	"	169,939	173,038
	Ohio Power Co 5.650% 06/01/2034 Dd 05/06/24	"	359,225	380,089
	Onemain Direct Auto 1A A 144A 3.630% 09/14/2027 Dd 03/15/19	"	596,133	543,431
	Oneok Inc 4.000% 07/13/2027 Dd 07/13/17	"	470,675	495,963
	Ontario Teachers' Cadilla 144A 3.875% 03/20/2027 Dd 03/20/17	"	553,215	495,661
	Ontario Teachers' Cadilla 144A 2.500% 10/15/2031 Dd 10/15/21	"	297,445	296,350
	Oracle Corp 4.300% 07/08/2034 Dd 07/08/14	"	126,515	135,406
	Orlando Health Obligated Group 3.327% 10/01/2050 Dd 10/07/20	"	250,000	191,351
	Ovintiv Inc 5.650% 05/15/2028 Dd 05/31/23	"	532,787	551,673
	Owens Corning 3.950% 08/15/2029 Dd 08/12/19	"	644,235	644,742
	Ppl Electric Utilities Corp 4.850% 02/15/2034 Dd 01/05/24	"	607,085	633,516
	Freeport Indonesia Pt 144A 4.763% 04/14/2027 Dd 04/14/22	"	199,364	200,668
	Pacific Gas And Electric Co 4.000% 12/01/2046 Dd 12/01/16	"	504,685	396,709
	Pacific Gas And Electric Co 4.950% 07/01/2050 Dd 07/02/20	"	64,505	63,574
	Pacificorp 6.250% 10/15/2037 Dd 10/03/07	"	1,022,363	773,900
	Park Avenue Institu 2A A1 144A Var Rt 07/15/2034 Dd 08/26/21	"	750,000	749,589
	Peacehealth Obligated Group 1.375% 11/15/2025 Dd 10/08/20	"	35,000	33,687
	Penn Entertainment Inc 144A 5.625% 01/15/2027 Dd 01/19/17	"	922,008	891,387
	Penske Truck Leasing Co L 144A 3.400% 11/15/2026 Dd 11/02/16	"	780,262	744,867
	Penske Truck Leasing Co L 144A 1.700% 06/15/2026 Dd 04/13/21	"	575,412	605,892
	Pentair Finance Sarl 4.500% 07/01/2029 Dd 06/21/19	"	861,032	772,179
	Perusahaan Perseroan Pers 144A 4.125% 05/15/2027 Dd 05/15/17	"	657,850	584,884
	Petroleos Mexicanos 6.500% 03/13/2027 Dd 03/13/18	"	518,288	500,550
	Phillips 66 Co 4.900% 10/01/2046 Dd 04/01/23	"	448,992	414,467
	Piedmont Healthcare Inc 2.719% 01/01/2042 Dd 09/15/21	"	205,000	152,968
	President And Fellows Of Harva 3.150% 07/15/2046 Dd 10/13/16	"	626,041	452,896
	President And Fellows Of Harva 2.517% 10/15/2050 Dd 04/21/20	"	135,096	135,484
	Providence St Joseph Health Ob 2.532% 10/01/2029 Dd 10/01/19	"	180,000	165,092
	Indonesia Asahan Aluminium 144A 5.450% 05/15/2030 Dd 05/15/20	"	652,575	561,469
	Public Service Co Of New Hamps 5.350% 10/01/2033 Dd 09/25/23	"	634,234	665,974
	Public Service Electric And Ga 4.050% 05/01/2045 Dd 05/12/15	"	245,509	188,689
	Quanta Services Inc 4.750% 08/09/2027 Dd 08/09/24	"	114,791	116,122

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	Rtx Corp 4.875% 10/15/2040 Dd 10/15/20	"	669,211	684,285
	Rtx Corp 4.350% 04/15/2047 Dd 10/15/20	"	37,692	39,941
	Reckitt Benckiser Treasur 144A 3.000% 06/26/2027 Dd 06/26/17	"	425,343	436,518
	Regency Centers Lp 5.100% 01/15/2035 Dd 08/15/24	"	129,757	132,153
	Regatta V I Funding 1A Ar2 144A Var Rt 04/20/2034 Dd 05/13/21	"	991,000	991,000
	Resolution Fdg Corp Strip 0.000% 01/15/2030 Dd 01/15/90	"	218,460	204,006
	Resolution Fdg Corp Strip 0.000% 10/15/2028 Dd 04/15/90	"	160,957	168,003
	Resolution Fdg Corp Strip 0.000% 04/15/2030 Dd 04/15/90	"	421,887	391,173
	Resolution Fdg Corp Prin Strip 0.000% 04/15/2030 Dd 04/15/90	"	22,971	24,196
	Rogers Communications Inc 5.300% 02/15/2034 Dd 02/09/24	"	491,501	487,835
	Royal Caribbean Cruises L 144A 5.500% 08/31/2026 Dd 08/19/21	"	71,719	75,720
	San Diego Gas & Electric Co 6.000% 06/01/2039 Dd 05/14/09	"	371,238	312,623
	Sempra 6.000% 10/15/2039 Dd 10/08/09	"	574,380	479,095
	Diversified Healthcare Trust 4.750% 02/15/2028 Dd 02/12/18	"	443,250	407,251
	Shackleton 2017-Xi 11A Ar 144A Var Rt 08/15/2030 Dd 03/05/20	"	422,869	423,069
	Sharp Healthcare 2.680% 08/01/2050 Dd 10/01/20	"	297,396	200,812
	Shell International Finance Bv 3.125% 11/07/2049 Dd 11/07/19	"	287,674	300,096
	Sherwin-Williams Co/The 4.800% 09/01/2031 Dd 08/09/24	"	59,824	61,148
	Delta Air Lines Inc / Sky 144A 4.500% 10/20/2025 Dd 09/23/20	"	271,754	263,423
	Smithfield Foods Inc 144A 5.200% 04/01/2029 Dd 04/01/19	"	291,688	250,691
	Smithfield Foods Inc 144A 2.625% 09/13/2031 Dd 09/13/21	"	345,384	296,294
	Smurfit Kappa Treasury UI 144A 5.200% 01/15/2030 Dd 04/03/24	"	459,940	459,894
	Sonoco Products Co 5.000% 09/01/2034 Dd 09/19/24	"	522,170	517,174
	Southern Baptist Hospital Of F 4.857% 07/15/2045 Dd 06/01/15	"	615,710	491,247
	Southern California Edison Co 4.875% 03/01/2049 Dd 03/15/19	"	794,075	616,455
	Southern California Edison Co 5.450% 06/01/2031 Dd 05/09/24	"	49,975	52,866
	Onemain Finance Corp 6.625% 01/15/2028 Dd 05/09/19	"	384,083	356,376
	Standard Industries Inc/N 144A 5.000% 02/15/2027 Dd 02/07/17	"	360,894	347,130
	Starwood Property Trust I 144A 3.625% 07/15/2026 Dd 07/14/21	"	125,000	120,719
	Suburban Propane Partners Lp/S 5.875% 03/01/2027 Dd 02/14/17	"	788,506	773,810
	Sun Communities Operating Lp 2.300% 11/01/2028 Dd 10/05/21	"	124,788	113,997
	Sun Communities Operating Lp 4.200% 04/15/2032 Dd 04/12/22	"	138,421	146,314
	Energy Transfer Lp 5.350% 05/15/2045 Dd 11/17/14	"	1,005,781	961,458
	Tcw Clo 2021-2 Ltd 2A As 144A Var Rt 07/25/2034 Dd 07/26/21	"	1,000,000	1,000,474
	T-Mobile Usa Inc 2.550% 02/15/2031 Dd 02/15/21	"	533,342	534,412
	Tallgrass Energy Partners 144A 6.000% 12/31/2030 Dd 12/22/20	"	406,000	379,999
	Tampa Electric Co 4.350% 05/15/2044 Dd 05/15/14	"	1,028,133	805,427
	Targa Resources Corp 4.200% 02/01/2033 Dd 04/06/22	"	440,832	472,972
	Targa Resources Corp 5.500% 02/15/2035 Dd 08/09/24	"	103,941	107,079
	Taylor Morrison Communiti 144A 5.875% 06/15/2027 Dd 06/05/19	"	81,049	76,564
	Taylor Morrison Communiti 144A 5.750% 01/15/2028 Dd 08/01/19	"	838,938	788,514
	Teledyne Technologies Inc 2.250% 04/01/2028 Dd 03/22/21	"	652,208	652,939
	Texas Eastern Transmissio 144A 4.150% 01/15/2048 Dd 01/09/18	"	746,901	565,364
	Textron Inc 3.000% 06/01/2030 Dd 03/17/20	"	1,325,498	1,266,336
	Tikehau Us Clo I I I 2A A1R 144A Var Rt 01/20/2036 Dd 01/22/24	"	2,000,000	2,000,000
	Toll Brothers Finance Corp 3.800% 11/01/2029 Dd 09/12/19	"	246,563	242,422
	Totalenergies Capital Sa 5.638% 04/05/2064 Dd 04/05/24	"	170,000	176,995
	Toyota Motor Credit Corp 4.800% 01/05/2034 Dd 01/05/24	"	149,835	152,861
	Toyota Motor Credit Corp 4.550% 08/09/2029 Dd 08/09/24	"	69,858	71,126
	Tralee Clo V I I Ltd 7A A1 144A Var Rt 04/25/2034 Dd 03/25/21	"	2,500,000	2,502,600
	Trustees Of Princeton Universi 5.700% 03/01/2039 Dd 01/21/09	"	586,432	453,586

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value	
Trustees Of Princeton Universi	3.840% 07/01/2048 Dd 03/15/17	220,498	158,751	
Trustees Of Princeton Universi	2.516% 07/01/2050 Dd 06/15/20	300,000	209,134	
Trustees Of Princeton Univers	4.201% 03/01/2052 Dd 05/24/22	245,000	227,049	
Trustees Of Boston College	3.129% 07/01/2052 Dd 10/24/19	456,664	344,075	
Ubs Group Ag 144A Var Rt	08/13/2030 Dd 08/13/19	717,959	654,397	
Ubs Commercial Mortgage C17 A3	2.669% 10/15/2052 Dd 10/01/19	2,423,884	2,187,972	
Unicredit Spa 144A Var Rt	06/03/2027 Dd 06/03/21	264,699	286,877	
United Airlines Inc 144A	4.375% 04/15/2026 Dd 04/21/21	199,547	192,030	
United Airlines Inc 144A	4.625% 04/15/2029 Dd 04/21/21	45,000	43,464	
United Rentals North America I	5.250% 01/15/2030 Dd 05/10/19	340,872	325,249	
Rtx Corp 4.150%	05/15/2045 Dd 05/04/15	40,960	43,648	
Unitedhealth Group Inc	5.625% 07/15/2054 Dd 07/25/24	209,582	225,038	
Unitedhealth Group Inc	5.750% 07/15/2064 Dd 07/25/24	459,881	495,971	
Trustees Of The University Of	3.610% 02/15/2119 Dd 08/06/19	798,472	574,224	
University Of Southern Califor	5.250% 10/01/2111 Dd 08/17/11	387,700	269,649	
University Of Southern Califor	3.226% 10/01/2120 Dd 02/04/20	90,000	58,994	
University Of Southern Califor	2.805% 10/01/2050 Dd 02/12/20	514,540	353,625	
Vector Group Ltd 144A	5.750% 02/01/2029 Dd 01/28/21	225,000	228,043	
Ventas Realty Lp	3.250% 10/15/2026 Dd 09/21/16	184,172	195,317	
Venture 32 Clo Ltd 32A A1 144A Var Rt	07/18/2031 Dd 07/18/18	1,315,326	1,319,397	
Venture Global Calcasieu 144A	3.875% 08/15/2029 Dd 08/05/21	25,000	23,652	
Venture Global Calcasieu 144A	4.125% 08/15/2031 Dd 08/05/21	25,000	23,242	
Vici Properties Lp / Vici 144A	4.500% 01/15/2028 Dd 01/15/22	635,408	641,167	
Vici Properties Lp	4.750% 02/15/2028 Dd 04/29/22	489,313	502,024	
Virginia Electric And Power Co	6.000% 05/15/2037 Dd 05/17/07	502,548	382,599	
Vistra Operations Co Llc 144A	5.000% 07/31/2027 Dd 06/21/19	1,055,469	1,020,065	
Vulcan Materials Co	4.500% 06/15/2047 Dd 06/15/17	179,712	188,563	
Washington University/The	4.349% 04/15/2122 Dd 04/07/22	205,000	175,966	
Elevance Health Inc	4.625% 05/15/2042 Dd 05/07/12	792,510	655,351	
Wells Fargo & Co	4.650% 11/04/2044 Dd 11/04/14	886,197	661,750	
Wells Fargo & Co Var Rt	07/25/2028 Dd 07/25/22	603,555	607,172	
Wells Fargo Commercial C60 A3	2.061% 08/15/2054 Dd 07/01/21	1,363,472	1,183,262	
Welltower Op Llc	4.250% 04/15/2028 Dd 04/10/18	1,317,109	1,200,759	
Westinghouse Air Brake Technol Var Rt	09/15/2028 Dd 09/14/18	1,101,966	1,012,100	
Williams Cos Inc/The	5.400% 03/02/2026 Dd 03/02/23	496,910	506,383	
Williams Cos Inc/The	4.850% 03/01/2048 Dd 03/05/18	636,613	669,891	
Thl Credit Wind Ri 1A A1R 144A Var Rt	07/20/2037 Dd 05/29/24	2,000,000	2,000,000	
Wynn Macau Ltd 144A	5.500% 01/15/2026 Dd 06/19/20	187,000	198,465	
Rxo Inc 144A	7.500% 11/15/2027 Dd 10/25/22	229,938	232,045	
Xcel Energy Inc	6.500% 07/01/2036 Dd 06/09/06	205,733	165,832	
Yale University	2.402% 04/15/2050 Dd 06/09/20	490,000	325,179	
Yamana Gold Inc	2.630% 08/15/2031 Dd 08/06/21	894,063	821,529	
Yara International Asa 144A	4.750% 06/01/2028 Dd 06/01/18	650,078	548,001	
Total corporate obligations		204,995,820	190,417,318	
Cds. Bp UI Hal_Ensvcs P 100Bps 2026 Dec 20	Financial instrument	3,892	(6,065)	
Ccp_Cdx. Sp UI Cdx.Na.Hy.42_V1 Rec 500Bps 2029 Jun 20	"	664,383	772,451	
Ccp_Ois. R Usd-Sofr-Compound 1 Pay 4.25% 2029 May 13	"	-	(87,936)	
Ccp_Ois. P Usd-Sofr-Compound 1 Rec 4.5% 2027 May 13	"	1,379	89,761	
Ccp_Ois. P Usd-Sofr-Compound 1 Rec 5.11% 2025 May 17	"	-	16,629	
Ccp_Ois. R Usd-Sofr-Compound 1 Pay 4.67% 2026 May 17	"	-	(30,500)	
Ccp_Cdx. Sp UI Cdx.Na.lg.43_V1 Rec 100Bps 2029 Dec 20	"	355,081	349,651	
Ccp_Cdx. Sp UI Cdx.Na.Hy.43_V1 Rec 500Bps 2029 Dec 20	"	340,384	344,938	

EMPLOYEES' RETIREMENT PLAN OF SI GROUP, INC.

EIN: 14-1041790

Plan Number: 001

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value	
Trs BI Us912810SI35 T Bond P Fedl01 +20 Bps 2025 Jan 13	"	-	154,320	
Trs BI R Us912810Sf66 P Fedl01 +20Bps 2025 Jan 24	"	-	60,978	
Us 10Yr Ultra Future (Cbt) Exp Dec 24	"	-	2,037	
Us Treas Bd Future (Cbt) Exp Dec 24	"	-	13,496	
Us 10Yr Treas Nts Future (Cbt) Exp Dec 24	"	-	2,359	
Us 5Yr Treas Nts Future (Cbt) Exp Dec 24	"	-	(34,133)	
Us 2Yr Treas Nts Fut (Cbt) Exp Dec 24	"	-	(1,270)	
Us Ultra Bond Future (Cbt) Exp Dec 24	"	-	(20,672)	
Total financial instruments		<u>1,365,119</u>	<u>1,626,044</u>	
Total investments		<u>\$ 289,726,071</u>	<u>\$ 301,819,536</u>	

\* Indicates party-in-interest to the Plan.

\*\* Cost not applicable because investment is marked to market daily.

**Attachment to 2023 Form 5500**  
**Schedule SB, line 32: schedule of amortization bases**

**Plan name:** Employees' Retirement Plan of SI Group, Inc.  
**Plan sponsor:** SI Group, Inc.

**EIN:** 14-1041790  
**PN:** 001

**Schedule of amortization bases**

Type of base	Present value of remaining installments	Valuation date	Years remaining	Amortization installment
Shortfall	4,322,329	10/1/2023	15	395,842
Shortfall	27,962,055	10/1/2022	14	2,684,977
Shortfall	0	10/1/2021	13	0
Shortfall	0	10/1/2020	12	0
Shortfall	0	10/1/2019	11	0
Shortfall	0	10/1/2018	10	0
Shortfall	0	10/1/2017	9	0
	Total 32,284,384			3,080,819

**Attachment to 2023 Form 5500**

**Schedule SB, line 24/25: change in actuarial assumptions and methods**

**Plan name:** Employees' Retirement Plan of SI Group, Inc.

**EIN:** 14-1041790

**Plan sponsor:** SI Group, Inc.

**PN:** 001

**Changes in actuarial assumptions and methods**

The expected return on plan assets was changed from 5.00% to 5.23%.

There were no additional changes in assumptions and methods other than those mandated to remain in compliance with IRS standards (specifically, the interest discounting rates and mortality table).