

<p style="text-align: center;"><b>Form 5500</b></p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p><b>Annual Return/Report of Employee Benefit Plan</b></p> <p style="font-size: small;">This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: large; font-weight: bold;">2023</p> <hr/> <p style="font-weight: bold;">This Form is Open to Public Inspection</p>
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**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.)

a single-employer plan  a DFE (specify) \_\_\_\_\_

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

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

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

**D** Check box if filing under:  Form 5558  automatic extension  the DFVC program

special extension (enter description)

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

**Part II Basic Plan Information—enter all requested information**

<p><b>1a</b> Name of plan <u>THE RETIREMENT PLAN OF FLUSHING BANK</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>001</u></p>
<p><b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>FLUSHING BANK</u></p> <p><u>220 RXR PLAZA</u> <u>UNIONDALE, NY 11556</u></p>	<p><b>1c</b> Effective date of plan <u>01/01/1961</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>41-2231564</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>718-961-5400</u></p> <p><b>2d</b> Business code (see instructions) <u>522120</u></p>

**Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.**

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	07/14/2025	RUTH FILIBERTO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<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>	227
<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>	41
	<b>6a(2)</b>	39
	<b>6b</b>	106
	<b>6c</b>	70
	<b>6d</b>	215
	<b>6e</b>	10
	<b>6f</b>	225
	<b>6g(1)</b>	
<b>6g(2)</b>		
<b>6h</b>		
<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 checked="" 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 checked="" type="checkbox"/> <b>A</b> (Insurance Information) – Number Attached <u>1</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

**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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**SCHEDULE A  
(Form 5500)**

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security Administration  
Pension Benefit Guaranty Corporation

**Insurance Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

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

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

**2023**

**This Form is Open to Public Inspection**

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>THE RETIREMENT PLAN OF FLUSHING BANK</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>FLUSHING BANK</b>	<b>D</b> Employer Identification Number (EIN) <b>41-2231564</b>

**Part I Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

**1 Coverage Information:**

**(a)** Name of insurance carrier  
**EMPOWER ANNUITY INSURANCE COMPANY**

<b>(b)</b> EIN	<b>(c)</b> NAIC code	<b>(d)</b> Contract or identification number	<b>(e)</b> Approximate number of persons covered at end of policy or contract year	<b>Policy or contract year</b>	
				<b>(f)</b> From	<b>(g)</b> To
<b>06-1050034</b>	<b>93629</b>	<b>556133-E3</b>	<b>225</b>	<b>10/01/2023</b>	<b>09/30/2024</b>

**2 Insurance fee and commission information.** Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

<b>(a)</b> Total amount of commissions paid	<b>(b)</b> Total amount of fees paid
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**3 Persons receiving commissions and fees.** (Complete as many entries as needed to report all persons).

**(a)** Name and address of the agent, broker, or other person to whom commissions or fees were paid

<b>(b)</b> Amount of sales and base commissions paid	<b>Fees and other commissions paid</b>		<b>(e)</b> Organization code
	<b>(c)</b> Amount	<b>(d)</b> Purpose	

**(a)** Name and address of the agent, broker, or other person to whom commissions or fees were paid

<b>(b)</b> Amount of sales and base commissions paid	<b>Fees and other commissions paid</b>		<b>(e)</b> Organization code
	<b>(c)</b> Amount	<b>(d)</b> Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

**Part II Investment and Annuity Contract Information**  
 Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

<b>4</b> Current value of plan's interest under this contract in the general account at year end .....	<b>4</b>	
<b>5</b> Current value of plan's interest under this contract in separate accounts at year end.....	<b>5</b>	8699681

**6** Contracts With Allocated Funds:

**a** State the basis of premium rates ▶

**b** Premiums paid to carrier ..... **6b**

**c** Premiums due but unpaid at the end of the year..... **6c**

**d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. .... **6d**  
 Specify nature of costs ▶

**e** Type of contract: (1)  individual policies (2)  group deferred annuity  
 (3)  other (specify) ▶

**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶

**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

**a** Type of contract: (1)  deposit administration (2)  immediate participation guarantee  
 (3)  guaranteed investment (4)  other ▶

**b** Balance at the end of the previous year ..... **7b**

**c** Additions: (1) Contributions deposited during the year ..... **7c(1)**  
 (2) Dividends and credits ..... **7c(2)**  
 (3) Interest credited during the year ..... **7c(3)**  
 (4) Transferred from separate account..... **7c(4)**  
 (5) Other (specify below) ..... **7c(5)**  
 ▶

(6) Total additions ..... **7c(6)** 0

**d** Total of balance and additions (add lines **7b** and **7c(6)**) ..... **7d** 0

**e** Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year ..... **7e(1)**  
 (2) Administration charge made by carrier ..... **7e(2)**  
 (3) Transferred to separate account..... **7e(3)**  
 (4) Other (specify below) ..... **7e(4)**  
 ▶

(5) Total deductions ..... **7e(5)** 0

**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) ..... **7f** 0

**Part III Welfare Benefit Contract Information**  
 If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

**8** Benefit and contract type (check all applicable boxes)

- a**  Health (other than dental or vision)
- b**  Dental
- c**  Vision
- d**  Life insurance
- e**  Temporary disability (accident and sickness)
- f**  Long-term disability
- g**  Supplemental unemployment
- h**  Prescription drug
- i**  Stop loss (large deductible)
- j**  HMO contract
- k**  PPO contract
- l**  Indemnity contract
- m**  Other (specify) ▶

**9** Experience-rated contracts:

<b>a</b>	Premiums: (1) Amount received .....	<b>9a(1)</b>			
	(2) Increase (decrease) in amount due but unpaid.....	<b>9a(2)</b>			
	(3) Increase (decrease) in unearned premium reserve .....	<b>9a(3)</b>			
	(4) Earned ((1) + (2) - (3)).....		<b>9a(4)</b>		0
<b>b</b>	Benefit charges (1) Claims paid.....	<b>9b(1)</b>			
	(2) Increase (decrease) in claim reserves .....	<b>9b(2)</b>			
	(3) Incurred claims (add (1) and (2)).....		<b>9b(3)</b>		0
	(4) Claims charged .....		<b>9b(4)</b>		
<b>c</b>	Remainder of premium: (1) Retention charges (on an accrual basis) --				
	(A) Commissions .....	<b>9c(1)(A)</b>			
	(B) Administrative service or other fees .....	<b>9c(1)(B)</b>			
	(C) Other specific acquisition costs .....	<b>9c(1)(C)</b>			
	(D) Other expenses .....	<b>9c(1)(D)</b>			
	(E) Taxes .....	<b>9c(1)(E)</b>			
	(F) Charges for risks or other contingencies.....	<b>9c(1)(F)</b>			
	(G) Other retention charges .....	<b>9c(1)(G)</b>			
	(H) Total retention .....		<b>9c(1)(H)</b>		0
	(2) Dividends or retroactive rate refunds. (These amounts were <input type="checkbox"/> paid in cash, or <input type="checkbox"/> credited.) .....		<b>9c(2)</b>		
<b>d</b>	Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement .....		<b>9d(1)</b>		
	(2) Claim reserves .....		<b>9d(2)</b>		
	(3) Other reserves.....		<b>9d(3)</b>		
<b>e</b>	Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).) .....		<b>9e</b>		

**10** Nonexperience-rated contracts:

<b>a</b>	Total premiums or subscription charges paid to carrier .....	<b>10a</b>		
<b>b</b>	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount .....	<b>10b</b>		

Specify nature of costs.

**Part IV Provision of Information**

**11** Did the insurance company fail to provide any information necessary to complete Schedule A?.....  Yes  No

**12** If the answer to line 11 is "Yes," specify the information not provided. ▶

<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>THE RETIREMENT PLAN OF FLUSHING BANK</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>FLUSHING BANK</u>	<b>D</b> Employer Identification Number (EIN) <u>41-2231564</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 checked="" type="checkbox"/> 101-500 <input 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>17745047</u>
	<b>b</b> Actuarial value .....	<b>2b</b>	<u>19519551</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>112</u>	<u>10893506</u>
	<b>b</b> For terminated vested participants .....	<u>74</u>	<u>2654899</u>
	<b>c</b> For active participants .....	<u>41</u>	<u>2960806</u>
	<b>d</b> Total .....	<u>227</u>	<u>16509211</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>5.20 %</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>125000</u>
	<b>c</b> Target normal cost .....	<b>6c</b>	<u>125000</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>		
	Signature of actuary	<u>07/01/2025</u>
	<u>THOMAS A. HARRIGAN</u>	Date
	Type or print name of actuary	<u>23-05657</u>
	<u>EMPOWER</u>	Most recent enrollment number
	Firm name	<u>303-737-6284</u>
	<u>PO BOX 2975, H20 280 TRUMBULL STREET HARTFORD, CT 06103</u>	Telephone number (including area code)
	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

<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) .....	0	3799396
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	159525
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	3639871
<b>10</b>	Interest on line 9 using prior year's actual return of <u>1.49</u> % .....	0	54234
<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>5.36</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) .....	0	3694105

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	95.69 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	118.03 %
<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>	99.39 %
<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	

<b>19</b>	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	
<b>20</b>	Quarterly contributions and liquidity shortfalls:		
	<b>a</b> Did the plan have a "funding shortfall" for the prior year? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	<b>b</b> If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	<b>c</b> 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

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

**21** 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
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**b** Applicable month (enter code)..... **21b** 4

**22** Weighted average retirement age ..... **22** 62

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

**Part VI Miscellaneous Items**

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

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

**26** Demographic and benefit information

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

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

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

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

<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**

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

<b>a</b> Target normal cost (line 6c).....	<b>31a</b>	125000
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....	<b>31b</b>	0

**32** Amortization installments:

	Outstanding Balance	Installment
<b>a</b> Net shortfall amortization installment .....	711287	65581
<b>b</b> Waiver amortization installment .....	0	0

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

	<b>33</b>	
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**34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)..... **34** 190581

	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement .....	0	190581	190581

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

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

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

<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

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

	<b>39</b>	0
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**40** Unpaid minimum required contributions for all years .....

	<b>40</b>	0
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**Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)**

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

<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>THE RETIREMENT PLAN OF FLUSHING BANK</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>FLUSHING BANK</b>	<b>D</b> Employer Identification Number (EIN) <b>41-2231564</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

**EMPOWER ANNUITY INSURANCE COMPANY**

**06-1050034**

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

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

**(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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**(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)

EMPOWER ANNUITY INSURANCE COMPANY

06-1050034

(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?
	NONE	117675	Yes <input type="checkbox"/> No <input 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)

BDO USA P.C.

13-5381590

(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?
	NONE	23600	Yes <input type="checkbox"/> No <input 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)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input 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>THE RETIREMENT PLAN OF FLUSHING BANK</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>FLUSHING BANK</u>	<b>D</b> Employer Identification Number (EIN) <u>41-2231564</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)
---------------	--

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<u>PRU LONG CORPORATE BOND</u>		
<b>b</b> Name of sponsor of entity listed in (a):	<u>EMPOWER ANNUITY INSURANCE COMPANY</u>		
<b>c</b> EIN-PN	<u>06-1050034-714</u>	<b>d</b> Entity code	<u>P</u>
<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	<u>3724944</u>		
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<u>PRUDENTIAL SHORT-TERM</u>		
<b>b</b> Name of sponsor of entity listed in (a):	<u>EMPOWER ANNUITY INSURANCE COMPANY</u>		
<b>c</b> EIN-PN	<u>06-1050034-041</u>	<b>d</b> Entity code	<u>P</u>
<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	<u>284759</u>		
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<u>LONG DURATION BOND/IR&amp;M FUND</u>		
<b>b</b> Name of sponsor of entity listed in (a):	<u>EMPOWER ANNUITY INSURANCE COMPANY</u>		
<b>c</b> EIN-PN	<u>06-1050034-537</u>	<b>d</b> Entity code	<u>P</u>
<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	<u>4689978</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)			

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

**Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)**  
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

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

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

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**a** Plan name

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

**a** Plan name

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

<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>	<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 <b>10/01/2023</b> and ending <b>09/30/2024</b>	
<b>A</b> Name of plan <b>THE RETIREMENT PLAN OF FLUSHING BANK</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>FLUSHING BANK</b>	<b>D</b> Employer Identification Number (EIN) <b>41-2231564</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>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>		
<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>		
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>		
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>		
<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>		
<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>		
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	7908090	8699681
<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>	9836957	10401177
<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>		

<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>	17745047	19100858
<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>		
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j) .....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f) .....	<b>1l</b>	17745047	19100858

**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>		
<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>		
<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>		0
<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>	418580	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		418580
(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>		
(7) Net investment gain (loss) from pooled separate accounts.....	<b>2b(7)</b>		1376626
(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>		928821
<b>c</b> Other income.....	<b>2c</b>		17594
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total.....	<b>2d</b>		2741621

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	<b>2e(1)</b>	1207743	
(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>		1207743
<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>	117675	
(3) Recordkeeping fees.....	<b>2i(3)</b>		
(4) IQPA audit fees.....	<b>2i(4)</b>		
(5) Investment advisory and investment management fees.....	<b>2i(5)</b>	60392	
(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>		
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		178067
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total.....	<b>2j</b>		1385810

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		1355811
<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: **BDO USA, P.C.**

(2) EIN: **13-5381590**

**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		5000000
<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.)			
<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.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> 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 538331.

<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 <u>THE RETIREMENT PLAN OF FLUSHING BANK</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 <u>FLUSHING BANK</u>	<b>D</b> Employer Identification Number (EIN) <u>41-2231564</u>	

<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.**

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

<b>1</b>		<u>0</u>
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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): 22-1211670 20-3691708

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

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

<b>3</b>		<u>0</u>
----------	--	----------

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

<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: \_\_\_\_\_% Private Equity: \_\_\_\_\_% Investment-Grade Debt and Interest Rate Hedging Assets: \_\_\_\_\_%  
 High-Yield Debt: \_\_\_\_\_% Real Assets: \_\_\_\_\_% Cash or Cash Equivalents: \_\_\_\_\_% Other: \_\_\_\_\_%

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

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

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

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

**Part VII IRS Compliance Questions**

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

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

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

<p><b>Structured Attachment</b></p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: small;">Pension Benefit Guaranty Corporation</p>	<p><b>Schedule SB, line 26a</b></p> <p><b>Schedule of Active Participant Data</b></p>	<p><b>2023</b></p> <hr/> <p>This Form is Open to Public Inspection</p>
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<b>Name of Plan</b>	THE RETIREMENT PLAN OF FLUSHING BANK						
<b>Plan Year Begin Date</b>	10/01/2023	<b>Plan Year End Date</b>	09/30/2024	<b>EIN</b>	41-2231564	<b>PN</b>	001

Attained Age	YEARS OF CREDITED SERVICE					
	Under 1			1 to 4		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44			3			
45 to 49			5			
50 to 54	1		2			
55 to 59			2			
60 to 64			2			
65 to 69	1		1			
70 & Up						

Attained Age	YEARS OF CREDITED SERVICE					
	5 to 9			10 to 14		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49	2					
50 to 54	5					
55 to 59	5					
60 to 64	1		3			
65 to 69						
70 & Up	1		1			

<b>Name of Plan</b>	THE RETIREMENT PLAN OF FLUSHING BANK						
<b>Plan Year Begin Date</b>	10/01/2023	<b>Plan Year End Date</b>	09/30/2024	<b>EIN</b>	41-2231564	<b>PN</b>	001

Attained Age	YEARS OF CREDITED SERVICE					
	15 to 19			20 to 24		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49						
50 to 54	1					
55 to 59	3					
60 to 64	1					
65 to 69				1		
70 & Up						

Attained Age	YEARS OF CREDITED SERVICE					
	25 to 29			30 to 34		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49						
50 to 54						
55 to 59						
60 to 64						
65 to 69						
70 & Up						

<b>Name of Plan</b>	THE RETIREMENT PLAN OF FLUSHING BANK						
<b>Plan Year Begin Date</b>	10/01/2023	<b>Plan Year End Date</b>	09/30/2024	<b>EIN</b>	41-2231564	<b>PN</b>	001

Attained Age	YEARS OF CREDITED SERVICE					
	35 to 39			40 & Up		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49						
50 to 54						
55 to 59						
60 to 64						
65 to 69						
70 & Up						

# **The Retirement Plan of Flushing Bank**

**Financial Statements And Supplemental Schedules**

**As of and for the years ended  
September 30, 2024 and 2023**

# **The Retirement Plan of Flushing Bank**

## **Index to the Financial Statements and Supplemental Schedules**

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Schedule H (Form 5500), Line 4j – Schedule of Reportable Transactions for the year ended September 30, 2024	20

\* Other schedules required by 29 CFR 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 ("ERISA") have been omitted as they are not applicable.



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## INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator  
The Retirement Plan of Flushing Bank  
Uniondale, NY

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

We have performed audits of the financial statements of The Retirement Plan of Flushing Bank (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). The financial statements comprise the statements of net assets available for benefits as of September 30, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the statement of accumulated plan benefits as of September 30, 2023, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). 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 (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained certifications from qualified institutions as of September 30, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

### *Opinion*

In our opinion, based on our audits and 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); and
- the certified investment information in the accompanying financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by qualified institutions that management determined meet 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 available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for 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) Audits* 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 schedules of Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year) as of September 30, 2024 and Schedule H (Form 5500), Line 4j - 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 investment information in the supplemental schedules agrees to, or are derived from, in all material respects, the information prepared and certified by qualified institutions that management determined meet the requirements of ERISA Section 103(a)(3)(C).

*BDO USA, P.C.*

New York, New York

July 11, 2025

# The Retirement Plan of Flushing Bank

## Statements of Net Assets Available for Benefits

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	As of September 30,	
	2024	2023
	<i>(In thousands)</i>	
<b>Assets:</b>		
Investments, at fair value	\$ 19,101	\$ 17,745
<b>Net assets available for benefits</b>	<b>\$ 19,101</b>	<b>\$ 17,745</b>

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

## The Retirement Plan of Flushing Bank

### Statements of Changes in Net Assets Available for Benefits

---

	For the years ended September 30,	
	2024	2023
	<i>(In thousands)</i>	
Net appreciation in fair value of investments	\$ <u>2,742</u>	\$ <u>270</u>
<b>Total investment income</b>	<u>2,742</u>	<u>270</u>
Deductions:		
Benefits paid to participants	1,208	1,178
Administrative expenses	<u>178</u>	<u>140</u>
<b>Total deductions</b>	<u>1,386</u>	<u>1,318</u>
<b>Net increase (decrease)</b>	1,356	(1,048)
Net assets available for benefits at beginning of year	<u>17,745</u>	<u>18,793</u>
<b>Net assets available for benefits at end of year</b>	\$ <u><u>19,101</u></u>	\$ <u><u>17,745</u></u>

The accompanying notes are an integral part of this financial statement.

## The Retirement Plan of Flushing Bank Statement of Accumulated Plan Benefits

---

	<b>As of September 30, 2023</b>	
	<i>(In thousands)</i>	
Actuarial present value of accumulated plan benefits		
Vested benefits:		
Participants currently receiving payments	\$	11,062
Other participants		<u>6,089</u>
<b>Total vested benefits</b>		17,151
Nonvested benefits		<u>27</u>
<b>Total actuarial present value of accumulated plan benefits</b>	<b>\$</b>	<b><u>17,178</u></b>

The accompanying notes are an integral part of this financial statement.

## The Retirement Plan of Flushing Bank

### Statement of Changes in Accumulated Plan Benefits

---

		<b>For the twelve months ended September 30, 2023</b>
		<u>(In thousands)</u>
Actuarial present value of accumulated plan benefits, beginning of period	\$	18,882
Increase (decrease) during the year attributable to:		
Change in actuarial assumptions		(874)
Actuarial gain		(430)
Interest		778
Benefits paid during the year		<u>(1,178)</u>
<b>Net increase</b>		<u>(1,704)</u>
<b>Actuarial present value of accumulated plan benefits, end of period</b>	<b>\$</b>	<b><u><u>17,178</u></u></b>

The accompanying notes are an integral part of this financial statement.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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### 1. Description of the Plan

The following brief description of the Retirement Plan of Flushing Bank (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan agreement for a complete description of the Plan’s provisions.

#### a. Plan Freeze

Effective September 30, 2006, participation in and benefit accruals under the Plan were frozen. Compensation received after September 30, 2006 is not used in determining the future pension benefit.

#### b. General

The Plan is a defined benefit pension plan covering all full-time employees of Flushing Bank and subsidiaries (the “Bank”) who attained the age of 21 and completed at least one year of qualifying service prior to the plan being frozen on September 30, 2006. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

Effective March 31, 2023, Prudential Bank & Trust, FSB was merged into Empower Trust Company, LLC, an Empower affiliate, and all services performed by Prudential Bank & Trust, FSB were assumed by Empower Trust Company, LLC.

#### c. Pension Benefits

Employees who are covered by the Plan at normal retirement age (as defined) will be entitled to receive monthly retirement income (as defined). The Plan permits early retirement at five years of credited service provided the sum of the employee’s attained age and vested service with the employer and any other participating employer equals or exceeds seventy-five years. Participants may elect to receive their pension benefits in the form of various joint and survivor annuity options. If an active employee dies at age 60 or older, a death benefit equal to the value of the employee's accumulated pension benefits is paid to the employee's beneficiary. Active employees with at least ten years of vested service who become totally disabled receive annual disability benefits that are equal to the normal retirement benefits they have accumulated as of the time, they become disabled. Disability benefits are paid until normal retirement age, at which time disabled participants begin receiving normal retirement benefits computed as though they had been employed to normal retirement age with their annual compensation remaining the same as at the time they became disabled.

#### d. Vesting

A participant became 100 percent vested after five years of eligible service. The Plan does not allow for partial vesting.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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### 2. Summary of Significant Accounting Policies

#### a. Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting, in conformity with accounting principles generally accepted in the United States of America (“GAAP”).

#### b. Investment Valuation and Income Recognition

Investments in the Plan are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan’s Investment Committee determines the Plan’s valuation policies utilizing information provided by Empower Trust Company, LLC. See Notes 5 and 6 of the Notes to Financial Statements for more information. Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

The Plan presents in the statements of changes in net assets available for benefits, the net appreciation in fair value of investments, which consists of net investment income along with realized and unrealized losses. The Plan’s gains and losses include investments bought and sold as well as held during the year.

#### c. Expenses

Administrative expenses may be paid by the Bank at its discretion in its capacity as the Plan Administrator. Expenses that are paid directly by the Bank are excluded from these financial statements. In addition, certain investment-related expenses are included in net appreciation of fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

#### d. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, attributable under the Plan’s provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are based upon the average of the highest three years, within the last ten years, of salary before the earlier of the participant’s retirement or the date the Plan was frozen.

Benefits payable under all circumstances (retirement, disability, death and termination of employment) are included to the extent that they are deemed attributable to employee service rendered up to the valuation date.

The actuarial present value of accumulated plan benefits is the 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, withdrawal, or retirement) between the valuation date and the expected date of payments.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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The significant actuarial assumptions used in the valuation as of September 30, 2023 and 2022 are as follows:

Assumed rate of return -	4.75% (for 2023), 4.25% (for 2022).
Mortality rates -	The Pri- 2012 Total Dataset mortality table with Scale MP-2021 (for 2023 and 2022).
Retirement age -	Active participants are expected to retire between the ages of 55 and 65 (for 2023 and 2022).

The foregoing actuarial assumptions were 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. See Note 1a regarding Plan freeze effective September 30, 2006. The computations of the actuarial present value of accumulated plan benefits were made as of October 1, 2023 and 2022, had the valuations been performed as of September 30, there would be no material differences.

**e. Use of Estimates**

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, 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. These significant estimates include accumulated plan benefits and fair value of the investments. Actual results could differ from those estimates.

**f. Risks and Uncertainties**

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

At September 30, 2024, the Plan is invested in four investment funds. These investments are exposed to various risks, such as interest rate, market and credit risk. Due to the level of risk associated with certain investment securities in which these funds may invest, and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term could occur and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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**g. Payment of Benefits**

Payments of benefits to participants are recorded upon distribution.

**3. Funding Policy**

The Plan's funding policy is for the Bank to make annual contributions in amounts sufficient to meet the annual minimum funding standards prescribed by ERISA and the Internal Revenue Code. Additional amounts may be contributed but only to the extent permitted by ERISA. The Bank did not make a contribution for the Plan years ended September 30, 2024 and 2023 because the Bank elected to apply prior year credits that were available. The Bank does not expect to make a contribution during the plan year ending September 30, 2025. The annual minimum funding standards of ERISA were met as of September 30, 2024 and 2023.

Although it has not expressed any intention to do so, the Bank has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

**4. Investment Information Prepared and Certified**

Effective April 1, 2022, Empower Annuity Insurance Company of America (EAICA), formerly known as Great-West Life & Annuity Insurance Company, the parent company of Empower Retirement, LLC (Empower) acquired the full-service retirement business of Prudential Financial, Inc. In connection with the transaction, EAICA acquired all shares of the following entities, which are no longer affiliated with Prudential Financial, Inc.: Prudential Retirement Insurance and Annuity Company ("PRIAC"); Prudential Bank & Trust, FSB; Global Portfolio Strategies, Inc.; TBG Insurance Services Corporation; MC Insurance Agency Services, LLC; and Mullin TBG Insurance Agency Services, LLC. On October 3, 2022, Prudential Retirement Insurance and Annuity Company was renamed Empower Annuity Insurance Company ("EAIC").

The Plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the investments and the related investment income in the Plan except for comparing such information certified by PRIAC, Empower Trust Company LLC and EAICA to information included in the Plan's financial statements and supplemental schedules. From October 1, 2023 through December 31, 2023 information was certified by PRIAC and Empower Trust Company, LLC. From January 1, 2024 through September 30, 2024 information was certified by EAICA and Empower Trust Company, LLC. PRIAC, EAICA, and Empower Trust Company, LLC have certified the following data included in the financial statements, and the supplemental schedules on pages 19 and 20, are complete and accurate.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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	<b>As of September 30,</b>	
	<b>2024</b>	<b>2023</b>
	<i>(In thousands)</i>	
Investments, at fair value	\$ 19,101	\$ 17,745

	<b>For the year ended</b>	
	<b>September 30,</b>	
	<b>2024</b>	<b>2023</b>
	<i>(In thousands)</i>	
Net appreciation in fair value of investments	\$ 2,742	\$ 270

### 5. Investments Allocation

The Plan's long-term investment objectives are to maintain assets at a level that will sufficiently cover long-term obligations and to generate a return on Plan assets that will meet or exceed the rate at which long-term obligations will grow. Adjustments to this mix are made periodically based on current capital market conditions and Plan funding levels. The Plan's asset allocation are as follows:

	<b>2024</b>	<b>Fair Value at September 30, % of Net Assets</b>	<b>2023</b>	<b>% of Net Assets</b>
	<i>(Dollars in thousands)</i>			
Prudential Short-Term	\$ 285	1.5 %	\$ 283	1.7 %
Pru Long Corporate Bond	3,725	19.5	3,468	19.5
Long Duration Bond /IR & M Fund	4,690	24.6	4,157	23.4
PIMCOInvestmentGradeCorpBdInstl	10,401	54.4	9,837	55.4
Total	<u>\$ 19,101</u>	<u>100.0 %</u>	<u>\$ 17,745</u>	<u>100.0 %</u>

### 6. Fair Value Measurements

Financial assets reported at fair value are required to be measured based on the three levels of the fair value hierarchy described below:

Level 1 – where quoted market prices are available in an active market.

Level 2 – when quoted market prices are not available, fair value is estimated using quoted market prices for similar financial instruments and adjusted for differences between the quoted instrument and the instrument being valued. Fair value can also be estimated by using pricing models, or discounted cash flows. Pricing models primarily use market-based or independently sourced market parameters as inputs, including, but not limited to, yield curves, interest rates, equity or

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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debt prices, and credit spreads. In addition to observable market information, models also incorporate maturity and cash flow assumptions.

Level 3 – when there is limited activity or less transparency around inputs to the valuation, financial instruments.

The following table sets forth the Plan’s assets that are carried at fair value on a recurring basis, and the method that was used to determine their fair value.

	<b>At September 30, 2024</b>			<b>Total</b>
	<u>(Level 1)</u>	<u>(Level 2)</u>	<u>(Level 3)</u>	
	(In thousands)			
Assets at fair value:				
Mutual funds	\$ 10,401	\$ -	\$ -	\$ 10,401
Pooled Separate Accounts*	<u>-</u>	<u>-</u>	<u>-</u>	<u>8,700</u>
Total assets at fair value	<u>\$ 10,401</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 19,101</u>

  

	<b>At September 30, 2023</b>			<b>Total</b>
	<u>(Level 1)</u>	<u>(Level 2)</u>	<u>(Level 3)</u>	
	(In thousands)			
Assets at fair value:				
Mutual funds	\$ 9,837	\$ -	\$ -	\$ 9,837
Pooled Separate Accounts*	<u>-</u>	<u>-</u>	<u>-</u>	<u>7,908</u>
Total assets at fair value	<u>\$ 9,837</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 17,745</u>

\*Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in the preceding tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

The following is a description of the valuation techniques applied to the Plan’s major category of assets measured at fair value is as follows. There have been no changes in the methodologies used at September 30, 2024 and 2023.

Mutual funds – (Level 1) Valued at the net asset value (quoted market prices) of shares held by the plan at September 30, 2024 and 2023. The mutual funds by the Plan are actively traded.

Pooled Separate Accounts – Valued as determined by the investment manager and is based on the value of the underlying assets held less liabilities at September 30, 2024 and 2023. These are measured at net asset value per unit (or the equivalent) under the practical expedient with future redemption dates.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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The fair values of the Plan's investments in pooled separate accounts are calculated each business day. All investments can be redeemed on a daily basis without restriction. There are no unfunded commitments relating to the Plan's investments.

### 7. Plan 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. 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 the Plan provisions in effect at any time during the five years preceding Plan termination.
- b. Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC"), a U.S. Government entity, up to the applicable limitations (discussed below).
- c. All other vested benefits (that is, vested benefits not insured by the PBGC).
- d. 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 pension. However, the PBGC does not guarantee all types of benefits under the Plan and the amount of benefits 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.

Whether all participants receive their benefits 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 Bank and the level of benefits guaranteed by the PBGC.

### 8. Related Party and Party-in-Interest Transactions

During the Plan years ended September 30, 2024 and 2023, funds were managed by EAIC and PRIAC. Therefore, both were considered a party in interest. As described in Note 2, the Plan Sponsor paid certain expenses related to plan operations and investment activity to various service providers. These transactions are party-in-interest transactions, which are exempt from prohibited transaction rules under ERISA.

# **The Retirement Plan of Flushing Bank**

## **Notes to Financial Statements**

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### **9. Federal Income Tax Status**

The Plan obtained its latest determination letter on October 6, 2015, in which the Internal Revenue Service states that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code (“IRC”). The Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements.

GAAP requires 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 Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

### **10. Subsequent Events**

The Plan Administrator has performed an evaluation of events that have occurred subsequent to September 30, 2024, and through July 11, 2025 (the date these financial statements were available to be issued). There have been no material subsequent events that occurred during such period that would require disclosure in these financial statements, as of or for the year ended September 30, 2024.

**The Retirement Plan of Flushing Bank**  
**EIN 41-2231564**  
**Plan No. 001**  
**Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)**  
**September 30, 2024**

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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
			<i>(In thousands)</i>	
*	Empower Annuity Insurance Company	Pru Long Corporate Bond	\$ 3,732	\$ 3,725
*	Empower Annuity Insurance Company	Long Duration Bond/IR& M Fund	4,279	4,690
	PIMCO	PIMCO Investment Grade Corp Bd Instl	10,907	10,401
*	Empower Annuity Insurance Company	Prudential Short-Term	284	285
			<u>\$ 19,202</u>	<u>\$ 19,101</u>

\* Party-in-interest to the Plan

**The Retirement Plan of Flushing Bank**

**EIN 41-2231564**

**Plan No. 001**

**Schedule H (Form 5500), Line 4j – Schedule of Reportable Transactions**

**September 30, 2024**

(a) Identity of party involved	(b) Description of asset (include interest rate and maturity in case of loan)	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expenses incurred with transaction	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain or (loss)
Series of Transactions in the Same Security Exceeding 5% of Plan Assets <i>(In thousands)</i>								
* Empower Annuity Insurance Company	Prudential Short-Term	\$ 1,399	\$ -	\$ -	\$ -	\$ 1,399	\$ 1,399	\$ -
		\$ -	\$ 1,406	\$ -	\$ -	\$ 1,398	\$ 1,406	\$ 8

\* Party-in-interest to the Plan

## Actuarial methods

Under the actuarial methods described below, if all current assumptions remain constant and are realized, funding at least the minimum required contribution each year will eventually accumulate sufficient plan assets to cover the funding target. Future widening of the interest rate stabilization corridor may extend the time period for the plan to become fully funded.

### Cost method

Costs have been computed in accordance with the unit credit actuarial cost method and reflect the actuarial assumptions described under “Actuarial assumptions” of this report as provided under the applicable regulations of the Pension Protection Act of 2006.

### Target normal cost

The target normal cost is the present value of benefits expected to accrue during the plan year plus an estimate of the expenses to be paid from plan assets during the plan year.

### Funding target and funding shortfall

The funding target is the present value of benefits accrued as of the beginning of the plan year and the funding shortfall is the excess of the funding target over the actuarial value of assets (reduced by the credit balance). The initial funding shortfall is amortized over 15 years.

In subsequent years, the funding shortfall less the present value of prior year amortization installments is amortized over 15 years, and added to any prior year amortization installments.

Segment rates are adjusted as necessary to fall within the specified corridor of the corresponding 25-year average of segment rates for the period ending September 30 of the calendar year preceding the first day of the plan year. The specified corridor is:

<u>Plan year</u>	<u>Corridor</u>
Through 2030	95% - 105%
2031	90% - 110%
2032	85% - 115%
2033	80% - 120%
2034	75% - 125%
2035 and later	70% - 130%

In the event the 25-year average of either the first, second, or third segment rate falls below 5%, the 25-year average of such rate will be deemed to be 5%.

The adjustments to fall within the specified corridor of the 25-year average of segment rates apply for determining the minimum required contribution and related funded percentages. They do not apply for determining the maximum tax deductible contribution or certain other situations.

### Sponsor elections

Discount rate: Segment rates, with a 4-month lookback

Mortality table: Prescribed IRS static mortality table – separate

### **At-risk determination**

The at-risk funding target is determined by assuming that participants eligible to retire in the current plan year and next 10 plan years retire at the earliest possible date, but not before the end of the plan year. All participants are assumed to elect the optional form resulting in the highest possible present value.

A load is added to the at-risk funding target and at-risk target normal cost when a plan is at-risk in at least two years during the preceding four years. The load increases the at-risk funding target by 4% of the not at-risk funding target plus \$700 per participant, and increases the at-risk target normal cost by 4% of the not at-risk target normal cost.

The funding target and target normal cost are calculated by multiplying the not at-risk values by 100% minus the phase-in percentage, plus the at-risk values multiplied by the phase-in percentage.

### **Credit balance**

The credit balance consists of the carryover balance from excess contributions prior to the Pension Protection Act (PPA) of 2006, plus the prefunding balance from elected excess contributions after the PPA. Balances accumulate with interest and are reduced for amounts applied towards the minimum required contribution, voluntary waivers by the plan sponsor, and compelled waivers to avoid benefit restrictions. The actuarial value of assets is reduced by the credit balance to determine certain funded percentages and to determine the funding shortfall.

### **Asset valuation method**

The actuarial value of assets is determined using an annual average of the adjusted fair market value of assets with the earliest determination 24 months prior to the valuation date. The fair market value of assets in prior years is adjusted for contributions, benefit payments, expenses and expected earnings (not to exceed the third segment rate).

This is equivalent to the fair market value of assets, plus two-thirds of the (gain)/loss from the prior year, plus one-third of the (gain)/loss from the second preceding year. The (gain)/loss in each year is the difference between the expected and actual returns on the fair market value of assets.

The actuarial value of assets is adjusted to be no less than 90% or no more than 110% of the fair market value of assets, as required by IRC Section 430(g)(3)(B)(iii).

Since the expected earnings assumption cannot exceed the third segment rate, over time, the method may produce an actuarial value of assets slightly below the fair market value of assets.

The actuarial value of assets for determining the maximum tax deductible contribution reflects interest rate stabilization rates for discounting contributions and limiting expected earnings.

## Actuarial assumptions

### Funding Assumptions:

The discount rate and mortality assumptions are prescribed assumptions set by law. All other assumptions are non-prescribed assumptions set by the actuary which reflect estimates of future experience, are appropriate for the purpose of the measurement, consider relevant plan characteristics, and contain no significant bias unless otherwise noted. Relevant historical information, such as credible plan experience and experience from representative populations, was considered in the selection of the non-prescribed assumptions with a significant effect on the measurement. Factors that may affect future experience and the views of experts were also considered.

An annual review of actuarial assumptions is completed and there has been no consistent pattern of material gains or losses occurring for any non-prescribed assumptions.

The investment return is based on the plan's asset allocation and reflects a weighted average of expected returns by asset class based on benchmarks provided by Empower.

### ASC 960 Assumptions:

All assumptions are set by the plan sponsor and they align with the Funding Assumptions except for the mortality assumption. Note that the discount rate for ASC 960 aligns with the Investment Return assumption used in the ERISA Funding measurement.

The mortality assumption reflects experience from representative populations, based on the Pri-2012 Private Retirement Plans Mortality Table Report issued by the Society of Actuaries (SOA) in October 2019 and the Mortality Improvement Scale MP-2021 Report issued by the SOA in October 2021.

Below are the actuarial assumptions as of October 1, 2023:

Discount Rate:	<u>With Interest</u>	<u>Without Interest</u>	
	<u>Rate Stabilization</u>	<u>Rate Stabilization</u>	<u>ASC 960</u>
Effective Rate	5.20%	4.09%	4.75%
First Segment – First 5 Years	4.75%	3.03%	n/a
Second Segment – Next 15 Years	5.00%	4.11%	n/a
Third Segment – After 20 Years	5.74%	4.27%	n/a

### Mortality:

Funding:	The 2023 IRS Static Mortality Table
Accounting:	Pri-2012 Total Dataset with Scale MP-2021

The Retirement Plan of Flushing Bank  
 EIN / PN 41-2231564/001  
 Form 5500 2023 Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

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Termination:

Sample Annual Rates of Termination by Age/Service:

Age	<u>Service</u>					
	<u>0-1</u>	<u>1-2</u>	<u>2-3</u>	<u>3-4</u>	<u>4-5</u>	<u>5+</u>
25	.395	.395	.346	.296	.247	.198
30	.295	.295	.258	.221	.184	.148
40	.180	.180	.158	.135	.113	.090
50	.080	.080	.070	.060	.050	.040
55	.070	.070	.061	.053	.044	.035

Retirement Age:

Retirement Rates shown below:

<u>Age</u>	<u>Percent</u>	<u>Age</u>	<u>Percent</u>
55	4.0%	61	10%
56	4.5%	62	15%
57	5.0%	63	20%
58	6.0%	64	30%
59	7.0%	65+	100%
60	8.0%		

Investment Return:

4.75% per annum, compounded annually:

Estimated Expenses:

\$125,000

Disability:

None Assumed

Survivor's Benefit:

80% of active participants are assumed to be married, with males three years older than their spouses.

# **The Retirement Plan of Flushing Bank**

**Financial Statements And Supplemental Schedules**

**As of and for the years ended  
September 30, 2024 and 2023**

# **The Retirement Plan of Flushing Bank**

## **Index to the Financial Statements and Supplemental Schedules**

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\* Other schedules required by 29 CFR 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 ("ERISA") have been omitted as they are not applicable.



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## INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator  
The Retirement Plan of Flushing Bank  
Uniondale, NY

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

We have performed audits of the financial statements of The Retirement Plan of Flushing Bank (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). The financial statements comprise the statements of net assets available for benefits as of September 30, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the statement of accumulated plan benefits as of September 30, 2023, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). 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 (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained certifications from qualified institutions as of September 30, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

### *Opinion*

In our opinion, based on our audits and 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); and
- the certified investment information in the accompanying financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by qualified institutions that management determined meet 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 available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for 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) Audits* 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 schedules of Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year) as of September 30, 2024 and Schedule H (Form 5500), Line 4j - 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 investment information in the supplemental schedules agrees to, or are derived from, in all material respects, the information prepared and certified by qualified institutions that management determined meet the requirements of ERISA Section 103(a)(3)(C).

*BDO USA, P.C.*

New York, New York

July 11, 2025

# The Retirement Plan of Flushing Bank

## Statements of Net Assets Available for Benefits

---

	As of September 30,	
	2024	2023
	<i>(In thousands)</i>	
<b>Assets:</b>		
Investments, at fair value	\$ <u>19,101</u>	\$ <u>17,745</u>
<b>Net assets available for benefits</b>	\$ <u>19,101</u>	\$ <u>17,745</u>

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

## The Retirement Plan of Flushing Bank

### Statements of Changes in Net Assets Available for Benefits

---

	For the years ended September 30,	
	2024	2023
	<i>(In thousands)</i>	
Net appreciation in fair value of investments	\$ <u>2,742</u>	\$ <u>270</u>
<b>Total investment income</b>	<u>2,742</u>	<u>270</u>
Deductions:		
Benefits paid to participants	1,208	1,178
Administrative expenses	<u>178</u>	<u>140</u>
<b>Total deductions</b>	<u>1,386</u>	<u>1,318</u>
<b>Net increase (decrease)</b>	1,356	(1,048)
Net assets available for benefits at beginning of year	<u>17,745</u>	<u>18,793</u>
<b>Net assets available for benefits at end of year</b>	\$ <u><u>19,101</u></u>	\$ <u><u>17,745</u></u>

The accompanying notes are an integral part of this financial statement.

## The Retirement Plan of Flushing Bank Statement of Accumulated Plan Benefits

---

	<b>As of September 30, 2023</b>	
	<i>(In thousands)</i>	
Actuarial present value of accumulated plan benefits		
Vested benefits:		
Participants currently receiving payments	\$	11,062
Other participants		<u>6,089</u>
<b>Total vested benefits</b>		17,151
Nonvested benefits		<u>27</u>
<b>Total actuarial present value of accumulated plan benefits</b>	<b>\$</b>	<b><u>17,178</u></b>

The accompanying notes are an integral part of this financial statement.

## The Retirement Plan of Flushing Bank

### Statement of Changes in Accumulated Plan Benefits

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		<b>For the twelve months ended September 30, 2023</b>
		<i>(In thousands)</i>
Actuarial present value of accumulated plan benefits, beginning of period	\$	18,882
Increase (decrease) during the year attributable to:		
Change in actuarial assumptions		(874)
Actuarial gain		(430)
Interest		778
Benefits paid during the year		(1,178)
<b>Net increase</b>		(1,704)
<b>Actuarial present value of accumulated plan benefits, end of period</b>	<b>\$</b>	<b>17,178</b>

The accompanying notes are an integral part of this financial statement.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

---

### 1. Description of the Plan

The following brief description of the Retirement Plan of Flushing Bank (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan agreement for a complete description of the Plan’s provisions.

#### a. Plan Freeze

Effective September 30, 2006, participation in and benefit accruals under the Plan were frozen. Compensation received after September 30, 2006 is not used in determining the future pension benefit.

#### b. General

The Plan is a defined benefit pension plan covering all full-time employees of Flushing Bank and subsidiaries (the “Bank”) who attained the age of 21 and completed at least one year of qualifying service prior to the plan being frozen on September 30, 2006. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

Effective March 31, 2023, Prudential Bank & Trust, FSB was merged into Empower Trust Company, LLC, an Empower affiliate, and all services performed by Prudential Bank & Trust, FSB were assumed by Empower Trust Company, LLC.

#### c. Pension Benefits

Employees who are covered by the Plan at normal retirement age (as defined) will be entitled to receive monthly retirement income (as defined). The Plan permits early retirement at five years of credited service provided the sum of the employee’s attained age and vested service with the employer and any other participating employer equals or exceeds seventy-five years. Participants may elect to receive their pension benefits in the form of various joint and survivor annuity options. If an active employee dies at age 60 or older, a death benefit equal to the value of the employee's accumulated pension benefits is paid to the employee's beneficiary. Active employees with at least ten years of vested service who become totally disabled receive annual disability benefits that are equal to the normal retirement benefits they have accumulated as of the time, they become disabled. Disability benefits are paid until normal retirement age, at which time disabled participants begin receiving normal retirement benefits computed as though they had been employed to normal retirement age with their annual compensation remaining the same as at the time they became disabled.

#### d. Vesting

A participant became 100 percent vested after five years of eligible service. The Plan does not allow for partial vesting.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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### 2. Summary of Significant Accounting Policies

#### a. Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting, in conformity with accounting principles generally accepted in the United States of America (“GAAP”).

#### b. Investment Valuation and Income Recognition

Investments in the Plan are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan’s Investment Committee determines the Plan’s valuation policies utilizing information provided by Empower Trust Company, LLC. See Notes 5 and 6 of the Notes to Financial Statements for more information. Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

The Plan presents in the statements of changes in net assets available for benefits, the net appreciation in fair value of investments, which consists of net investment income along with realized and unrealized losses. The Plan’s gains and losses include investments bought and sold as well as held during the year.

#### c. Expenses

Administrative expenses may be paid by the Bank at its discretion in its capacity as the Plan Administrator. Expenses that are paid directly by the Bank are excluded from these financial statements. In addition, certain investment-related expenses are included in net appreciation of fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

#### d. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, attributable under the Plan’s provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are based upon the average of the highest three years, within the last ten years, of salary before the earlier of the participant’s retirement or the date the Plan was frozen.

Benefits payable under all circumstances (retirement, disability, death and termination of employment) are included to the extent that they are deemed attributable to employee service rendered up to the valuation date.

The actuarial present value of accumulated plan benefits is the 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, withdrawal, or retirement) between the valuation date and the expected date of payments.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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The significant actuarial assumptions used in the valuation as of September 30, 2023 and 2022 are as follows:

Assumed rate of return -	4.75% (for 2023), 4.25% (for 2022).
Mortality rates -	The Pri- 2012 Total Dataset mortality table with Scale MP-2021 (for 2023 and 2022).
Retirement age -	Active participants are expected to retire between the ages of 55 and 65 (for 2023 and 2022).

The foregoing actuarial assumptions were 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. See Note 1a regarding Plan freeze effective September 30, 2006. The computations of the actuarial present value of accumulated plan benefits were made as of October 1, 2023 and 2022, had the valuations been performed as of September 30, there would be no material differences.

**e. Use of Estimates**

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, 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. These significant estimates include accumulated plan benefits and fair value of the investments. Actual results could differ from those estimates.

**f. Risks and Uncertainties**

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

At September 30, 2024, the Plan is invested in four investment funds. These investments are exposed to various risks, such as interest rate, market and credit risk. Due to the level of risk associated with certain investment securities in which these funds may invest, and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term could occur and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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**g. Payment of Benefits**

Payments of benefits to participants are recorded upon distribution.

**3. Funding Policy**

The Plan's funding policy is for the Bank to make annual contributions in amounts sufficient to meet the annual minimum funding standards prescribed by ERISA and the Internal Revenue Code. Additional amounts may be contributed but only to the extent permitted by ERISA. The Bank did not make a contribution for the Plan years ended September 30, 2024 and 2023 because the Bank elected to apply prior year credits that were available. The Bank does not expect to make a contribution during the plan year ending September 30, 2025. The annual minimum funding standards of ERISA were met as of September 30, 2024 and 2023.

Although it has not expressed any intention to do so, the Bank has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

**4. Investment Information Prepared and Certified**

Effective April 1, 2022, Empower Annuity Insurance Company of America (EAICA), formerly known as Great-West Life & Annuity Insurance Company, the parent company of Empower Retirement, LLC (Empower) acquired the full-service retirement business of Prudential Financial, Inc. In connection with the transaction, EAICA acquired all shares of the following entities, which are no longer affiliated with Prudential Financial, Inc.: Prudential Retirement Insurance and Annuity Company ("PRIAC"); Prudential Bank & Trust, FSB; Global Portfolio Strategies, Inc.; TBG Insurance Services Corporation; MC Insurance Agency Services, LLC; and Mullin TBG Insurance Agency Services, LLC. On October 3, 2022, Prudential Retirement Insurance and Annuity Company was renamed Empower Annuity Insurance Company ("EAIC").

The Plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the investments and the related investment income in the Plan except for comparing such information certified by PRIAC, Empower Trust Company LLC and EAICA to information included in the Plan's financial statements and supplemental schedules. From October 1, 2023 through December 31, 2023 information was certified by PRIAC and Empower Trust Company, LLC. From January 1, 2024 through September 30, 2024 information was certified by EAICA and Empower Trust Company, LLC. PRIAC, EAICA, and Empower Trust Company, LLC have certified the following data included in the financial statements, and the supplemental schedules on pages 19 and 20, are complete and accurate.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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	As of September 30,	
	2024	2023
	<i>(In thousands)</i>	
Investments, at fair value	\$ 19,101	\$ 17,745

	For the year ended September 30,	
	2024	2023
	<i>(In thousands)</i>	
Net appreciation in fair value of investments	\$ 2,742	\$ 270

### 5. Investments Allocation

The Plan's long-term investment objectives are to maintain assets at a level that will sufficiently cover long-term obligations and to generate a return on Plan assets that will meet or exceed the rate at which long-term obligations will grow. Adjustments to this mix are made periodically based on current capital market conditions and Plan funding levels. The Plan's asset allocation are as follows:

	Fair Value at September 30,			
	2024	% of Net Assets	2023	% of Net Assets
	<i>(Dollars in thousands)</i>			
Prudential Short-Term	\$ 285	1.5 %	\$ 283	1.7 %
Pru Long Corporate Bond	3,725	19.5	3,468	19.5
Long Duration Bond /IR & M Fund	4,690	24.6	4,157	23.4
PIMCOInvestmentGradeCorpBdInstl	10,401	54.4	9,837	55.4
Total	<u>\$ 19,101</u>	<u>100.0 %</u>	<u>\$ 17,745</u>	<u>100.0 %</u>

### 6. Fair Value Measurements

Financial assets reported at fair value are required to be measured based on the three levels of the fair value hierarchy described below:

Level 1 – where quoted market prices are available in an active market.

Level 2 – when quoted market prices are not available, fair value is estimated using quoted market prices for similar financial instruments and adjusted for differences between the quoted instrument and the instrument being valued. Fair value can also be estimated by using pricing models, or discounted cash flows. Pricing models primarily use market-based or independently sourced market parameters as inputs, including, but not limited to, yield curves, interest rates, equity or

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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debt prices, and credit spreads. In addition to observable market information, models also incorporate maturity and cash flow assumptions.

Level 3 – when there is limited activity or less transparency around inputs to the valuation, financial instruments.

The following table sets forth the Plan’s assets that are carried at fair value on a recurring basis, and the method that was used to determine their fair value.

	<b>At September 30, 2024</b>			<b>Total</b>
	<u>(Level 1)</u>	<u>(Level 2)</u>	<u>(Level 3)</u>	
	(In thousands)			
Assets at fair value:				
Mutual funds	\$ 10,401	\$ -	\$ -	\$ 10,401
Pooled Separate Accounts*	<u>-</u>	<u>-</u>	<u>-</u>	<u>8,700</u>
Total assets at fair value	<u>\$ 10,401</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 19,101</u>

  

	<b>At September 30, 2023</b>			<b>Total</b>
	<u>(Level 1)</u>	<u>(Level 2)</u>	<u>(Level 3)</u>	
	(In thousands)			
Assets at fair value:				
Mutual funds	\$ 9,837	\$ -	\$ -	\$ 9,837
Pooled Separate Accounts*	<u>-</u>	<u>-</u>	<u>-</u>	<u>7,908</u>
Total assets at fair value	<u>\$ 9,837</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 17,745</u>

\*Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in the preceding tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

The following is a description of the valuation techniques applied to the Plan’s major category of assets measured at fair value is as follows. There have been no changes in the methodologies used at September 30, 2024 and 2023.

Mutual funds – (Level 1) Valued at the net asset value (quoted market prices) of shares held by the plan at September 30, 2024 and 2023. The mutual funds by the Plan are actively traded.

Pooled Separate Accounts – Valued as determined by the investment manager and is based on the value of the underlying assets held less liabilities at September 30, 2024 and 2023. These are measured at net asset value per unit (or the equivalent) under the practical expedient with future redemption dates.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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The fair values of the Plan's investments in pooled separate accounts are calculated each business day. All investments can be redeemed on a daily basis without restriction. There are no unfunded commitments relating to the Plan's investments.

### 7. Plan 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. 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 the Plan provisions in effect at any time during the five years preceding Plan termination.
- b. Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC"), a U.S. Government entity, up to the applicable limitations (discussed below).
- c. All other vested benefits (that is, vested benefits not insured by the PBGC).
- d. 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 pension. However, the PBGC does not guarantee all types of benefits under the Plan and the amount of benefits 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.

Whether all participants receive their benefits 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 Bank and the level of benefits guaranteed by the PBGC.

### 8. Related Party and Party-in-Interest Transactions

During the Plan years ended September 30, 2024 and 2023, funds were managed by EAIC and PRIAC. Therefore, both were considered a party in interest. As described in Note 2, the Plan Sponsor paid certain expenses related to plan operations and investment activity to various service providers. These transactions are party-in-interest transactions, which are exempt from prohibited transaction rules under ERISA.

# **The Retirement Plan of Flushing Bank**

## **Notes to Financial Statements**

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### **9. Federal Income Tax Status**

The Plan obtained its latest determination letter on October 6, 2015, in which the Internal Revenue Service states that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code (“IRC”). The Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements.

GAAP requires 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 Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

### **10. Subsequent Events**

The Plan Administrator has performed an evaluation of events that have occurred subsequent to September 30, 2024, and through July 11, 2025 (the date these financial statements were available to be issued). There have been no material subsequent events that occurred during such period that would require disclosure in these financial statements, as of or for the year ended September 30, 2024.

**The Retirement Plan of Flushing Bank**  
**EIN 41-2231564**  
**Plan No. 001**  
**Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)**  
**September 30, 2024**

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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
			<i>(In thousands)</i>	
*	Empower Annuity Insurance Company	Pru Long Corporate Bond	\$ 3,732	\$ 3,725
*	Empower Annuity Insurance Company	Long Duration Bond/IR& M Fund	4,279	4,690
	PIMCO	PIMCO Investment Grade Corp Bd Instl	10,907	10,401
*	Empower Annuity Insurance Company	Prudential Short-Term	284	285
			<u>\$ 19,202</u>	<u>\$ 19,101</u>

\* Party-in-interest to the Plan

**The Retirement Plan of Flushing Bank**

**EIN 41-2231564**

**Plan No. 001**

**Schedule H (Form 5500), Line 4j – Schedule of Reportable Transactions**

**September 30, 2024**

(a) Identity of party involved	(b) Description of asset (include interest rate and maturity in case of loan)	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expenses incurred with transaction	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain or (loss)
Series of Transactions in the Same Security Exceeding 5% of Plan Assets <i>(In thousands)</i>								
* Empower Annuity Insurance Company	Prudential Short-Term	\$ 1,399	\$ -	\$ -	\$ -	\$ 1,399	\$ 1,399	\$ -
		\$ -	\$ 1,406	\$ -	\$ -	\$ 1,398	\$ 1,406	\$ 8

\* Party-in-interest to the Plan

<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 THE RETIREMENT PLAN OF FLUSHING BANK	<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 FLUSHING BANK	<b>D</b> Employer Identification Number (EIN) 41-2231564	
<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 checked="" type="checkbox"/> 101-500 <input 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>	17,745,047
<b>b</b> Actuarial value.....		<b>2b</b>	19,519,551
<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.....	112	10,893,506	10,893,506
<b>b</b> For terminated vested participants.....	74	2,654,899	2,654,899
<b>c</b> For active participants.....	41	2,960,806	2,988,328
<b>d</b> Total.....	227	16,509,211	16,536,733
<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>	5.20%
<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>	125,000
<b>c</b> Target normal cost.....		<b>6c</b>	125,000

**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>	<b>TAH</b> Thomas A. Harrigan Signature of actuary	7/1/2025 Date
	Thomas A. Harrigan Type or print name of actuary	2305657 Most recent enrollment number
	Empower Firm name	303-737-6284 Telephone number (including area code)
	PO BOX 2975, H20 280 TRUMBULL STREET HARTFORD CT 06103 Address of the firm	

<b>Part II</b>		<b>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).....	0	3,799,396
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year).....	0	159,525
<b>9</b>	Amount remaining (line 7 minus line 8).....	0	3,639,871
<b>10</b>	Interest on line 9 using prior year's actual return of <u>1.49</u> %.....	0	54,234
<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>5.36</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).....	0	3,694,105

<b>Part III</b>		<b>Funding Percentages</b>	
<b>14</b>	Funding target attainment percentage.....	<b>14</b>	95.69%
<b>15</b>	Adjusted funding target attainment percentage.....	<b>15</b>	118.03%
<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>	99.39%
<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>	%

**Part IV** **Contributions and Liquidity Shortfalls**

**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	
<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

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

**21** 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
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**b** Applicable month (enter code)..... **21b** 4

**22** Weighted average retirement age ..... **22** 62

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

**Part VI Miscellaneous Items**

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

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

**26** Demographic and benefit information

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

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

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

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

<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**

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

<b>a</b> Target normal cost (line 6c).....	<b>31a</b>	125,000
<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 .....	711,287	65,581
<b>b</b> Waiver amortization installment.....	0	0

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

<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	<b>34</b>	190,581
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	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement.....	0	190,581	190,581

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

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

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

<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

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

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

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

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

## **Changes since last year's valuation**

### **Changes in pension plan provisions**

No changes in the pension plan provisions were recognized with this actuarial valuation.

### **Legislated changes**

There were no legislative changes recognized with this actuarial valuation.

### **Changes in actuarial assumptions**

Estimated expenses have been changed from \$150,000 paid out of plan assets within the 2022 plan year to \$125,000 of assumed expenses to be paid out of plan assets within the 2023 plan year.

The discount rate for ASC 960 purposes and investment return was changed from 4.25% to 4.75%.

### **Changes in actuarial methods**

No changes in actuarial methods were recognized with this actuarial valuation.

## Shortfall amortization

The prior year amortization values and the development of the amortization for the current plan year are shown below.

### Prior year amortization amounts

<u>Plan year</u>	<u>Installment</u>	<u>Years remaining</u>	<u>Present value</u>
2022	\$9,525	14	\$99,196
2021		n/a	
2020		n/a	
2019		n/a	
Total	\$9,525		\$99,196

### Current year amortization

1. Exemption from current year amortization	No
2. Funding shortfall to be amortized	\$711,287
3. Present value of prior year amortization installments	99,196
4. Current year amortization base [2 – 3]	612,091
5. Current year amortization installment	\$56,056

### Net shortfall amortization installment

6. Current year amortization installment	\$56,056
7. Sum of prior year amortization installments	\$9,525
8. Net shortfall amortization installment [6 + 7, not less than \$0]	\$65,581

## Actuarial methods

Under the actuarial methods described below, if all current assumptions remain constant and are realized, funding at least the minimum required contribution each year will eventually accumulate sufficient plan assets to cover the funding target. Future widening of the interest rate stabilization corridor may extend the time period for the plan to become fully funded.

### Cost method

Costs have been computed in accordance with the unit credit actuarial cost method and reflect the actuarial assumptions described under “Actuarial assumptions” of this report as provided under the applicable regulations of the Pension Protection Act of 2006.

### Target normal cost

The target normal cost is the present value of benefits expected to accrue during the plan year plus an estimate of the expenses to be paid from plan assets during the plan year.

### Funding target and funding shortfall

The funding target is the present value of benefits accrued as of the beginning of the plan year and the funding shortfall is the excess of the funding target over the actuarial value of assets (reduced by the credit balance). The initial funding shortfall is amortized over 15 years.

In subsequent years, the funding shortfall less the present value of prior year amortization installments is amortized over 15 years, and added to any prior year amortization installments.

Segment rates are adjusted as necessary to fall within the specified corridor of the corresponding 25-year average of segment rates for the period ending September 30 of the calendar year preceding the first day of the plan year. The specified corridor is:

<u>Plan year</u>	<u>Corridor</u>
Through 2030	95% - 105%
2031	90% - 110%
2032	85% - 115%
2033	80% - 120%
2034	75% - 125%
2035 and later	70% - 130%

In the event the 25-year average of either the first, second, or third segment rate falls below 5%, the 25-year average of such rate will be deemed to be 5%.

The adjustments to fall within the specified corridor of the 25-year average of segment rates apply for determining the minimum required contribution and related funded percentages. They do not apply for determining the maximum tax deductible contribution or certain other situations.

### Sponsor elections

Discount rate: Segment rates, with a 4-month lookback

Mortality table: Prescribed IRS static mortality table – separate

### **At-risk determination**

The at-risk funding target is determined by assuming that participants eligible to retire in the current plan year and next 10 plan years retire at the earliest possible date, but not before the end of the plan year. All participants are assumed to elect the optional form resulting in the highest possible present value.

A load is added to the at-risk funding target and at-risk target normal cost when a plan is at-risk in at least two years during the preceding four years. The load increases the at-risk funding target by 4% of the not at-risk funding target plus \$700 per participant, and increases the at-risk target normal cost by 4% of the not at-risk target normal cost.

The funding target and target normal cost are calculated by multiplying the not at-risk values by 100% minus the phase-in percentage, plus the at-risk values multiplied by the phase-in percentage.

### **Credit balance**

The credit balance consists of the carryover balance from excess contributions prior to the Pension Protection Act (PPA) of 2006, plus the prefunding balance from elected excess contributions after the PPA. Balances accumulate with interest and are reduced for amounts applied towards the minimum required contribution, voluntary waivers by the plan sponsor, and compelled waivers to avoid benefit restrictions. The actuarial value of assets is reduced by the credit balance to determine certain funded percentages and to determine the funding shortfall.

### **Asset valuation method**

The actuarial value of assets is determined using an annual average of the adjusted fair market value of assets with the earliest determination 24 months prior to the valuation date. The fair market value of assets in prior years is adjusted for contributions, benefit payments, expenses and expected earnings (not to exceed the third segment rate).

This is equivalent to the fair market value of assets, plus two-thirds of the (gain)/loss from the prior year, plus one-third of the (gain)/loss from the second preceding year. The (gain)/loss in each year is the difference between the expected and actual returns on the fair market value of assets.

The actuarial value of assets is adjusted to be no less than 90% or no more than 110% of the fair market value of assets, as required by IRC Section 430(g)(3)(B)(iii).

Since the expected earnings assumption cannot exceed the third segment rate, over time, the method may produce an actuarial value of assets slightly below the fair market value of assets.

The actuarial value of assets for determining the maximum tax deductible contribution reflects interest rate stabilization rates for discounting contributions and limiting expected earnings.

## Actuarial assumptions

### Funding Assumptions:

The discount rate and mortality assumptions are prescribed assumptions set by law. All other assumptions are non-prescribed assumptions set by the actuary which reflect estimates of future experience, are appropriate for the purpose of the measurement, consider relevant plan characteristics, and contain no significant bias unless otherwise noted. Relevant historical information, such as credible plan experience and experience from representative populations, was considered in the selection of the non-prescribed assumptions with a significant effect on the measurement. Factors that may affect future experience and the views of experts were also considered.

An annual review of actuarial assumptions is completed and there has been no consistent pattern of material gains or losses occurring for any non-prescribed assumptions.

The investment return is based on the plan's asset allocation and reflects a weighted average of expected returns by asset class based on benchmarks provided by Empower.

### ASC 960 Assumptions:

All assumptions are set by the plan sponsor and they align with the Funding Assumptions except for the mortality assumption. Note that the discount rate for ASC 960 aligns with the Investment Return assumption used in the ERISA Funding measurement.

The mortality assumption reflects experience from representative populations, based on the Pri-2012 Private Retirement Plans Mortality Table Report issued by the Society of Actuaries (SOA) in October 2019 and the Mortality Improvement Scale MP-2021 Report issued by the SOA in October 2021.

Below are the actuarial assumptions as of October 1, 2023:

Discount Rate:	<u>With Interest</u>	<u>Without Interest</u>	
	<u>Rate Stabilization</u>	<u>Rate Stabilization</u>	<u>ASC 960</u>
Effective Rate	5.20%	4.09%	4.75%
First Segment – First 5 Years	4.75%	3.03%	n/a
Second Segment – Next 15 Years	5.00%	4.11%	n/a
Third Segment – After 20 Years	5.74%	4.27%	n/a

### Mortality:

Funding:	The 2023 IRS Static Mortality Table
Accounting:	Pri-2012 Total Dataset with Scale MP-2021

The Retirement Plan of Flushing Bank  
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 Form 5500 2023 Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

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Termination:

Sample Annual Rates of Termination by Age/Service:

	<u>Service</u>					
<u>Age</u>	<u>0-1</u>	<u>1-2</u>	<u>2-3</u>	<u>3-4</u>	<u>4-5</u>	<u>5+</u>
25	.395	.395	.346	.296	.247	.198
30	.295	.295	.258	.221	.184	.148
40	.180	.180	.158	.135	.113	.090
50	.080	.080	.070	.060	.050	.040
55	.070	.070	.061	.053	.044	.035

Retirement Age:

Retirement Rates shown below:

<u>Age</u>	<u>Percent</u>	<u>Age</u>	<u>Percent</u>
55	4.0%	61	10%
56	4.5%	62	15%
57	5.0%	63	20%
58	6.0%	64	30%
59	7.0%	65+	100%
60	8.0%		

Investment Return:

4.75% per annum, compounded annually:

Estimated Expenses:

\$125,000

Disability:

None Assumed

Survivor's Benefit:

80% of active participants are assumed to be married, with males three years older than their spouses.

## Plan provisions

### *Flushing Bank*

Earnings	Base Earnings including amounts deferred under IRC Section 401(k). Compensation amounts are frozen as of September 30, 2006.
Final Earnings	The average annual compensation during the 36 consecutive calendar months within the final 120 consecutive calendar months of credited service producing the highest average.
Service	Service from the first day of the month employment begins.
Credited Service	Service from the date of plan participation. A participant may receive service for employment after age 25, which precedes eligibility to participate. Service may include prior full-time employment with any prior Participating Employer which is a mutual savings bank of New York, up to a maximum of 15 years. Credited Service accruals are frozen as of September 30, 2006.
Form of Annuity	The Normal Form of this benefit is a 50% Joint and Survivor for married participants and Straight Life Annuity for single participants. Participants can also elect a 100%, 50% Joint and Survivor Benefit or a 5, 10, or 15 Year Period Certain and Life Benefit. Additionally, participants may also elect a single lump sum payout not to exceed \$5,000.
Normal Retirement Date	The first day of the calendar month coincident with or next following the later of the date of attainment of age 65 and 5 years participation. However, a participant in the plan prior to October 1, 1988 will be eligible at age 65.
Social Security	
<i>Covered Compensation:</i>	Average of Taxable Wage Bases in effect during working lifetime; subject to the automatic increases under the current law.
Participation Eligibility	
<i>Eligible Employee:</i>	A salaried employee will become a participant on the first day of the calendar month coincident with or next following the

The Retirement Plan of Flushing Bank  
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date of attainment of age 21 and 1 year of eligibility service (1,000 hours within a year of employment).

*Excluded Employee:*

An hourly paid, contract, or leased employee is not eligible to be a participant in the plan.

Effective September 30, 2006 the plan has ceased benefit accruals. After September 30, 2006, no further employees are eligible to participate in the plan.

**Benefit Formula**

The sum of (i), (ii), (iii):

(i) 2.00% of Average Annual Earnings times credited service (prior to March 1, 1993, max of 30 years)

(ii) 1.60% of Average Annual Earnings times credited service (after February 28, 1993)

(iii) 0.45% of Average Annual Earnings in excess of Covered Compensation times credited service (after February 28, 1993)

The maximum amount of Credited Service recognized is 35 years.

The benefit may be offset for any accrued benefit from a prior Employer in which Credited Service is recognized under this plan.

**Early Eligibility**

A participant who at time of termination of service has completed 5 consecutive years of Vested Service, and met the Rule of 75 (attained age plus Vested Service with this Employer and any prior Participating Employer), will be eligible.

**Early Benefit Amount**

A participant who at time of termination of service has attained age 62 and completed 20 years of Vested Service and 5 years of Credited Service will receive an unreduced Normal Retirement Benefit accrued to date of termination of service.

A participant who at time of termination of service has completed 20 years of Vested Service and 5 years of Credited Service, but has not attained age 62, will receive the Normal Retirement Benefit accrued to date of termination of service reduced 0.25% for each month benefit payments commence prior to age 62, or if the reduction is less, actuarially for commencement of benefits prior to Normal Retirement Date.

The Retirement Plan of Flushing Bank  
EIN / PN 41-2231564/001  
Form 5500 2023 Schedule SB, Part V – Summary of Plan Provisions

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In all other cases, the Normal Retirement Benefit accrued to date of termination of service, reduced 0.25% for each month benefit payments commence prior to Normal Retirement Date, or if the reduction is less, actuarially for commencement of benefits prior to Normal Retirement Date.

**Vested Benefit**

The Normal Retirement Benefit accrued to date of termination of service, reduced actuarially for commencement of benefits prior to Normal Retirement Date. Benefit payments can commence the earlier of when the participant would have been eligible for an Early Retirement Benefit or age 60.

**Preretirement Spouse Benefit**

*A. Eligibility:*

Has eligible surviving spouse or minor; Actively employed; Attained age 60 or met the rule of 65:

*Benefit Formula:*

The Normal, Early, or Vested Retirement Benefit, assuming the participant terminated employment at the date of death and elected a 100% Joint and Survivor Benefit is payable to the surviving spouse or, if there is no surviving spouse, their children, until the youngest child attains age 21.

*B. Eligibility:*

Did not meet the requirements above; actively employed; has an eligible surviving spouse and was eligible for a Vested Retirement Benefit:

*Benefit Formula:*

The Vested Retirement Benefit assuming the participant terminated employment at the date of death and elected a 50% Joint and Survivor Benefit is payable to the surviving spouse.

**Late Retirement**

Participants who begin receiving benefits after 70½ (MRD) receive an actuarially increased benefit.

The Retirement Plan of Flushing Bank  
EIN / PN 41-2231564/001  
Form 5500 2023 Schedule SB, Part V – Summary of Plan Provisions

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*Atlantic Liberty*

Earnings	Regular compensation including commissions, bonuses, and overtime. Compensation amounts are frozen as of July 1, 2006.
Final Earnings	The average annual compensation during the 5 consecutive calendar years within the final 10 consecutive calendar years of participation producing the highest average. Final Earnings are frozen as of July 1, 2006.
Vested Service	One year of service for each plan year the participant completes 1000 hours of service.
Credited Service	One year of service for each plan year the participant completes 1000 hours of service. Credited Service accruals are frozen as of July 1, 2006.
Form of Annuity	The Normal Form of this benefit is a 50% Joint and Survivor for married participants and Single Life Annuity for single participants. Participants can also elect a 100%, 75%, or 50% Joint and Survivor Benefit. Additionally, participants eligible for an early retirement benefit or a normal retirement benefit at the time of termination may elect a single lump sum payout.
Normal Retirement Date	The first day of the plan year nearest the attainment of age 65.
Social Security	
<i>Covered Compensation:</i>	Average of Taxable Wage Bases in effect during working lifetime; subject to the automatic increases under the current law.
Participation Eligibility	
<i>Eligible Employee:</i>	An employee will become a participant on the first day of the plan year in which the employee attains age 21 and 1 year of eligibility service.
Benefit Formula	2.00% of Average Annual Earnings times credited service, max of 30 years.
Early Eligibility	A participant who at time of termination of service has attained age 55 and met the Rule of 65 will be eligible.

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Early Benefit Amount

A participant who at time of termination of service has attained age 62 will receive an unreduced Normal Retirement Benefit accrued to date of termination of service.

In all other cases, the Normal Retirement Benefit accrued to date of termination of service, reduced 0.1667% for each month benefit payments commence prior to age 62, or if the reduction is less, actuarially for commencement of benefits to Normal Retirement Date.

Vested Benefit

The Normal Retirement Benefit accrued to date of termination of service times the vested percentage stated below, reduced actuarially for commencement of benefits prior to Normal Retirement Date.

<u>Vested Service</u>	<u>Vested Percentage</u>
7 or more years	100%
6 years but less than 7 years	80%
5 years but less than 6 years	60%
4 years but less than 5 years	40%
3 years but less than 4 years	20%

Preretirement Spouse Benefit

The preretirement death benefit is the proceeds from life insurance policies. If the participant is not insured, the Normal, Early, or Vested Retirement Benefit, assuming the participant terminated employment at the date of death and elected a 50% Joint and Survivor Benefit, is payable to the surviving spouse.

Late Retirement

Participants who begin receiving benefits after 70½ (MRD) receive an actuarially increased benefit.

The Retirement Plan of Flushing Bank

EIN / PN: 41-2231564 / 001

Attachment to 2023 Schedule SB (Form 5500)

Line 22 - Description of Weighted Average Retirement Age

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
			1	
55	4.00%	0.040000	0.960000	2.200000
56	4.50%	0.043200	0.916800	2.419200
57	5.00%	0.045840	0.870960	2.612880
58	6.00%	0.052258	0.818702	3.030941
59	7.00%	0.057309	0.761393	3.381241
60	8.00%	0.060911	0.700482	3.654688
61	10.00%	0.070048	0.630434	4.272939
62	15.00%	0.094565	0.535869	5.863032
63	20.00%	0.107174	0.428695	6.751944
64	30.00%	0.128608	0.300086	8.230941
65	100.00%	0.300086	0.000000	19.505615
				<hr/>
				<b>61.923421</b>

The Retirement Plan of Flushing Bank

EIN / PN: 41-2231564 / 001

Attachment to 2023 Schedule SB (Form 5500)

Line 22 - Description of Weighted Average Retirement Age

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64	30.00%	0.128608	0.300086	8.230941
65	100.00%	0.300086	0.000000	19.505615
				<hr/> <b>61.923421</b>

## Plan provisions

### *Flushing Bank*

<b>Earnings</b>	Base Earnings including amounts deferred under IRC Section 401(k). Compensation amounts are frozen as of September 30, 2006.
<b>Final Earnings</b>	The average annual compensation during the 36 consecutive calendar months within the final 120 consecutive calendar months of credited service producing the highest average.
<b>Service</b>	Service from the first day of the month employment begins.
<b>Credited Service</b>	Service from the date of plan participation. A participant may receive service for employment after age 25, which precedes eligibility to participate. Service may include prior full-time employment with any prior Participating Employer which is a mutual savings bank of New York, up to a maximum of 15 years. Credited Service accruals are frozen as of September 30, 2006.
<b>Form of Annuity</b>	The Normal Form of this benefit is a 50% Joint and Survivor for married participants and Straight Life Annuity for single participants. Participants can also elect a 100%, 50% Joint and Survivor Benefit or a 5, 10, or 15 Year Period Certain and Life Benefit. Additionally, participants may also elect a single lump sum payout not to exceed \$5,000.
<b>Normal Retirement Date</b>	The first day of the calendar month coincident with or next following the later of the date of attainment of age 65 and 5 years participation. However, a participant in the plan prior to October 1, 1988 will be eligible at age 65.
<b>Social Security</b>	
<i>Covered Compensation:</i>	Average of Taxable Wage Bases in effect during working lifetime; subject to the automatic increases under the current law.
<b>Participation Eligibility</b>	
<i>Eligible Employee:</i>	A salaried employee will become a participant on the first day of the calendar month coincident with or next following the

The Retirement Plan of Flushing Bank  
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date of attainment of age 21 and 1 year of eligibility service (1,000 hours within a year of employment).

*Excluded Employee:*

An hourly paid, contract, or leased employee is not eligible to be a participant in the plan.

Effective September 30, 2006 the plan has ceased benefit accruals. After September 30, 2006, no further employees are eligible to participate in the plan.

**Benefit Formula**

The sum of (i), (ii), (iii):

(i) 2.00% of Average Annual Earnings times credited service (prior to March 1, 1993, max of 30 years)

(ii) 1.60% of Average Annual Earnings times credited service (after February 28, 1993)

(iii) 0.45% of Average Annual Earnings in excess of Covered Compensation times credited service (after February 28, 1993)

The maximum amount of Credited Service recognized is 35 years.

The benefit may be offset for any accrued benefit from a prior Employer in which Credited Service is recognized under this plan.

**Early Eligibility**

A participant who at time of termination of service has completed 5 consecutive years of Vested Service, and met the Rule of 75 (attained age plus Vested Service with this Employer and any prior Participating Employer), will be eligible.

**Early Benefit Amount**

A participant who at time of termination of service has attained age 62 and completed 20 years of Vested Service and 5 years of Credited Service will receive an unreduced Normal Retirement Benefit accrued to date of termination of service.

A participant who at time of termination of service has completed 20 years of Vested Service and 5 years of Credited Service, but has not attained age 62, will receive the Normal Retirement Benefit accrued to date of termination of service reduced 0.25% for each month benefit payments commence prior to age 62, or if the reduction is less, actuarially for commencement of benefits prior to Normal Retirement Date.

In all other cases, the Normal Retirement Benefit accrued to date of termination of service, reduced 0.25% for each month benefit payments commence prior to Normal Retirement Date, or if the reduction is less, actuarially for commencement of benefits prior to Normal Retirement Date.

**Vested Benefit**

The Normal Retirement Benefit accrued to date of termination of service, reduced actuarially for commencement of benefits prior to Normal Retirement Date. Benefit payments can commence the earlier of when the participant would have been eligible for an Early Retirement Benefit or age 60.

**Preretirement Spouse Benefit**

*A. Eligibility:*

Has eligible surviving spouse or minor; Actively employed; Attained age 60 or met the rule of 65:

*Benefit Formula:*

The Normal, Early, or Vested Retirement Benefit, assuming the participant terminated employment at the date of death and elected a 100% Joint and Survivor Benefit is payable to the surviving spouse or, if there is no surviving spouse, their children, until the youngest child attains age 21.

*B. Eligibility:*

Did not meet the requirements above; actively employed; has an eligible surviving spouse and was eligible for a Vested Retirement Benefit:

*Benefit Formula:*

The Vested Retirement Benefit assuming the participant terminated employment at the date of death and elected a 50% Joint and Survivor Benefit is payable to the surviving spouse.

**Late Retirement**

Participants who begin receiving benefits after 70½ (MRD) receive an actuarially increased benefit.

The Retirement Plan of Flushing Bank  
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Form 5500 2023 Schedule SB, Part V – Summary of Plan Provisions

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*Atlantic Liberty*

<b>Earnings</b>	Regular compensation including commissions, bonuses, and overtime. Compensation amounts are frozen as of July 1, 2006.
<b>Final Earnings</b>	The average annual compensation during the 5 consecutive calendar years within the final 10 consecutive calendar years of participation producing the highest average. Final Earnings are frozen as of July 1, 2006.
<b>Vested Service</b>	One year of service for each plan year the participant completes 1000 hours of service.
<b>Credited Service</b>	One year of service for each plan year the participant completes 1000 hours of service. Credited Service accruals are frozen as of July 1, 2006.
<b>Form of Annuity</b>	The Normal Form of this benefit is a 50% Joint and Survivor for married participants and Single Life Annuity for single participants. Participants can also elect a 100%, 75%, or 50% Joint and Survivor Benefit. Additionally, participants eligible for an early retirement benefit or a normal retirement benefit at the time of termination may elect a single lump sum payout.
<b>Normal Retirement Date</b>	The first day of the plan year nearest the attainment of age 65.
<b>Social Security</b>	
<i>Covered Compensation:</i>	Average of Taxable Wage Bases in effect during working lifetime; subject to the automatic increases under the current law.
<b>Participation Eligibility</b>	
<i>Eligible Employee:</i>	An employee will become a participant on the first day of the plan year in which the employee attains age 21 and 1 year of eligibility service.
<b>Benefit Formula</b>	2.00% of Average Annual Earnings times credited service, max of 30 years.
<b>Early Eligibility</b>	A participant who at time of termination of service has attained age 55 and met the Rule of 65 will be eligible.

**Early Benefit Amount**

A participant who at time of termination of service has attained age 62 will receive an unreduced Normal Retirement Benefit accrued to date of termination of service.

In all other cases, the Normal Retirement Benefit accrued to date of termination of service, reduced 0.1667% for each month benefit payments commence prior to age 62, or if the reduction is less, actuarially for commencement of benefits to Normal Retirement Date.

**Vested Benefit**

The Normal Retirement Benefit accrued to date of termination of service times the vested percentage stated below, reduced actuarially for commencement of benefits prior to Normal Retirement Date.

<u>Vested Service</u>	<u>Vested Percentage</u>
7 or more years	100%
6 years but less than 7 years	80%
5 years but less than 6 years	60%
4 years but less than 5 years	40%
3 years but less than 4 years	20%

**Preretirement Spouse Benefit**

The preretirement death benefit is the proceeds from life insurance policies. If the participant is not insured, the Normal, Early, or Vested Retirement Benefit, assuming the participant terminated employment at the date of death and elected a 50% Joint and Survivor Benefit, is payable to the surviving spouse.

**Late Retirement**

Participants who begin receiving benefits after 70½ (MRD) receive an actuarially increased benefit.

# **The Retirement Plan of Flushing Bank**

**Financial Statements And Supplemental Schedules**

**As of and for the years ended  
September 30, 2024 and 2023**

# **The Retirement Plan of Flushing Bank**

## **Index to the Financial Statements and Supplemental Schedules**

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\* Other schedules required by 29 CFR 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 ("ERISA") have been omitted as they are not applicable.



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## INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator  
The Retirement Plan of Flushing Bank  
Uniondale, NY

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

We have performed audits of the financial statements of The Retirement Plan of Flushing Bank (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). The financial statements comprise the statements of net assets available for benefits as of September 30, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the statement of accumulated plan benefits as of September 30, 2023, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). 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 (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained certifications from qualified institutions as of September 30, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

### *Opinion*

In our opinion, based on our audits and 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); and
- the certified investment information in the accompanying financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by qualified institutions that management determined meet 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 available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for 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) Audits* 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 schedules of Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year) as of September 30, 2024 and Schedule H (Form 5500), Line 4j - 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 investment information in the supplemental schedules agrees to, or are derived from, in all material respects, the information prepared and certified by qualified institutions that management determined meet the requirements of ERISA Section 103(a)(3)(C).

*BDO USA, P.C.*

New York, New York

July 11, 2025

# The Retirement Plan of Flushing Bank

## Statements of Net Assets Available for Benefits

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	As of September 30,	
	2024	2023
	<i>(In thousands)</i>	
<b>Assets:</b>		
Investments, at fair value	\$ 19,101	\$ 17,745
<b>Net assets available for benefits</b>	<b>\$ 19,101</b>	<b>\$ 17,745</b>

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

## The Retirement Plan of Flushing Bank

### Statements of Changes in Net Assets Available for Benefits

---

	For the years ended September 30,	
	2024	2023
	<i>(In thousands)</i>	
Net appreciation in fair value of investments	\$ <u>2,742</u>	\$ <u>270</u>
<b>Total investment income</b>	<u>2,742</u>	<u>270</u>
Deductions:		
Benefits paid to participants	1,208	1,178
Administrative expenses	<u>178</u>	<u>140</u>
<b>Total deductions</b>	<u>1,386</u>	<u>1,318</u>
<b>Net increase (decrease)</b>	1,356	(1,048)
Net assets available for benefits at beginning of year	<u>17,745</u>	<u>18,793</u>
<b>Net assets available for benefits at end of year</b>	\$ <u><u>19,101</u></u>	\$ <u><u>17,745</u></u>

The accompanying notes are an integral part of this financial statement.

## The Retirement Plan of Flushing Bank Statement of Accumulated Plan Benefits

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	<b>As of September 30, 2023</b>
	<i>(In thousands)</i>
Actuarial present value of accumulated plan benefits	
Vested benefits:	
Participants currently receiving payments	\$ 11,062
Other participants	<u>6,089</u>
<b>Total vested benefits</b>	17,151
Nonvested benefits	<u>27</u>
<b>Total actuarial present value of accumulated plan benefits</b>	<b>\$ <u>17,178</u></b>

The accompanying notes are an integral part of this financial statement.

## The Retirement Plan of Flushing Bank

### Statement of Changes in Accumulated Plan Benefits

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		<b>For the twelve months ended September 30, 2023</b>
		<u>(In thousands)</u>
Actuarial present value of accumulated plan benefits, beginning of period	\$	18,882
Increase (decrease) during the year attributable to:		
Change in actuarial assumptions		(874)
Actuarial gain		(430)
Interest		778
Benefits paid during the year		(1,178)
<b>Net increase</b>		<u>(1,704)</u>
<b>Actuarial present value of accumulated plan benefits, end of period</b>	<b>\$</b>	<b><u>17,178</u></b>

The accompanying notes are an integral part of this financial statement.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

---

### 1. Description of the Plan

The following brief description of the Retirement Plan of Flushing Bank (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan agreement for a complete description of the Plan’s provisions.

#### a. Plan Freeze

Effective September 30, 2006, participation in and benefit accruals under the Plan were frozen. Compensation received after September 30, 2006 is not used in determining the future pension benefit.

#### b. General

The Plan is a defined benefit pension plan covering all full-time employees of Flushing Bank and subsidiaries (the “Bank”) who attained the age of 21 and completed at least one year of qualifying service prior to the plan being frozen on September 30, 2006. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

Effective March 31, 2023, Prudential Bank & Trust, FSB was merged into Empower Trust Company, LLC, an Empower affiliate, and all services performed by Prudential Bank & Trust, FSB were assumed by Empower Trust Company, LLC.

#### c. Pension Benefits

Employees who are covered by the Plan at normal retirement age (as defined) will be entitled to receive monthly retirement income (as defined). The Plan permits early retirement at five years of credited service provided the sum of the employee’s attained age and vested service with the employer and any other participating employer equals or exceeds seventy-five years. Participants may elect to receive their pension benefits in the form of various joint and survivor annuity options. If an active employee dies at age 60 or older, a death benefit equal to the value of the employee's accumulated pension benefits is paid to the employee's beneficiary. Active employees with at least ten years of vested service who become totally disabled receive annual disability benefits that are equal to the normal retirement benefits they have accumulated as of the time, they become disabled. Disability benefits are paid until normal retirement age, at which time disabled participants begin receiving normal retirement benefits computed as though they had been employed to normal retirement age with their annual compensation remaining the same as at the time they became disabled.

#### d. Vesting

A participant became 100 percent vested after five years of eligible service. The Plan does not allow for partial vesting.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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### 2. Summary of Significant Accounting Policies

#### a. Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting, in conformity with accounting principles generally accepted in the United States of America (“GAAP”).

#### b. Investment Valuation and Income Recognition

Investments in the Plan are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan’s Investment Committee determines the Plan’s valuation policies utilizing information provided by Empower Trust Company, LLC. See Notes 5 and 6 of the Notes to Financial Statements for more information. Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

The Plan presents in the statements of changes in net assets available for benefits, the net appreciation in fair value of investments, which consists of net investment income along with realized and unrealized losses. The Plan’s gains and losses include investments bought and sold as well as held during the year.

#### c. Expenses

Administrative expenses may be paid by the Bank at its discretion in its capacity as the Plan Administrator. Expenses that are paid directly by the Bank are excluded from these financial statements. In addition, certain investment-related expenses are included in net appreciation of fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

#### d. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, attributable under the Plan’s provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are based upon the average of the highest three years, within the last ten years, of salary before the earlier of the participant’s retirement or the date the Plan was frozen.

Benefits payable under all circumstances (retirement, disability, death and termination of employment) are included to the extent that they are deemed attributable to employee service rendered up to the valuation date.

The actuarial present value of accumulated plan benefits is the 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, withdrawal, or retirement) between the valuation date and the expected date of payments.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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The significant actuarial assumptions used in the valuation as of September 30, 2023 and 2022 are as follows:

Assumed rate of return -	4.75% (for 2023), 4.25% (for 2022).
Mortality rates -	The Pri- 2012 Total Dataset mortality table with Scale MP-2021 (for 2023 and 2022).
Retirement age -	Active participants are expected to retire between the ages of 55 and 65 (for 2023 and 2022).

The foregoing actuarial assumptions were 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. See Note 1a regarding Plan freeze effective September 30, 2006. The computations of the actuarial present value of accumulated plan benefits were made as of October 1, 2023 and 2022, had the valuations been performed as of September 30, there would be no material differences.

**e. Use of Estimates**

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, 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. These significant estimates include accumulated plan benefits and fair value of the investments. Actual results could differ from those estimates.

**f. Risks and Uncertainties**

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

At September 30, 2024, the Plan is invested in four investment funds. These investments are exposed to various risks, such as interest rate, market and credit risk. Due to the level of risk associated with certain investment securities in which these funds may invest, and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term could occur and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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**g. Payment of Benefits**

Payments of benefits to participants are recorded upon distribution.

**3. Funding Policy**

The Plan's funding policy is for the Bank to make annual contributions in amounts sufficient to meet the annual minimum funding standards prescribed by ERISA and the Internal Revenue Code. Additional amounts may be contributed but only to the extent permitted by ERISA. The Bank did not make a contribution for the Plan years ended September 30, 2024 and 2023 because the Bank elected to apply prior year credits that were available. The Bank does not expect to make a contribution during the plan year ending September 30, 2025. The annual minimum funding standards of ERISA were met as of September 30, 2024 and 2023.

Although it has not expressed any intention to do so, the Bank has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

**4. Investment Information Prepared and Certified**

Effective April 1, 2022, Empower Annuity Insurance Company of America (EAICA), formerly known as Great-West Life & Annuity Insurance Company, the parent company of Empower Retirement, LLC (Empower) acquired the full-service retirement business of Prudential Financial, Inc. In connection with the transaction, EAICA acquired all shares of the following entities, which are no longer affiliated with Prudential Financial, Inc.: Prudential Retirement Insurance and Annuity Company ("PRIAC"); Prudential Bank & Trust, FSB; Global Portfolio Strategies, Inc.; TBG Insurance Services Corporation; MC Insurance Agency Services, LLC; and Mullin TBG Insurance Agency Services, LLC. On October 3, 2022, Prudential Retirement Insurance and Annuity Company was renamed Empower Annuity Insurance Company ("EAIC").

The Plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the investments and the related investment income in the Plan except for comparing such information certified by PRIAC, Empower Trust Company LLC and EAICA to information included in the Plan's financial statements and supplemental schedules. From October 1, 2023 through December 31, 2023 information was certified by PRIAC and Empower Trust Company, LLC. From January 1, 2024 through September 30, 2024 information was certified by EAICA and Empower Trust Company, LLC. PRIAC, EAICA, and Empower Trust Company, LLC have certified the following data included in the financial statements, and the supplemental schedules on pages 19 and 20, are complete and accurate.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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	As of September 30,	
	2024	2023
	<i>(In thousands)</i>	
Investments, at fair value	\$ 19,101	\$ 17,745

	For the year ended	
	September 30,	
	2024	2023
	<i>(In thousands)</i>	
Net appreciation in fair value of investments	\$ 2,742	\$ 270

### 5. Investments Allocation

The Plan's long-term investment objectives are to maintain assets at a level that will sufficiently cover long-term obligations and to generate a return on Plan assets that will meet or exceed the rate at which long-term obligations will grow. Adjustments to this mix are made periodically based on current capital market conditions and Plan funding levels. The Plan's asset allocation are as follows:

	Fair Value at September 30,			
	2024	% of Net Assets	2023	% of Net Assets
	<i>(Dollars in thousands)</i>			
Prudential Short-Term	\$ 285	1.5 %	\$ 283	1.7 %
Pru Long Corporate Bond	3,725	19.5	3,468	19.5
Long Duration Bond /IR & M Fund	4,690	24.6	4,157	23.4
PIMCO Investment Grade Corp Bd Instl	10,401	54.4	9,837	55.4
Total	<u>\$ 19,101</u>	<u>100.0 %</u>	<u>\$ 17,745</u>	<u>100.0 %</u>

### 6. Fair Value Measurements

Financial assets reported at fair value are required to be measured based on the three levels of the fair value hierarchy described below:

Level 1 – where quoted market prices are available in an active market.

Level 2 – when quoted market prices are not available, fair value is estimated using quoted market prices for similar financial instruments and adjusted for differences between the quoted instrument and the instrument being valued. Fair value can also be estimated by using pricing models, or discounted cash flows. Pricing models primarily use market-based or independently sourced market parameters as inputs, including, but not limited to, yield curves, interest rates, equity or

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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debt prices, and credit spreads. In addition to observable market information, models also incorporate maturity and cash flow assumptions.

Level 3 – when there is limited activity or less transparency around inputs to the valuation, financial instruments.

The following table sets forth the Plan’s assets that are carried at fair value on a recurring basis, and the method that was used to determine their fair value.

	<b>At September 30, 2024</b>			<b>Total</b>
	<u>(Level 1)</u>	<u>(Level 2)</u>	<u>(Level 3)</u>	
	(In thousands)			
Assets at fair value:				
Mutual funds	\$ 10,401	\$ -	\$ -	\$ 10,401
Pooled Separate Accounts*	<u>-</u>	<u>-</u>	<u>-</u>	<u>8,700</u>
Total assets at fair value	<u>\$ 10,401</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 19,101</u>

  

	<b>At September 30, 2023</b>			<b>Total</b>
	<u>(Level 1)</u>	<u>(Level 2)</u>	<u>(Level 3)</u>	
	(In thousands)			
Assets at fair value:				
Mutual funds	\$ 9,837	\$ -	\$ -	\$ 9,837
Pooled Separate Accounts*	<u>-</u>	<u>-</u>	<u>-</u>	<u>7,908</u>
Total assets at fair value	<u>\$ 9,837</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 17,745</u>

\*Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in the preceding tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

The following is a description of the valuation techniques applied to the Plan’s major category of assets measured at fair value is as follows. There have been no changes in the methodologies used at September 30, 2024 and 2023.

Mutual funds – (Level 1) Valued at the net asset value (quoted market prices) of shares held by the plan at September 30, 2024 and 2023. The mutual funds by the Plan are actively traded.

Pooled Separate Accounts – Valued as determined by the investment manager and is based on the value of the underlying assets held less liabilities at September 30, 2024 and 2023. These are measured at net asset value per unit (or the equivalent) under the practical expedient with future redemption dates.

# The Retirement Plan of Flushing Bank

## Notes to Financial Statements

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The fair values of the Plan's investments in pooled separate accounts are calculated each business day. All investments can be redeemed on a daily basis without restriction. There are no unfunded commitments relating to the Plan's investments.

### 7. Plan 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. 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 the Plan provisions in effect at any time during the five years preceding Plan termination.
- b. Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC"), a U.S. Government entity, up to the applicable limitations (discussed below).
- c. All other vested benefits (that is, vested benefits not insured by the PBGC).
- d. 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 pension. However, the PBGC does not guarantee all types of benefits under the Plan and the amount of benefits 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.

Whether all participants receive their benefits 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 Bank and the level of benefits guaranteed by the PBGC.

### 8. Related Party and Party-in-Interest Transactions

During the Plan years ended September 30, 2024 and 2023, funds were managed by EAIC and PRIAC. Therefore, both were considered a party in interest. As described in Note 2, the Plan Sponsor paid certain expenses related to plan operations and investment activity to various service providers. These transactions are party-in-interest transactions, which are exempt from prohibited transaction rules under ERISA.

# **The Retirement Plan of Flushing Bank**

## **Notes to Financial Statements**

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### **9. Federal Income Tax Status**

The Plan obtained its latest determination letter on October 6, 2015, in which the Internal Revenue Service states that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code (“IRC”). The Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements.

GAAP requires 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 Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

### **10. Subsequent Events**

The Plan Administrator has performed an evaluation of events that have occurred subsequent to September 30, 2024, and through July 11, 2025 (the date these financial statements were available to be issued). There have been no material subsequent events that occurred during such period that would require disclosure in these financial statements, as of or for the year ended September 30, 2024.

**The Retirement Plan of Flushing Bank**  
**EIN 41-2231564**  
**Plan No. 001**  
**Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)**  
**September 30, 2024**

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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
			<i>(In thousands)</i>	
*	Empower Annuity Insurance Company	Pru Long Corporate Bond	\$ 3,732	\$ 3,725
*	Empower Annuity Insurance Company	Long Duration Bond/IR& M Fund	4,279	4,690
	PIMCO	PIMCO Investment Grade Corp Bd Instl	10,907	10,401
*	Empower Annuity Insurance Company	Prudential Short-Term	284	285
			<u>\$ 19,202</u>	<u>\$ 19,101</u>

\* Party-in-interest to the Plan

**The Retirement Plan of Flushing Bank**

**EIN 41-2231564**

**Plan No. 001**

**Schedule H (Form 5500), Line 4j – Schedule of Reportable Transactions**

**September 30, 2024**

(a) Identity of party involved	(b) Description of asset (include interest rate and maturity in case of loan)	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expenses incurred with transaction	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain or (loss)
Series of Transactions in the Same Security Exceeding 5% of Plan Assets <i>(In thousands)</i>								
* Empower Annuity Insurance Company	Prudential Short-Term	\$ 1,399	\$ -	\$ -	\$ -	\$ 1,399	\$ 1,399	\$ -
		\$ -	\$ 1,406	\$ -	\$ -	\$ 1,398	\$ 1,406	\$ 8

\* Party-in-interest to the Plan

## Shortfall amortization

The prior year amortization values and the development of the amortization for the current plan year are shown below.

### Prior year amortization amounts

<u>Plan year</u>	<u>Installment</u>	<u>Years remaining</u>	<u>Present value</u>
2022	\$9,525	14	\$99,196
2021		n/a	
2020		n/a	
2019		n/a	
Total	\$9,525		\$99,196

### Current year amortization

1. Exemption from current year amortization	No
2. Funding shortfall to be amortized	\$711,287
3. Present value of prior year amortization installments	99,196
4. Current year amortization base [2 – 3]	612,091
5. Current year amortization installment	\$56,056

### Net shortfall amortization installment

6. Current year amortization installment	\$56,056
7. Sum of prior year amortization installments	\$9,525
8. Net shortfall amortization installment [6 + 7, not less than \$0]	\$65,581

## **Changes since last year's valuation**

### **Changes in pension plan provisions**

No changes in the pension plan provisions were recognized with this actuarial valuation.

### **Legislated changes**

There were no legislative changes recognized with this actuarial valuation.

### **Changes in actuarial assumptions**

Estimated expenses have been changed from \$150,000 paid out of plan assets within the 2022 plan year to \$125,000 of assumed expenses to be paid out of plan assets within the 2023 plan year.

The discount rate for ASC 960 purposes and investment return was changed from 4.25% to 4.75%.

### **Changes in actuarial methods**

No changes in actuarial methods were recognized with this actuarial valuation.