

<p>Form 5500</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p>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>▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p>This Form is Open to Public Inspection</p>
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Part I Annual Report Identification Information
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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>1a Name of plan <u>WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>009</u></p>
<p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>WEC ENERGY GROUP, INC.</u></p> <p><u>231 W. MICHIGAN STREET, P409</u> <u>MILWAUKEE, WI 53203</u></p>	<p>1c Effective date of plan <u>01/01/1962</u></p> <p>2b Employer Identification Number (EIN) <u>39-1391525</u></p> <p>2c Plan Sponsor's telephone number <u>414-221-3131</u></p> <p>2d Business code (see instructions) <u>221100</u></p>

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	08/06/2025	LISA R. GEORGE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	5662
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	2252
	6a(2)	2143
	6b	2005
	6c	743
	6d	4891
	6e	573
	6f	5464
	6g(1)	
	6g(2)	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1A 1C 1E 3H

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

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input 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)

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **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.

A Name of plan <u>WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN</u>	B Three-digit plan number (PN) ▶	<u>009</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>WEC ENERGY GROUP, INC.</u>	D Employer Identification Number (EIN) <u>39-1391525</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>1184211539</u>
	b Actuarial value	2b	<u>1245483544</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>2638</u>	<u>487906813</u>
	b For terminated vested participants	<u>782</u>	<u>115197753</u>
	c For active participants	<u>2252</u>	<u>403410471</u>
	d Total	<u>5672</u>	<u>1004586555</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>5.17 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>13686328</u>
	b Expected plan-related expenses	6b	<u>2024000</u>
	c Target normal cost	6c	<u>15710328</u>

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

SIGN HERE Signature of actuary <u>JOSHUA J FLOWERS</u> Type or print name of actuary <u>WILLIS TOWERS WATSON US LLC</u> Firm name <u>111 E. KILBOURN AVE.</u> <u>SUITE 1850</u> <u>MILWAUKEE, WI 53202</u> Address of the firm	<u>07/09/2025</u> Date <u>23-07668</u> Most recent enrollment number <u>262-780-3351</u> Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	118363178	124138059
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	118363178	124138059
10	Interest on line 9 using prior year's actual return of <u>8.16</u> %	9658435	10129666
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.24</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	128021613	134267725

Part III Funding Percentages			
14	Funding target attainment percentage	14	97.68 %
15	Adjusted funding target attainment percentage	15	123.74 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	114.45 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

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

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

20 Quarterly contributions and liquidity shortfalls:

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

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

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

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

Part V Assumptions Used to Determine Funding Target and Target Normal Cost			
21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)			21b 0
22 Weighted average retirement age			22 63
23 Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

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

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

Part VIII Minimum Required Contribution For Current Year			
31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)			31a 15710328
b Excess assets, if applicable, but not greater than line 31a			31b 0
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment.....	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount			33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....			34 15710328
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	15710328	0	15710328
36 Additional cash requirement (line 34 minus line 35)			36 0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)			37 0
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)			38a 0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....			38b 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. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021			

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN	B Three-digit plan number (PN) ▶	009
C Plan sponsor's name as shown on line 2a of Form 5500 WEC ENERGY GROUP, INC.	D Employer Identification Number (EIN) 39-1391525	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14 15 17 38 49	NONE	520819	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 17 49	NONE	263286	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

WEC BUSINESS SERVICES LLC

26-0392491

(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?
14 35	PLAN SPONSOR	82942	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

REINHART BOERNER VAN DEUREN

39-1126909

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	NONE	31267	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

CLIFTONLARSONALLEN LLP

41-0746749

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	NONE	20137	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

(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.

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

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

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

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

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

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN</u>	B Three-digit plan number (PN)	<u>009</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>WEC ENERGY GROUP, INC.</u>	D Employer Identification Number (EIN) <u>39-1391525</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>WEC ENERGY GROUP MASTER RETIREMENT</u>		
b Name of sponsor of entity listed in (a): <u>WEC ENERGY GROUP, INC.</u>		
c EIN-PN <u>39-6036268-048</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1275750000</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN	B Three-digit plan number (PN) ▶ 009
C Plan sponsor's name as shown on line 2a of Form 5500 WEC ENERGY GROUP, INC.	D Employer Identification Number (EIN) 39-1391525

Part I	Asset and Liability Statement
---------------	--------------------------------------

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	1301886000	1275750000
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	1301886000	1275750000
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	1301886000	1275750000

Part II Income and Expense Statement

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

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

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		67276000
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		67276000

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	91851000	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		91851000
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	83000	
(2) Contract administrator fees	2i(2)	521000	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	31000	
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	323000	
(8) Legal fees	2i(8)	31000	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)	572000	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1561000
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		93412000

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-26136000
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: CLIFTONLARSONALLEN LLP

(2) EIN: 41-0746749

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
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	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 547456.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN</u>	B Three-digit plan number (PN) ▶	<u>009</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>WEC ENERGY GROUP, INC.</u>	D Employer Identification Number (EIN) <u>39-1391525</u>	

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
---	---	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 04-3275867

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

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	116
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Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

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

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: 27.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 46.0 %
 High-Yield Debt: 1.0 % Real Assets: 9.0 % Cash or Cash Equivalents: 3.0 % Other: 14.0 %

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 _____.

**WEC ENERGY GROUP
RETIREMENT ACCOUNT PLAN
FINANCIAL STATEMENTS
YEARS ENDED DECEMBER 31, 2024 AND 2023**



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INDEPENDENT AUDITORS' REPORT

Plan Administrator
WEC Energy Group
Retirement Account Plan
Milwaukee, Wisconsin

Report on the Audit of the Financial Statements

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

We have performed audits of the accompanying financial statements of WEC Energy Group Retirement Account Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years 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 WEC Energy Group Retirement Account 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 Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of WEC Energy Group Retirement Account 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 accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the WEC Energy Group Retirement Account 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 WEC Energy Group Retirement Account Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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



CliftonLarsonAllen LLP

Racine, Wisconsin
July 31, 2025

**WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2024 AND 2023
(IN THOUSANDS)**

	2024	2023
ASSETS		
INVESTMENT IN MASTER TRUST	\$ 1,275,750	\$ 1,301,886
LIABILITIES		
AMOUNTS RELATED TO OBLIGATION OF 401(h) ACCOUNT	115,687	123,386
NET ASSETS AVAILABLE FOR BENEFITS	\$ 1,160,063	\$ 1,178,500

See accompanying Notes to Financial Statements.

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2024 AND 2023
(IN THOUSANDS)

	2024	2023
ADDITIONS TO NET ASSETS ATTRIBUTED TO:		
NET INVESTMENT INCOME FROM MASTER TRUST	\$ 61,032	\$ 92,139
Total Additions	61,032	92,139
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:		
BENEFITS PAID TO PARTICIPANTS	77,979	86,471
ADMINISTRATIVE EXPENSES	1,490	1,477
Total Deductions	79,469	87,948
NET INCREASE (DECREASE) IN NET ASSETS AVAILABLE FOR BENEFITS	(18,437)	4,191
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of Year	1,178,500	1,174,309
End of Year	\$ 1,160,063	\$ 1,178,500

See accompanying Notes to Financial Statements.

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023
(AMOUNTS IN THOUSANDS)

NOTE 1 DESCRIPTION OF THE PLAN

The following description of the WEC Energy Group Retirement Account Plan (the Plan) is for general information purposes only. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. Participants should refer to the Plan document for a complete description of the Plan's provisions.

General

The Plan is a noncontributory defined benefit pension plan that applies to eligible employees who are not participants in another defined benefit pension plan, and who have completed at least 1,000 service hours during a 12-month period. The Plan is maintained by WEC Energy Group, Inc. (WEC or the Company).

Eligibility under the Plan is frozen for newly hired administrative employees and certain union groups.

Plan Sponsor

WEC is the Plan sponsor.

Plan Administration

The WEC Employee Benefits Committee, which consists of Company employees, is responsible for administration of the Plan. The assets of the Plan are maintained in the WEC Energy Group Master Retirement Trust (the Trust or Master Trust). The Trust is administered by the WEC Investment Trust Policy Committee, which consists of Company employees.

The assets of the Plan are commingled in the Trust with the assets of one other employee benefit plan of the Company. The Plan's investments represent an undivided interest in the Master Trust investment portfolio for which The Northern Trust Company (Northern Trust or The Trustee) serves as the Plan's qualified institution.

Contributions

Contributions to provide benefits are made solely by the Company. Company contributions are based on a determination by the Plan's actuary and are in accordance with the Plan requirements and the minimum funding requirements of ERISA. The Company's contributions for 2024 and 2023 complied with the minimum funding requirements of ERISA.

Benefits

The Plan is a cash balance plan which is a type of defined benefit plan that expresses participants' accrued benefits in terms of hypothetical cash balance accounts. Special provisions in the Plan allow certain participants to receive benefits calculated for participation under a traditional defined benefits plan at the date of retirement if such benefits are greater than benefits calculated under the Plan.

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023
(AMOUNTS IN THOUSANDS)

NOTE 1 DESCRIPTION OF THE PLAN (CONTINUED)

Benefits (Continued)

Specific retirement benefit formulas can be found in the individual summary plan descriptions for each participant group. Normal retirement is generally age 65 and many of the different provisions offer early retirement options. Benefits under the provisions of the Plan become fully vested at the time the participant has completed one year of vesting service or attained normal retirement age.

Provided the Plan is funded above 80% as defined under the Pension Protection Act, participants may elect to receive the value of their accumulated plan benefits as a lump-sum distribution, and all participant groups are offered different annuity options for benefit payments upon retirement.

Most vested participants who terminate for any reason other than death are entitled to the monthly vested benefit beginning on the normal retirement date in the amount of the accrued benefit. If the value of the participant's accrued benefit is less than \$1,000, the participant is paid a lump-sum payment. Benefits payable prior to normal retirement date may be reduced for early commencement. If a participant dies, the surviving spouse, or nonspouse beneficiary in some groups, may be eligible for reduced benefit payments.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements have been prepared in accordance with the accrual basis of accounting.

Use of Estimates

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

Investment Valuation and Income Recognition

Investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

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

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023
(AMOUNTS IN THOUSANDS)

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Benefit Payments

Benefit payments to participants and their beneficiaries are recorded upon distribution.

Administrative Expenses

The Plan's Trustee, investment manager, legal, audit, consulting, administrative and actuarial fees, and Pension Benefit Guaranty Corporation (PBGC) premiums were paid by the Plan to the extent permitted by applicable regulations. All other administrative costs are paid by the Company and its subsidiaries. Since such costs are not paid from Plan assets they have been excluded from the accompanying financial statements.

Allocation of Master Trust Investment Income

All income and expenses related to the Master Trust investments are allocated monthly by the Trustee based on the number of units of the Master Trust investments held by the Plan at the end of each month. A portion of the Master Trust income and expense is then allocated to each plan (see Note 3).

Subsequent Events

Plan management has evaluated subsequent events and transactions for potential recognition or disclosure in the financial statements through July 31, 2025, the date the financial statements were available to be issued, and is not aware of any subsequent events that would require recognition or disclosure.

NOTE 3 INVESTMENT IN MASTER TRUST

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Certain information related to investments disclosed in the accompanying financial statements and as shown below, including investment in Master Trust held at December 31, 2024 and 2023, and net investment income (loss) from Master Trust for the years ended December 31, 2024 and 2023, with the exception of collateral received for securities lending and related income (total fair value of \$195,990 and \$194,071 at December 31, 2024 and 2023, respectively, and total income of \$312 and \$376 for the years ended December 31, 2024 and 2023, respectively, in the Master Trust) and private equity limited partnerships (total fair value of \$161,363 and \$150,200 at December 31, 2024 and 2023, respectively, and total income of \$14,381 and \$12,059 for the years ended December 31, 2024 and 2023, respectively), was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by Northern Trust, the qualified institution of the Plan.

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023
(AMOUNTS IN THOUSANDS)

NOTE 3 INVESTMENT IN MASTER TRUST (CONTINUED)

As described in Note 1, the Plan's assets are included in the Master Trust. The net assets of the Master Trust and the Plan's interest in the Master Trust balances as of December 31 is as follows:

	2024		2023	
	Master Trust Balances	Plan Interest in Master Trust Balances	Master Trust Balances	Plan Interest in Master Trust Balances
INVESTMENTS (AT FAIR VALUE)				
Cash Equivalents	\$ 1,465	\$ 1,327	\$ 657	\$ 594
Common Collective Funds	241,040	217,979	242,951	219,611
Common Stocks	88,026	79,604	90,182	81,518
Corporate Debt	256,873	232,297	265,649	240,128
Government Debt	397,116	359,123	412,731	373,080
Partnerships	294,016	265,887	287,571	259,944
Registered Investment Companies	93,179	84,264	92,912	83,986
Real Estate	48,233	43,618	49,612	44,846
Investment of Collateral	195,990	177,239	194,071	175,427
Total Investments	1,615,938	1,461,338	1,636,336	1,479,134
OTHER TRUST ASSETS				
Accrued Income	6,300	5,697	6,041	5,461
Pending Trades and Other Receivables	5,483	4,958	6,745	6,097
Total Other Trust Assets	11,783	10,655	12,786	11,558
PAYABLES				
Payable Under Securities Loan Agreement	(195,990)	(177,239)	(194,071)	(175,427)
Pending Trades and Other Payables	(20,920)	(19,004)	(14,685)	(13,379)
Total Payables	(216,910)	(196,243)	(208,756)	(188,806)
NET ASSETS OF THE MASTER TRUST	\$ 1,410,811	\$ 1,275,750	\$ 1,440,366	\$ 1,301,886

Master Trust net investment income for the years ended December 31 is as follows:

	2024	2023
Interest, Dividends, and Other Income	\$ 38,803	\$ 33,055
Administrative Expenses	(2,212)	(2,079)
Net Appreciation in Fair Value of Investments	37,860	82,499
Net Investment Income from Master Trust	\$ 74,451	\$ 113,475
Plan Interest in Master Trust	\$ 61,032	\$ 92,139

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023
(AMOUNTS IN THOUSANDS)

NOTE 4 FAIR VALUE MEASUREMENTS

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

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

Level 2 – Inputs to the valuation methodology include inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Cash Equivalents: Valued at cost, which approximates fair value based on the fair value of the fund's underlying investments.

Common Collective Funds: Valued at cost which approximates fair value or at the net asset value (NAV) of units of the bank collective trust. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. If the Master Trust initiates a full redemption of the collective trust, the issuer reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023
(AMOUNTS IN THOUSANDS)

NOTE 4 FAIR VALUE MEASUREMENTS (CONTINUED)

Common Stocks: Valued at the closing price reported on the active market on which the individual securities are traded.

Corporate and Government Debt and Investment of Collateral: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote is available.

Partnerships and Real Estate: Valued using evaluations (a good faith opinion as to what a buyer in the marketplace would pay for a security-typically in an institutional round lot – in a current sale), based on proprietary models, or based on the NAV. The NAV is used as a practical expedient to estimate fair value. Certain partnerships have terms that range from 12 – 15 years. Partnerships are typically structured as closed-end, commitment-based investment funds where the Master Trust commits a specified amount of capital upon inception of the fund (i.e., committed capital) which is then drawn down over a specified period of the fund's life. A majority of these funds then seek to invest in lower middle-sized companies.

Registered Investment Companies: Valued at the daily closing price as reported by the fund. Funds held by the Master Trust are open-end funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The funds held by the Master Trust are deemed to be actively traded. There is one Registered Investment Company where NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liability. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. If the Plan initiates a full redemption of the investment, the issuer reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023
(AMOUNTS IN THOUSANDS)

NOTE 4 FAIR VALUE MEASUREMENTS (CONTINUED)

The following tables set forth by level, within the fair value hierarchy, the Master Trust's assets at fair value as of December 31:

	2024			
	Level 1	Level 2	Level 3	Total
Common Stocks	\$ 88,026	\$ -	\$ -	\$ 88,026
Corporate Debt	-	256,873	-	256,873
Government Debt	-	397,116	-	397,116
Registered Investment				
Companies	79,850	-	-	79,850
Investment of Collateral	-	195,990	-	195,990
Total Investments in the Fair Value Hierarchy	<u>\$ 167,876</u>	<u>\$ 849,979</u>	<u>\$ -</u>	1,017,855
Investments Measured at NAV				<u>598,083</u>
Total Investments at Fair Value				<u>\$ 1,615,938</u>
	2023			
	Level 1	Level 2	Level 3	Total
Common Stocks	\$ 90,182	\$ -	\$ -	\$ 90,182
Corporate Debt	-	265,649	-	265,649
Government Debt	-	412,731	-	412,731
Registered Investment				
Companies	79,274	-	-	79,274
Investment of Collateral	-	194,071	-	194,071
Total Investments in the Fair Value Hierarchy	<u>\$ 169,456</u>	<u>\$ 872,451</u>	<u>\$ -</u>	1,041,907
Investments Measured at NAV				<u>594,429</u>
Total Investments at Fair Value				<u>\$ 1,636,336</u>

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023
(AMOUNTS IN THOUSANDS)

NOTE 4 FAIR VALUE MEASUREMENTS (CONTINUED)

Fair Value of Investments that Use NAV

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2024:

<u>Investment Description</u>	<u>Primary Investment Holdings</u>	<u>Dollar Value of Interest</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>	<u>Unfunded Commitments</u>
Investments in Short-Term Funds:					
Cash Equivalents	Cash	<u>\$ 1,465</u>	Daily	None	<u>\$ -</u>
Investments in Registered Investment Funds:					
Index Fund	Common Stock	<u>\$ 13,329</u>	Daily	None	<u>\$ -</u>
Investments in Common Collective Funds:					
Equity Funds:					
Index Funds	Common Stock	\$ 201,665	Daily	None	\$ -
Short-Term Fund:					
Short-Term Invnt Fund	Cash	<u>39,375</u>	Daily	None	<u>-</u>
Total Investments in Common Collective Funds		<u>\$ 241,040</u>			<u>\$ -</u>
Investments in Partnerships and Real Estate:					
Bailard Real Estate Investment Trust	Real Estate	\$ 48,233	Quarterly	30 Days	\$ -
RCP Fund IX, LP	Private Equity	4,498	None	None	-
RCP Multi Strategy	Private Equity	6,205	None	None	4,370
Everwest GWL	Real Estate	16,669	Quarterly	85 Days	-
Commonfund Capital	Private Equity	82,784	None	None	33,294
Neuberger Berman	Private Equity	20,244	None	None	6,300
GCM Grosvenor	Private Equity	47,633	None	None	15,318
Invesco Core Real Estate	Real Estate	37,302	Quarterly	45 Days	-
LGIMA Long Duration	Fixed Income	49,847	Daily	None	-
Clarion Lion Properties Fund	Real Estate	<u>28,834</u>	Quarterly	90 Days	<u>-</u>
Total Investments in Partnerships and Real Estate		<u>\$ 342,249</u>			<u>\$ 59,282</u>

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
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(AMOUNTS IN THOUSANDS)

NOTE 4 FAIR VALUE MEASUREMENTS (CONTINUED)

Fair Value of Investments that Use NAV (Continued)

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2023:

<u>Investment Description</u>	<u>Primary Investment Holdings</u>	<u>Dollar Value of Interest</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>	<u>Unfunded Commitments</u>
Investments in Short-Term Funds:					
Cash Equivalents	Cash	<u>\$ 657</u>	Daily	None	<u>\$ -</u>
Investments in Registered Investment Funds:					
Index Fund	Common Stock	<u>\$ 13,638</u>	Daily	None	<u>\$ -</u>
Investments in Common Collective Funds:					
Equity Funds:					
Index Funds	Common Stock	\$ 200,984	Daily	None	\$ -
Short-Term Fund:					
Short-Term Invnt Fund	Cash	<u>41,967</u>	Daily	None	<u>-</u>
Total Investments in Common Collective Funds		<u>\$ 242,951</u>			<u>\$ -</u>
Investments in Partnerships and Real Estate:					
Bailard Real Estate Investment Trust	Real Estate	\$ 49,612	Quarterly	30 Days	\$ -
RCP Fund IX, LP	Private Equity	4,777	None	None	-
RCP Multi Strategy	Private Equity	5,169	None	None	5,262
Everwest GWL	Real Estate	16,964	Quarterly	85 Days	-
Commonfund Capital	Private Equity	74,470	None	None	33,246
Neuberger Berman	Private Equity	23,861	None	None	6,300
GCM Grosvenor	Private Equity	41,923	None	None	12,298
Invesco Core Real Estate	Real Estate	39,824	Quarterly	45 Days	-
LGIMA Long Duration	Fixed Income	50,844	Daily	None	-
Clarion Lion Properties Fund	Real Estate	<u>29,739</u>	Quarterly	90 Days	<u>-</u>
Total Investments in Partnerships and Real Estate		<u>\$ 337,183</u>			<u>\$ 57,106</u>

NOTE 5 SECURITIES LENDING

The Plan has securities lending arrangements for certain Master Trust assets managed by Northern Trust. Under these arrangements, certain investment securities are loaned to investment brokers (the Borrowers) for a fee. Securities loaned are fully collateralized. The Borrowers are required to maintain the collateral at not less than 100% of the market value of the loaned securities. At December 31, 2024 and 2023, \$191,532 and \$189,148, respectively, of equity and fixed income securities in Master Trust investments were on loan under the securities lending arrangements. Cash and noncash collateral held at December 31, 2024 and 2023 was \$195,990 and \$194,071, respectively. Cash and noncash collateral provided by the Borrowers was invested in the Northern Trust Collective Securities Lending Core Short Term Investment Fund. Securities loaned continue to be listed as Plan and Master Trust investments. Interest earned on securities lending arrangements totaled \$312 and \$376 for 2024 and 2023, respectively.

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023
(AMOUNTS IN THOUSANDS)

NOTE 6 POSTRETIREMENT MEDICAL BENEFITS

The Plan includes a medical-benefit component, in addition to normal retirement benefits, to fund a portion of the Company's postretirement obligations for retirees and their beneficiaries in accordance with Section 401(h) of the Internal Revenue Code (the IRC). A separate account has been established and maintained in the Plan's trust for the net assets related to the medical-benefit component (the 401(h) account). In accordance with IRC Section 401(h), the Plan's investments in the 401(h) account may not be used for, or diverted to, any purpose other than providing health benefits for retirees and their beneficiaries. Any assets transferred to the 401(h) account from the defined benefit pension plan, in a qualified transfer of excess pension plan assets (and any income allocable thereto) that are not used during the plan year, must be transferred out of the account to the pension plan. The related obligations for health benefits are not included in this Plan's financial statements, but are reflected as obligations in the financial statements of the Company's health and welfare benefit plans. Plan participants do not contribute to the 401(h) account. Employer contributions to the 401(h) account are determined annually and are at the discretion of the Company. As of December 31, 2024 and 2023, \$115,687 and \$123,386, respectively, of the Plan's investment in the Master Trust is restricted to fund a portion of postretirement health benefits for retirees and their beneficiaries in accordance with IRC Section 401(h). The activity of the 401(h) account is not included in the Plan's activity as shown in the statements of changes in net assets available for benefits.

NOTE 7 ACCUMULATED PLAN BENEFITS

Accumulated plan benefits represent the actuarial present value of those estimated future benefits that are attributable to employee service rendered to December 31. Accumulated plan benefits include future benefits expected to be paid to or for (i) currently retired or terminated employees and their beneficiaries and dependents and (ii) active employees and their beneficiaries and dependents after retirement from services. Prior to an active employee's full eligibility date, the accumulated plan benefits are the portion of the expected accumulated plan benefits that is attributed to that employee's service rendered to the valuation date.

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

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023
(AMOUNTS IN THOUSANDS)

NOTE 7 ACCUMULATED PLAN BENEFITS (CONTINUED)

The significant actuarial assumptions used in the valuation as of December 31, 2023 were as follows:

Average Retirement Age	Graded retirement ages 55 through 70 with an average retirement age of 63 years.
Mortality Rate	For healthy lives, Pri-2012 benefit weighted healthy annuitant (retiree and contingent) and non-annuitant mortality tables (with blue and white collar adjustments for union and nonunion employees respectively). For disabled lives, Pri-2012 benefit weighted disabled mortality table. Mortality rates were projected using generational projection scale that uses MP-2020 rates in 2012 and converges to a long-term improvement rate similar to that of the Social Security Administration with separate improvement tables for males and females.
Lump Sum to Annuity Conversion Interest Rate	5.20%
Lump Sum to Annuity Conversion Mortality Table	Estimate of future IRS prescribed 417(e) Applicable Mortality, which incorporates guidance outlined in IRS Notice 2023-73 which specifies mortality to be used for minimum lump sum values for the 2024 plan year.
Investment Return	6.50%

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

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
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NOTE 7 ACCUMULATED PLAN BENEFITS (CONTINUED)

The actuarial present value of accumulated plan benefits as of December 31, 2023 is as follows:

Vested Benefits:	
Participants Currently Receiving Benefits	\$ 433,825
Other Participants	450,699
Total Vested Benefits	<u>884,524</u>
Nonvested Benefits	587
Total Actuarial Present Value of Accumulated Plan Benefits	<u>\$ 885,111</u>

Changes in the actuarial present value of accumulated plan benefits for the year ended December 31, 2023 are as follows:

Actuarial Present Value of Accumulated Plan Benefits - Beginning of Year	\$ 902,245
Increase (Decrease) During the Year Attributable to:	
Changes in Actuarial Assumptions	(2,115)
Benefits Accumulated	11,790
Increase for Interest Due to the Decrease in Discount Period	57,035
Actuarial Loss	2,627
Benefits Paid	<u>(86,471)</u>
Net Decrease	<u>(17,134)</u>
Actuarial Present Value of Accumulated Plan Benefits - End of Year	<u>\$ 885,111</u>

The assumption changes for 2023 consisted of:

- a. The lump sum conversion interest rate changed from 5.50% to 5.20%.
- b. The lump sum conversion mortality table was updated to incorporate guidance outlined in IRS Notice 2023-73 which specifies mortality to be used for minimum lump sum values for the 2024 plan year.

The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2024. Had the valuations been performed as of December 31, 2023 there would be no material differences.

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
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NOTE 8 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:

1. Annuity benefits former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding plan termination.
2. Other vested benefits insured by the PBGC (a U.S. governmental agency) up to the applicable limitations.
3. All other vested benefits (that is, vested benefits not insured by the PBGC).
4. All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

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

NOTE 9 TAX STATUS

The IRS has determined and informed the Company by a letter dated February 22, 2021, that the Plan is designed in accordance with the applicable regulations of the IRC. The Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified, and the related trust is tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability if the organization 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.

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023
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NOTE 10 RISK AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks including, but not limited to, interest rate, market, and credit risks. Due to the level of risk associated with certain securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term, and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

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

NOTE 11 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500 as filed by the Company as of December 31:

	<u>2024</u>	<u>2023</u>
Net Assets Available for Benefits per the Financial Statements	\$ 1,160,063	\$ 1,178,500
Assets Held in 401(h) Account Included as Net Assets in Form 5500	<u>115,687</u>	<u>123,386</u>
Net Assets Available for Benefits per Form 5500	<u>\$ 1,275,750</u>	<u>\$ 1,301,886</u>

The following is a reconciliation of the changes in net assets available for benefits per the financial statements to the Form 5500 for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Net Increase (Decrease) in Net Assets Available for Benefits per the Financial Statements	\$ (18,437)	\$ 4,191
Changes in Assets Held in 401(h) Account	<u>(7,699)</u>	<u>(5,237)</u>
Net Decrease in Net Assets Available for Benefits per Form 5500	<u>\$ (26,136)</u>	<u>\$ (1,046)</u>

WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN
NOTES TO FINANCIAL STATEMENTS
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NOTE 12 PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments represent shares of mutual funds and common collective funds managed by Northern Trust. Northern Trust is the Trustee of the Plan and, therefore, transactions with Northern Trust qualify as party-in-interest transactions.

Certain administrative expenses that are paid by the Company and reimbursed by the Plan qualify as exempt party-in-interest transactions.

Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. These transactions are not, however, considered prohibited transactions under section 408(b) of the ERISA regulations.



CLA (CliftonLarsonAllen LLP) is a network member of CLA Global. See CLAGlobal.com/disclaimer. Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024

Attained Age		Attained Years of Credited Service										
		Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	Count	1	1	-	-	-	-	-	-	-	-	-
	Average Balances											
	Average Earnings											
25-29	Count	1	8	35	-	-	-	-	-	-	-	-
	Average Balances			105,664								
	Average Earnings			45,841								
30-34	Count	-	14	75	31	1	-	-	-	-	-	-
	Average Balances			102,916	118,179							
	Average Earnings			48,532	83,265							
35-39	Count	3	14	73	101	49	1	-	-	-	-	-
	Average Balances			100,195	119,306	121,414						
	Average Earnings			49,077	88,676	129,389						
40-44	Count	-	8	60	75	76	48	-	-	-	-	-
	Average Balances			99,141	115,443	121,866	132,189					
	Average Earnings			53,053	87,835	132,622	210,571					
45-49	Count	-	2	35	61	79	99	34	1	-	-	-
	Average Balances			100,488	117,548	115,296	134,546	131,229				
	Average Earnings			47,948	90,123	140,084	215,164	254,959				
50-54	Count	-	4	34	45	66	104	75	36	1	-	-
	Average Balances			97,223	121,911	119,628	115,987	120,720	131,477			
	Average Earnings			56,470	98,528	150,485	210,090	242,446	315,118			
55-59	Count	-	5	19	39	59	88	60	100	45	4	
	Average Balances				123,027	121,207	118,523	125,024	143,883	117,559		
	Average Earnings				107,872	158,364	212,061	252,393	360,218	314,948		
60-64	Count	-	3	22	29	30	54	24	64	65	65	
	Average Balances			83,989	121,018	115,395	120,473	110,506	119,055	128,570	115,234	
	Average Earnings			58,601	104,317	147,767	204,836	234,405	323,868	384,476	384,900	
65-69	Count	-	2	9	4	13	16	7	8	8	38	
	Average Balances										115,134	
	Average Earnings										444,004	
70 & over	Count	-	-	4	1	1	-	2	2	1	11	
	Average Balances											
	Average Earnings											

Plan Name: WEC Energy Group Retirement Account Plan
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SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Actuarial Assumptions and Methods

Economic Assumptions

Interest rate basis

- ▶ Applicable month January 2024
- ▶ Yield curve basis Segment rates

Interest rates

	Not Reflecting Stabilization	Reflecting Stabilization
▶ First segment rate	4.37%	4.75%
▶ Second segment rate	4.96%	4.96%
▶ Third segment rate	4.95%	5.59%
▶ Effective interest rate		5.17%

Lump sum conversion rate

January 2024 segment rates (where applicable, reflects interest rate stabilization)

Annual rates of increase

- ▶ Salaries 4.00%
- ▶ Statutory limits on compensation and benefits 2.50%

Interest crediting rates on cash balance

- ▶ Minimum account as of January 1, 2008 7.50%
- ▶ Minimum account as of January 1, 2014 (limited by 4% floor) 6.45%
- ▶ Ongoing account 5.00%

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

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SCHEDULE SB ATTACHMENTS

Assumptions Rationale – Significant Economic Assumptions for Contributions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash balance interest crediting rate	
<ul style="list-style-type: none">• Minimum account as of January 1, 2008	The plans credit interest to this account based on 75% of the pension trust's actual return for the year plus 1%, subject to a guaranteed minimum rate of 4%. Our long-term estimate of trust returns is based upon the asset allocation and current market conditions, adjusted for the guaranteed minimum rate of 4%.
<ul style="list-style-type: none">• Minimum account as of January 1, 2014	The plan credits interest to this account based on the Third Segment Rate Corporate Bond Yield for the fourth month preceding the first day of the Plan Year, subject to a guaranteed minimum rate of 4%. We have set the assumed interest credit rate to be equal to a blend of the current Plan Year crediting rate as well as historical crediting rates and a long-term outlook on the Third Segment Rate Corporate Bond Yield and review each year for reasonableness given current and expected future conditions.
<ul style="list-style-type: none">• Ongoing account	The plan credits interest to this account at the Plan specified crediting rate of 5%.
Annuity conversion rate	As required by IRC 430, annuity benefits are valued by converting accounts to annuities using the current IRC 430 interest rates so that the interest rates assumed are effectively the same as described above for the discount rate.
Lump sum conversion rate	As required by IRC 430, lump sum benefits are valued using "annuity substitution", so that the interest rates assumed are effectively the same as described above for the discount rate.
Rates of increase in compensation	Salary increases assumption based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Administrative expenses	Administrative expenses are estimated by utilizing expense information provided by the client and adjusting for anticipated actual expenses for the coming year, reflecting items like expected PBGC premiums.

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Assumed return for asset smoothing The assumed return used for smoothing is the third segment rate. Although we don't explicitly determine an expected return on assets, based on an analysis of the plan sponsor's investment policy, we believe the rate to be above the third segment rate.

Consumer Price Index (CPI) CPI assumption was based on a study conducted in 2018.

Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees It was assumed there will be no new or rehired employees.

Mortality

- ▶ Healthy/Disabled Separate rates for non-annuitants (based on Pri-2012 "Employees" table without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021) and annuitants (based on Pri-2012 "Healthy Annuitants" table without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021).
- ▶ Mortality conversion basis between account balances, annuities and lump sums 2024 417(e)(3) applicable mortality table

Termination (not due to disability or retirement) **Representative Termination Rates**

Percentage leaving during the year	
Attained Age	Rate
20-24	11.0%
25-29	10.0%
30-34	6.0%
35-39	4.0%
40-44	4.0%
45-49	2.5%
50-54	2.5%
55+	0.0%

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Disability

Representative Disability Rates

Percentage becoming disabled during the year		
Attained Age	Males	Females
20	0.03%	0.04%
25	0.03%	0.05%
30	0.04%	0.06%
35	0.05%	0.08%
40	0.07%	0.10%
45	0.10%	0.15%
50	0.18%	0.26%
55	0.36%	0.49%
60	0.90%	1.21%
65	0.00%	0.00%

Retirement

Percentage retiring during the year	
Attained Age	Rate
55-57	4%
58	5%
59	8%
60	12%
61	15%
62-64	25%
65-69	40%
70+	100%

Benefit commencement date

▶ Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 55

▶ Deferred vested benefit

Percentage commencing during the year	
Attained Age	Rate
55-59	5%
60-61	9%
62-64	15%
65	100%

▶ Disability benefit Age 65

▶ Retirement benefit Upon termination of employment

Form of payment

From active status	Percentage Electing
Life Annuity	20%
50% Joint & Survivor	30%
Single Sum Payment	50%

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	From deferred status	<u>Percentage Electing</u>
	Life Annuity	15%
	Single Sum Payment	85%
Spouse age	Female two years younger than male.	
Covered pay	Rate of pay as of the valuation date	
	Assumed plan compensation for the year beginning on the valuation date was determined as actual gross earnings during the prior year provided by the employer, annualized for participants who did not work for a full year, and increased with a full year's assumed salary increase.	
Administrative expenses	\$2,024,000	
Loads	None	
At-risk assumptions	For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan, which is usually the lump sum form of payment.	
Cash flow		
▶ Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.	

Assumptions Rationale – Significant Demographic Assumptions

Healthy/Disabled mortality	Assumptions used for funding purposes are as prescribed by IRC 430(h).
Mortality for conversion basis between account balances, annuities and lump sums	Assumptions used for funding purposes are as prescribed by IRC 417(e).
Termination	Termination rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have

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changed that would be expected to produce different results in the future.

Disability

Disability rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Retirement

Retirement rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Benefit commencement date for deferred vested benefits

Deferred vested participants retirement rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Form of payment

Form of payment is based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Methods

Valuation date

First day of plan year

Funding target

Present value of accrued benefits as required by regulations under IRC §430.

Target normal cost

Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during plan year as required by regulations under IRC §430.

Decrement timing

The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Actuarial value of assets

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for

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contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22) . The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.)

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued

All benefits described in Part V – Summary of Plan Provisions were valued. WTW has reviewed the plan provisions with WEC Energy Group, Inc. and, based on that review, is not aware of any significant benefits required to be valued that were not.

The plan pays small benefits in a single lump sum payment. Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Part V – Statement of Actuarial Assumptions/Methods, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Data Sources and Other Information

WEC Energy Group, Inc. and/or organizations designated by WEC Energy Group, Inc. furnished participant data as of January 1, 2024. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with WEC Energy Group, Inc., assumptions were made for missing or apparently inconsistent data elements. These assumptions have been documented and communicated with WEC Energy Group, Inc.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

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**SCHEDULE SB
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **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.

A Name of plan WEC ENERGY GROUP RETIREMENT ACCOUNT PLAN	B Three-digit plan number (PN) ▶	009
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF WEC ENERGY GROUP, INC.	D Employer Identification Number (EIN) 39-1391525	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B		
F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500		

Part I Basic Information			
1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	1,184,211,539
	b Actuarial value	2b	1,245,483,544
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	2,638	487,906,813
	b For terminated vested participants	782	115,197,753
	c For active participants	2,252	401,481,989
	d Total	5,672	1,004,586,555
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	5.17%
6	Target normal cost		
	a Present value of current plan year accruals	6a	13,686,328
	b Expected plan-related expenses	6b	2,024,000
	c Target normal cost	6c	15,710,328

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

SIGN HERE	Joshua J Flowers JF	7/9/2025
	Signature of actuary	Date
	Joshua J Flowers	2307668
	Type or print name of actuary	Most recent enrollment number
	Willis Towers Watson US LLC	262-780-3351
	Firm name	Telephone number (including area code)
	111 E. Kilbourn Ave. Suite 1850 Milwaukee WI 53202	
	Address of the firm	

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

Part II		Beginning of Year Carryover and Prefunding Balances	
		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	118,363,178	124,138,059
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	118,363,178	124,138,059
10	Interest on line 9 using prior year's actual return of <u>8.16%</u>	9,658,435	10,129,666
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.24%</u>		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d - line 12)	128,021,613	134,267,725

Part III		Funding Percentages	
14	Funding target attainment percentage	14	97.68%
15	Adjusted funding target attainment percentage	15	123.74%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	114.45%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
	a Contributions allocated toward unpaid minimum required contributions from prior years.	19a 0
	b Contributions made to avoid restrictions adjusted to valuation date	19b 0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c 0

20	Quarterly contributions and liquidity shortfalls:	
	a Did the plan have a "funding shortfall" for the prior year?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	c If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd
(4) 4th		

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

21 Discount rate:

a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
-------------------------	------------------------	------------------------	------------------------	---

b Applicable month (enter code)..... **21b** 0

22 Weighted average retirement age **22** 63

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years **28** 0

29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... **29** 0

30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c).....	31a	15,710,328
b Excess assets, if applicable, but not greater than line 31a	31b	0

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

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

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	15,710,328
	Carryover balance	Prefunding balance
35 Balances elected for use to offset funding requirement	15,710,328	0
36 Additional cash requirement (line 34 minus line 35).....	36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	0

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	WEC Energy Group, Inc.
EIN/PN	39-1391525/009
Plan Name	WEC Energy Group Retirement Account Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Joshua J Flowers
Enrollment Number	23-07668

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	32,987,106	40,806,292	48,696,377	122,489,775
2025	26,749,944	7,914,131	47,054,352	81,718,427
2026	26,070,207	8,898,268	45,408,099	80,376,574
2027	24,610,589	7,665,179	43,757,154	76,032,922
2028	24,279,804	6,891,075	42,111,827	73,282,706
2029	24,136,111	6,111,360	40,460,952	70,708,423
2030	24,124,801	5,873,244	38,809,976	68,808,021
2031	24,576,182	6,231,328	37,168,903	67,976,413
2032	23,655,841	5,067,888	35,527,159	64,250,888
2033	23,738,146	4,092,879	33,880,500	61,711,525
2034	23,450,808	4,379,343	32,233,409	60,063,560
2035	23,653,708	4,408,640	30,588,936	58,651,284
2036	23,579,203	4,172,508	28,939,448	56,691,159
2037	23,535,915	3,792,958	27,283,713	54,612,586
2038	23,346,969	4,242,496	25,621,525	53,210,990
2039	23,228,990	3,627,173	23,954,150	50,810,313
2040	24,013,992	3,612,258	22,284,679	49,910,929
2041	23,401,236	3,981,212	20,618,144	48,000,592
2042	23,346,338	3,344,550	18,961,585	45,652,473
2043	23,221,542	3,501,546	17,323,869	44,046,957
2044	22,626,037	2,861,464	15,715,280	41,202,781
2045	22,415,697	2,981,681	14,147,191	39,544,569
2046	21,962,870	3,178,797	12,631,420	37,773,087
2047	21,554,576	2,639,779	11,179,647	35,374,002
2048	21,186,104	2,568,693	9,803,012	33,557,809
2049	20,760,132	2,721,663	8,511,502	31,993,297
2050	20,134,382	2,523,301	7,313,652	29,971,335
2051	19,389,290	2,071,109	6,216,132	27,676,531
2052	18,672,993	2,092,609	5,223,350	25,988,952
2053	17,892,287	1,720,662	4,337,349	23,950,298
2054	17,204,271	1,972,072	3,557,688	22,734,031
2055	16,442,319	1,424,653	2,881,547	20,748,519
2056	15,571,714	1,532,386	2,303,944	19,408,044
2057	14,864,391	1,433,647	1,818,043	18,116,081
2058	14,053,026	1,272,368	1,415,653	16,741,047
2059	13,320,938	1,089,967	1,087,691	15,498,596
2060	12,564,602	1,131,145	824,687	14,520,434
2061	11,790,423	1,780,382	617,209	14,188,014
2062	11,068,729	680,786	456,207	12,205,722
2063	10,336,197	775,030	333,310	11,444,537
2064	9,647,585	658,511	241,022	10,547,118
2065	8,990,360	610,775	172,830	9,773,965
2066	8,357,650	1,408,665	123,228	9,889,543
2067	7,746,916	400,787	87,685	8,235,388
2068	7,158,772	371,451	62,571	7,592,794
2069	6,595,183	343,712	45,049	6,983,944
2070	6,055,248	317,496	32,954	6,405,698
2071	5,538,663	292,740	24,672	5,856,075
2072	5,045,871	269,386	19,025	5,334,282
2073	4,577,388	247,378	15,166	4,839,932

Plan Name: WEC Energy Group Retirement Account Plan
EIN / PN: 39-1391525/009
Plan Sponsor: WEC Energy Group, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2024

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. For an active participant, an expected retirement age was calculated weighted in proportion to the probability (as shown in the retirement rates table in the attachment to Schedule SB, Part V – Statement of Actuarial Assumptions/Methods) that the individual would remain an active participant to each age and then retire at that age. The plan's weighted average retirement age of 63 is the arithmetic average of the expected retirement ages.

Plan Name: WEC Energy Group Retirement Account Plan
EIN / PN: 39-1391525/009
Plan Sponsor: WEC Energy Group, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions Retirement Account Plan

Plan Name Retirement Account Plan for Wisconsin Electric, Edison Sault Electric Company, Wisconsin Gas Non-Union, Wisconsin Gas Local 218, and Wisconsin Gas Local 218-1 Employees

Plan Effective

- WE, ESELCo 01/01/1996
- WGNU, WG L218, 01/01/1950
WG L218-1

The most recent amendment reflected in the following plan provisions was adopted on December 20, 2023 and effective on January 1, 2023.

Covered Employees

Non-represented employees hired on or after January 1, 2015 are not eligible to participate in the plan. Represented employees who transfer to a non-represented position on or after January 1, 2015 will not be eligible for accruals based on wages earned on and after the transfer date.

Local 2006 employees hired on or after May 1, 2017 are not eligible to participate in the plan. Employees who transfer to a Local 2006 position on or after May 1, 2017 will still be eligible for accruals based on wages earned on and after the transfer date.

Local 2150 employees hired on or after September 15, 2017 are not eligible to participate in the plan. Employees who transfer to a Local 2150 position on or after September 15, 2017 will not be eligible for accruals based on wages earned on and after the transfer date.

Normal Form

Life annuity

Participation Date

- ESELCo First of the month following one year of continuous service.
- WE 1,000 hours of service during the 12 consecutive month period from date of hire.
- Other Participants Age 18 and 12 months of vesting service

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Plan Sponsor: WEC Energy Group, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Definitions

Vesting service

- ESELCo One year for each 1,000 hour calendar year of employment by ESELCo
- WE
 - (1) Prior to January 1, 1976: All continuous service (years and completed months) as of December 31, 1975.
 - (2) On or after January 1, 1976: For each calendar year commencing after 1975, a participant will be credited with one year of vesting service if he had completed at least 1,000 hours of service during a plan year. Fractional years of vesting service will be granted only for those plan years in which occur his initial employment or reemployment date, his retirement or termination of employment date if 1,000 hours of service had not been completed within the respective plan years. Upon disability, vesting service continues to accrue from date of disability until normal retirement date.
- Other Participants From date of hire

Pension service

- ESELCo One year of service is credited in any plan year an employee completes at least 1,000 hours of service.
- WE A participant's vesting service reduced for periods of service during which an employee was eligible to be a participant, but declined participation or service prior to September 2, 1974 if the participant's contributions (if any) to prior plans were refunded.
- Other Participants From date of hire

Pensionable pay

- ESELCo Bargaining Base pay, excluding bonuses, overtime and all other forms of special pay
- WGNU
 - Cash Balance Benefit Total compensation plus STPP bonuses
 - Prior Plan Benefit Base pay, plus STPP bonuses
- WG L218, WG L218-1
 - Cash Balance Benefit Total compensation
 - Prior Plan Benefit Base pay, excluding overtime and bonuses
- Other Participants Base pay in each calendar year, plus shift premiums, pre-tax elective contributions, VIPP payments, and STPP bonuses

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SCHEDULE SB ATTACHMENTS

Average earnings

- ESELCo Management The average of the highest five consecutive calendar years of pensionable pay during all full plan years of employment.
- WGNU The average of the highest 36 consecutive months of base pay during the last 120 months prior to termination
- WG L218, WG L218-1 The average of the highest 60 consecutive months of base pay during the last 120 months prior to termination
- Other Participants Monthly average of pensionable pay during the 36 consecutive months of credited service which produces the highest average. Upon disability, pensionable pay is assumed to continue until normal retirement date at the rate of pay in effect at date of disability.

Opening Account Balance

- ESELCo Management The sum of (1) and (2) below:
 - (1) The single sum equivalent of the accrued benefit under the plan as of December 31, 1999.
 - (2) Transition benefit: amount needed to preserve projected benefits under prior plan.
- ESELCo Bargaining The sum of (1) and (2) below:
 - (1) The single sum equivalent of the accrued benefit under the plan as of December 31, 2000.
 - (2) Transition benefit: amount needed to preserve projected benefits under prior plan.
- WGNU, WG L218, WG L218-1 For all active participants on January 1, 1998, the sum of (1) and (2) below:
 - (1) The single sum equivalent of the accrued benefit under the plan as of December 31, 1996.
 - (2) Transition benefit (if any) equal to 1996 pensionable pay used for the prior plan formula, multiplied by a transition percentage. The transition percentage is based on the employee's age and years of credited service as of January 1, 1997.

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- Other Active Participants as of December 31, 1994
 - The sum of (1) and (2) below:
 - (1) The single sum equivalent of the accrued benefit under the plan as of December 31, 1994.
 - (2) Transition benefit: Each participant of a prior plan who was employed or is covered under the current LTD plan as of December 31, 1995 was eligible for a transition benefit expressed as a single sum amount equal to (a) times (b) times (c) but not greater than (d):
 - (a) The participants credited service as of January 1, 1995
 - (b) The participants 1994 pensionable pay (including union lost time wages in 1994)
 - (c) A transition credit percentage varying from 0.50% to 3.00% based on age (service for Local 317 employees) as of January 1, 1995.
 - (d) 58% of 1994 base pay (including union lost time wages in 1994)

Annual Benefit Credit

- Local 2150
 - 6% times the employee's pensionable pay paid through December 31, 2013 plus 7% times the employee's pensionable pay paid after December 31, 2013 plus an additional \$500 paid in 2006 and 2007.
- Local 12-005, Local 2-111
 - 6% times the employee's pensionable pay paid through December 31, 2013 plus 7% times the employee's pensionable pay paid after December 31, 2013 plus an additional \$500 paid in 2006 - 2008.
- Local 317
 - 5% times employee's pensionable pay paid through April 30, 2008 plus 6% times pensionable pay paid from May 1, 2008 through December 31, 2013 plus 7% times pensionable pay paid after December 31, 2013.
- ESELCo Bargaining
 - 6% times the employee's pensionable pay paid during the calendar year. No active employees receiving benefit accruals after ESELCo sale in 2010
- WG L218, WG L218-1
 - 5% times the employee's pensionable pay paid through March 31, 2008 plus 6% times pensionable pay paid from April 1, 2008 through December 31, 2013 plus 7% times pensionable pay paid after December 31, 2013.
- Local 510
 - 5% time the employee's pensionable pay paid through December 31, 2013 plus 7% times the employee's pensionable pay paid after December 31, 2013.
- All Others
 - 5% times the employee's pensionable pay paid through December 31, 2013 plus 6% times the employee's pensionable pay paid after December 31, 2013.

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Prior to January 1, 2014, the plan had a discretionary performance based benefit credit up to an additional 2% of pensionable pay, Beginning January 1, 2014, the plan's discretionary performance based benefit credit has been eliminated.

Annual Index Credit

- Local 510 4.67% in 2013, 5% thereafter
- All Others 5%

Accrued Retirement Income

- (1) Cash balance account, equal to the sum of (a) and (b):
 - (a) The opening account balance
 - (b) The sum of all yearly accruals from the annual benefit credit and the annual index credit. The total annual amount of pension payable as a life annuity shall be determined by dividing the single sum accrued retirement income by the appropriate conversion factor.
- (2) The accrued retirement benefit shall not be less than the minimum benefits as defined below:
 - For WE employees who were participants of the plan as of December 31, 1995 (December 31, 2000 for ESELCo)
 - (a) If the participant terminates employment prior to January 1, 2011, the annual amount he would have received, under the prior plan formula based on credited service, final average earnings and covered compensation as of the date of termination
 - (b) If the participant terminates employment after December 31, 2010, the annual amount he would have received under the prior plan benefit formula based on credited service, final average earnings and covered compensation as of January 1, 2011.
 - For WGNU employees of the plan as of December 31, 1997
 - (a) If the participant terminates employment prior to January 1, 2008, the annual amount he would have received, under the prior plan formula based on credited service, final average earnings and covered compensation as of the date of termination
 - (b) If the participant terminates employment after December 31, 2007, the annual amount he would have received under the prior plan benefit formula based on credited service, final average earnings and covered compensation as of January 1, 2008.
 - For WG L218 and WG L218-1 employees who were participants of the plan as of December 31, 1997
 - (a) If the participant terminates employment prior to June 1, 2008, the annual amount he would have received, under the prior plan

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formula based on credited service, final average earnings and covered compensation as of the date of termination.

(b) If the participant terminates employment after May 31, 2008, the annual amount he would have received under the prior plan benefit formula based on credited service, final average earnings and covered compensation as of June 1, 2008.

- For all employees who were participants of the plan as of December 31, 2007
 - (a) The cash balance account as of January 1, 2008 plus annual index credits based on 75% of the pension trust's actual return for the year in excess of 4%, plus 4%.
- For all employees except Local 510, who were participants of the plan as of December 31, 2012
 - (a) The cash balance account as of January 1, 2013 plus annual index credits based on the Third Segment Rate Corporate Bond Yield.
- For Local 510 employees who were participants of the plan as of December 31, 2013
 - (a) The cash balance account as of January 1, 2014 plus annual index credits based on the Third Segment Rate Corporate Bond Yield.

Prior Plan Formula

- ESELCo Management Monthly benefit is 1/12 of the sum of (1), (2), and (3):
 - (1) December 31, 1991 accrued benefit under the previous benefit formula, multiplied by the ratio of final average earnings at retirement over final average earnings on December 31, 1991.
 - (2) 1.2% of final average earnings at retirement times credited service after December 31, 1991 (maximum 35 years less past service).
 - (3) 0.75% of final average earnings at retirement times credited service after December 31, 1991 in excess of 35 years total
- ESELCo Bargaining Monthly benefit is 1/12 of the greater of (a) or (b):
 - (a) The sum of (i) and (ii):
 - (i) 1.25% of 2/3 of annual pensionable pay at January 1, 1980 up to \$9,500 plus 1.9% of 2/3 of the excess over \$9,500, times years of credited service from date of hire to December 31, 1979, maximum 35 years, but not less than prior benefit.
 - (ii) 1.25% of pensionable pay up to the taxable wage base in each year after December 31, 1979 plus 1.9% of the excess.

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- (b) Minimum benefit equal to the lesser of \$4,320 or $\frac{1}{2}$ of pensionable pay in the year of retirement, prorated for credited service less than 30 years.
 - (c) Effective December 31, 1989, active participants received a 15% increase in their December 30, 1989 accrued benefits.
 - (d) Effective December 31, 1992, active participants received a 20% increase in their December 30, 1991 accrued benefits.
 - (e) Effective December 31, 1994, active participants received an increase in their December 30, 1994 accrued benefit. The new earned benefit is equal to 1990-1994 average pensionable pay times 1.25% times credited service (max. 35 years).
-
- Presque Isle Participants An annual amount equal to 2% of pensionable pay earned beginning on January 1, 1998.
 - WGNU (1.75% of final average earnings less than covered compensation + 1.98% of final average earnings greater than covered compensation) x credited service limited to 22.5 years + 0.3% of final average earnings x credited service above 22.5 years. Retirement benefits increase annually up to 3% of the base pension benefit at retirement.
 - WGL218 1.3% of final average earnings x credited service limited to 30 years + 0.5% of final average earnings x credited service in excess of 30 years
 - WGL218-1 2.0% of final average earnings x credited service limited to 22.5 years + 0.3% of final average earnings x credited service - 1.78% of the Social Security benefit x credited service limited to 22.5 years.

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- Other Participants A life annuity payable monthly equal to the sum of (1) + (2) + (3) + (4):
 - (1) 1.275% of a participant's final average earnings times his first 30 years of credited service.
 - (2) 0.45% of a participant's final average earnings in excess of covered compensation times his first 30 years of credited service.
 - (3) 0.75% of a participant's final average earnings times his years of credited service beyond the 30-year maximum in (1) above, not to exceed 7.50%.
 - (4) 0.225% of a participant's final average earnings in excess of covered compensation times his years of credited service beyond the 30-year maximum in (2) above, not to exceed 2.25%.

The prior plan benefit shall be converted into a single sum amount by multiplying the life annuity by an applicable annuity factor.

Employees who become employed by the Company after December 31, 1995 (December 31, 1997 for WGNU, WG L218 and WG L218-1 Employees; January 1, 1998 for Presque Isle Employees; December 31, 2000 for ESELCo Employees) shall have a prior plan benefit equal to zero.

Eligibility for Benefits

- | | |
|-----------------------------|--|
| Normal retirement | Retirement when participant attains age 65 and completes 1 year of credited service |
| Early retirement: | |
| • WE, ESELCo | Retirement before NRD and on or after both attaining age 55 and completing ten years of credited service. |
| • WGNU, WGL218, WGL218-1 | Retirement before NRD and on or after both attaining age 55 and completing ten years of credited service or completing 30 years of credited service. |
| Postponed retirement | Retirement after NRD |
| Vested termination | Termination for reasons other than death or retirement after completing one year of credited service. |
| Disability | |
| • WE, ESELCo | Total and permanent disability before NRD and on or after completing 10 years of credited service. |
| • WGNU, WG L218, WG L218-1 | None |

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Preretirement spouse's benefit Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Preretirement death benefit Death while eligible for normal, early, postponed, or deferred vested retirement benefits, without a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement Accrued retirement income determined as of the actual retirement date.

Early retirement: Accrued retirement income determined as of the benefit commencement date.

The following reductions apply only to the participant's prior plan benefit (if any):

- ESELCo Monthly pension benefit determined as of early retirement date. Unreduced benefits available at age 62 or when participant attains the Rule of 90 or 35 years of service. A 2.0% reduction applies per year for the first five years and a 3% per year reduction in excess of five years by which the benefit commencement date precedes age 62.
- Presque Isle Participants (1) Unreduced prior plan benefit available under the Rule of 85 for those employees who were eligible for the Rule of 85 on January 1, 1998. Service will be measured from the original employment date with Upper Peninsula Power Company.
(2) For others the prior plan benefit reduced $\frac{1}{4}$ of 1% per month for the number of months the benefit commencement date precedes the normal retirement date.
- WGNU, WG L218, WG L218-1 (1) No reduction if the participant has attained age 62 or has completed 30 years of service.
(2) Reduced 2% per year for each year prior to age 62.
If the participant has completed 30 years of service, the minimum prior plan benefit is \$1,200 per month for each year prior to age 62.
- Other Participants (1) No reduction in participant's prior plan benefit if participant has completed 35 or more years of credited service and attained age 60 or if he has completed 30 or more years of credited service and attained age 62.
(2) For others, the participant's prior plan benefit reduced $\frac{1}{4}$ of 1% per month for the first 36 months that the benefit commencement date precedes the NRD, $\frac{5}{12}$ of 1% per month for the next 24 months, and $\frac{1}{2}$ of 1% per month for each month in excess of 60 months that the benefit commencement date precedes the NRD.

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Valuation Date: January 1, 2024

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Postponed retirement Accrued retirement income determined as of the actual retirement date.

Deferred vested benefit

- ESELCo Accrued retirement income determined as of termination date. If benefit commencement is prior to normal retirement date, the participant's prior plan benefit shall be actuarially reduced for each year of payment before the participant's NRD to age 55.
- WGNU, WG L218, WG L218-1 Upon termination of employment, the participant is entitled to receive his accrued retirement income. If benefit commencement is prior to normal retirement date, the participant's prior plan benefit shall be reduced 6.67% per year for first five years and 3.33% per year thereafter prior to age 65.
- Other Participants Upon termination of employment, the participant is entitled to receive his accrued retirement income. If benefit commencement is prior to normal retirement date, the participant's prior plan benefit shall be reduced according to the provisions described above for benefits commencing prior to normal retirement date.

Disablement

- ESELCo Management (1) Supplemental: \$200 per month payable to age 65, reduced by any Company paid benefits.
(2) Benefit at age 65: Monthly pension benefit based on pensionable pay and credited service at date of disability. Benefit is payable after age 65.
- ESELCo Bargaining (1) Supplemental: \$500 per month payable to age 65, reduced by any Company paid benefits.
(2) Benefit at age 65: Monthly pension benefit based on pensionable pay and credited service at date of disability. Benefit is payable after age 65.
- WE Benefit payable at age 65: accrued retirement income projected to age 65 based on years of credited service at age 65 and final average earnings as of date of disability.
- WGNU, WG L218, WG L218-1 None

Preretirement spouse's benefit The participant's surviving spouse to whom he or she is legally married to at the date of death shall be entitled to either (1), (2) or (3) below:

- (1) A cash lump sum equal to the balance of the employee's retirement account or, if greater, the actuarial equivalent lump sum value of the surviving spouse annuity under the prior plan formula.

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- (2) A single life annuity for the life of the spouse that is the actuarial equivalent of the balance of the employee's retirement account or, if greater, the amount payable under the prior plan benefit as a 50% Joint and Survivor annuity.
- (3) For WGNU Employees a single life annuity equal to 20% of the employee's basic monthly compensation during the month prior to death. In addition, each dependent child will also receive an annuity equal to 5% of the employee's basic monthly compensation at death. Such death benefit is payable until the child is age 19 (24 if a full-time student).

For WG L218 and WG L218-1 Employees a single life annuity for the life of the spouse equal to 40% of the projected prior plan benefit payable at the participant's normal retirement date, based on base pay prior to death.

For all other employees there is no third option.

Preretirement death

In the event no surviving spouse exists as of the date of death, the participant's beneficiary shall be entitled to the single sum equivalent of the participant's accrued retirement income.

Single-sum payment

- ESELCo
Upon commencement of retirement benefits, or upon death in active service, the Participant, eligible spouse or beneficiary is entitled to a single sum payment of 0.385% of the Participant's annual rate of pay at retirement or termination times accrued benefit days, maximum 90 days (70 days for Bargaining employees). Benefit days are credited at a rate of five days for the first year of credited service plus 15 days for each additional year of credited service less days for which the employee is compensated at full pay for injury or illness.
- Other Participants
None

Optional Payment Forms

- Participants aged 55 with 10 years of service or age 65
Life Annuity
10 Year Certain and Life Annuity
Contingent Annuity (25%, 50%, 75%, 100%)
Alternate Contingent Annuity (25%, 50%, 75%, 100%) (Popup)
Level Income Annuity
Lump Sum

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- **Other Participants** Life Annuity
CA 50%
Lump Sum
- **Conversion Basis** Annuity conversions are generally based on actuarially equivalent factors using 7.50% interest and 1971 TPFM Mortality with 1 year age set forward for participants and 5 year age set forward for beneficiaries.

Former Edison Sault participants are eligible for actuarially equivalent annuity benefits determined using 7.00% interest and UP84 Mortality on benefits accrued under the prior formula. In addition, the 50% Contingent Annuity benefit is fully subsidized for married participants with no reduction for conversion from a single life annuity.

Former Wisconsin Gas Non Union, Local 218, and Local 218-1 participants are eligible for actuarially equivalent factors using 6.00% interest and UP84 Mortality on benefits accrued under the prior formula.

Other Plan Provisions

- Pension Increases** Former Wisconsin Gas Non-Union participants are eligible for an annual cost of living adjustment to their pension benefit. No other participants are eligible for a cost of living adjustment to their pension benefit.
- Maximum on benefits and pay** All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.
- Benefits not valued** All benefits described in this section were valued. WTW has reviewed the plan provisions with WEC Energy Group, Inc. and, based on that review, is not aware of any significant benefits required to be valued that were not.

Future Plan Changes

No future plan changes were recognized in determining funding results.

Changes in Benefits Valued Since Prior Year

There have been no other changes in benefits valued since the prior valuation, other than to reflect an increase in the IRS benefit limit and to increase the Required Begin Date.

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Schedule SB, Line 24 Change in Actuarial Assumptions

The assumed plan-related expenses added to target normal cost were updated to reflect anticipated 2024 plan-related expenses.

The mortality table used for lump sum conversions changed from the IRS 2023 mortality table to the IRS 2024 mortality table presented under 417(e), and the interest rates changed from an applicable month of January 2023 to January 2024. Interest rates subject to interest rate stabilization regulations.

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