

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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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
1a	Name of plan FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
1b	Three-digit plan number (PN) ▶ 047
1c	Effective date of plan 09/30/1941
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) FMC CORPORATION 2929 WALNUT STREET PHILADELPHIA, PA 19104
2b	Employer Identification Number (EIN) 94-0479804
2c	Plan Sponsor's telephone number 215-299-6000
2d	Business code (see instructions) 339900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	09/19/2025	ANDREW SANDIFER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 8292
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) 124 6a(2) 74 6b 5493 6c 1073 6d 6640 6e 1284 6f 7924 6g(1) 6g(2) 6h
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 1B 3F 3H

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 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 FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM	B Three-digit plan number (PN) ▶	047
C Plan sponsor's name as shown on line 2a of Form 5500 FMC CORPORATION	D Employer Identification Number (EIN) 94-0479804	

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

(a) Name of insurance carrier
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
22-1211670	68241	005753	0	01/01/2024	12/31/2024

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

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end **4** 104636558**5** Current value of plan's interest under this contract in separate accounts at year end **5****6** Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier **6b****c** Premiums due but unpaid at the end of the year **6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. **6d**
Specify nature of costs ▶**e** Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ **GROUP ANNUITY CONTRACT****b** Balance at the end of the previous year **7b** 111243119**c** Additions: (1) Contributions deposited during the year **7c(1)**
(2) Dividends and credits **7c(2)**
(3) Interest credited during the year **7c(3)** 3183774
(4) Transferred from separate account **7c(4)**
(5) Other (specify below) **7c(5)** -2249054
▶(6) Total additions **7c(6)** 934720**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 112177839**e** Deductions:
(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)** 7541281
(2) Administration charge made by carrier **7e(2)**
(3) Transferred to separate account **7e(3)**
(4) Other (specify below) **7e(4)**
▶(5) Total deductions **7e(5)** 7541281**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 104636558

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

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
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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 FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM	B Three-digit plan number (PN) ▶ 047
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF FMC CORPORATION	D Employer Identification Number (EIN) 94-0479804
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	1037028224	
b	Actuarial value	2b	1105391161	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	8226	828316676	828316676
b	For terminated vested participants	1262	112194371	112194371
c	For active participants	124	46641679	48390520
d	Total	9612	987152726	988901567
4	If the plan is in at-risk status, check the box and complete lines (a) and (b): ☐			
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	5.05 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	3843696	
b	Expected plan-related expenses	6b	3300000	
c	Target normal cost	6c	7143696	

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 MICHAEL J. GIBBONS Type or print name of actuary AON CONSULTING, INC. Firm name MSC# 17755 PO BOX 551343 ATLANTA, GA 30355 Address of the firm	09/17/2025 Date 23-06845 Most recent enrollment number 847-295-5000 Telephone number (including area code)
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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)	0	149597089
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	9342113
9 Amount remaining (line 7 minus line 8)	0	140254976
10 Interest on line 9 using prior year's actual return of 8.25 %	0	11571036
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 5.17 %		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		
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)	0	151826012

Part III Funding Percentages

14 Funding target attainment percentage	14	96.42 %
15 Adjusted funding target attainment percentage	15	111.77 %
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	97.51 %
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
0	0	0	0

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21	Discount rate:			
a	Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %
				☐ N/A, full yield curve used
b	Applicable month (enter code)			21b 4
22	Weighted average retirement age			22 62
23	Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI	Miscellaneous Items
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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
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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
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31	Target normal cost and excess assets (see instructions):		
a	Target normal cost (line 6c)	31a	7143696
b	Excess assets, if applicable, but not greater than line 31a	31b	0
32	Amortization installments:	Outstanding Balance	Installment
a	Net shortfall amortization installment	35336418	3323463
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 10467159
35	Balances elected for use to offset funding requirement	0	10467159
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)
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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		
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SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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		
A Name of plan FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM	B Three-digit plan number (PN) ▶	047
C Plan sponsor's name as shown on line 2a of Form 5500 FMC CORPORATION	D Employer Identification Number (EIN) 94-0479804	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
DRYFUS TREASURY PRIME CASH
13-3495921

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

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

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

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

AON CONSULTING INC

22-2232264

(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 14 27 50	NONE	1665154	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

NISA INVESTMENT ADVISORS

48-1140940

(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?
28 50 51	NONE	526165	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PACIFIC INVESTMENT MANAGEMENT

33-0629048

(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?
28 50 51	NONE	521259	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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)

PGIM, INC

22-2540245

(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?
28 50 51	NONE	467755	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WELLINGTON GROUP HOLDINGS LLP

47-1167553

(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?
28 50 51	NONE	431662	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BANK OF NEW YORK MELLON

13-5160382

(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?
18 19 21 50	TRUSTEE	419355	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

MITCHELL & TITUS

13-2781641

(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 50	NONE	56336	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

TEMPO HOLDING COMPANY, LLC

82-1061233

(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 17 50	NONE	22450	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PENSION BENEFIT INFORMATION

94-2856521

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50	NONE	12965	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

KATE RANALLI LLC

81-3707565

(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?
17 50	NONE	5500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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		
A Name of plan FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM		B Three-digit plan number (PN) ▶ 047
C Plan sponsor's name as shown on line 2a of Form 5500 FMC CORPORATION		D Employer Identification Number (EIN) 94-0479804

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	39154873	68056748
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2840745	847012
(2) U.S. Government securities	1c(2)	249490781	273952794
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	309234515	309165762
(B) All other	1c(3)(B)	351708499	279895741
(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)		
(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)	52205543	51959707
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	111243119	104636558
(15) Other.....	1c(15)	0	

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	1115878075	1088514322
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	661050	599238
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	78188801	129498910
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	78849851	130098148
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	1037028224	958416174

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)	75692	
(B) U.S. Government securities.....	2b(1)(B)	3399704	
(C) Corporate debt instruments.....	2b(1)(C)	29766161	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	2905454	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		36147011
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	2523	
(B) Common stock.....	2b(2)(B)	710478	
(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)		713001
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2b(4)(A)	2057594619	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	2063765078	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	-23557722	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		1543553
c Other income	2c		330833
d Total income. Add all income amounts in column (b) and enter total	2d		9006217

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	82167381	
(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)		82167381
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)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	1946841	
(6) Bank or trust company trustee/custodial fees	2i(6)	365266	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	796	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	3137983	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		5450886
j Total expenses. Add all expense amounts in column (b) and enter total	2j		87618267

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-78612050
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: MITCHELL AND TITUS, LLP

(2) EIN: 13-2781641

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.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 557248.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 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		
A Name of plan FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM		B Three-digit plan number (PN) ▶ 047
C Plan sponsor's name as shown on line 2a of Form 5500 FMC CORPORATION		D Employer Identification Number (EIN) 94-0479804
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 25-1926855		
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 2
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☒ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☒ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2024 v. 240311		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

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

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

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

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 99.0%

High-Yield Debt: 1.0% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Financial Statements and Supplemental Schedules

December 31, 2024 and 2023

(With Independent Auditors' Report Thereon)

FMC CORPORATION
EMPLOYEES' RETIREMENT PROGRAM

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Note: All other schedules required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA) have been omitted because there is no information to report.



INDEPENDENT AUDITOR'S REPORT

To the Employee Welfare Benefits Plan Committee of
FMC Corporation

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

We have performed audits of the financial statements of the FMC Corporation Employees' Retirement Program (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, 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 the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's 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 7 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions,



misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the 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 audits, significant audit findings, and certain internal control-related matters that we identified during the audits.



Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2024 and reportable transactions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Mitchell Titus, LLP

September 19, 2025

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

	2024	2023
Assets		
Investments at fair value:		
Cash and short-term investments	\$ 847,012	\$ 2,840,745
U.S. government securities and other instruments	273,952,794	249,490,781
Corporate debt	589,061,503	660,943,014
Investment contracts with insurance company	104,636,558	111,243,119
Registered investment companies	51,959,707	52,205,543
Total investments at fair value	\$ 1,020,457,574	\$ 1,076,723,202
Receivables:		
Due from brokers	68,056,748	39,154,873
Total receivables	\$ 68,056,748	\$ 39,154,873
Total assets	\$ 1,088,514,322	\$ 1,115,878,075
Liabilities		
Accrued expenses	\$ 599,238	\$ 661,050
Due to brokers	129,498,910	78,188,801
Total liabilities	130,098,148	78,849,851
Net assets available for benefits	\$ 958,416,174	\$ 1,037,028,224

See accompanying notes to financial statements.

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2024 and 2023

	2024	2023
Additions to net assets		
Net investment income:		
Interest and dividend income	\$ 37,190,240	\$ 36,920,161
Net appreciation in fair value of investments	—	47,457,860
Total net investment income	\$ 37,190,240	\$ 84,378,021
Total additions	\$ 37,190,240	\$ 84,378,021
Deductions from net assets		
Net depreciation in fair value of investments	\$ 28,184,023	\$ —
Benefits paid	82,167,381	81,815,127
Administrative expenses	5,450,886	5,342,443
Total deductions	\$ 115,802,290	\$ 87,157,570
Net increase (decrease)	\$ (78,612,050)	\$ (2,779,549)
Net assets available for benefits, beginning of year	1,037,028,224	1,039,807,773
Net assets available for benefits, end of year	\$ 958,416,174	\$ 1,037,028,224

See accompanying notes to financial statements.

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Notes to Financial Statements
December 31, 2024 and 2023

(1) Description of the Plan and the Trust

The FMC Corporation Employees' Retirement Program (the Plan) was established effective September 30, 1941. The Plan was subsequently amended and certain plans were subsequently merged into it, including certain frozen and union plans.

All of the assets of the Plan will be available to pay benefits to participants of the Plan; however, the Plan retains the distinct benefit structures of each of the prior plans. The plan document contains additional information about the Plan.

The FMC Corporation Defined Benefit Retirement Trust assets are reported under the investment accounts as of December 31, 2024.

The investment decisions related to the Plan are made by the Pension Investment Subcommittee of the Employee Welfare Benefits Plan Committee of FMC Corporation (the Company and Plan Sponsor).

The following provisions of the Plan apply to the salaried and nonunion hourly employees of the Company; however, effective July 1, 2007, all newly hired and rehired salaried and nonunion hourly employees of the Company are not eligible for the Plan:

- The normal retirement age is 65. A participant who terminates employment prior to completing five years of service is not eligible to receive a pension under the Plan, unless he/she has attained normal retirement age. The normal monthly benefit amount for salaried and nonunion hourly employees is calculated by the formula below:

Equal to the sum of [(1) + (2)] times (3), plus (4) where:

- (1) 1.0% of final average earnings up to allowable Social Security covered compensation, plus 1.5% of final average earnings over allowable Social Security covered compensation times years of credited service projected to age 65 (up to 35 years).
- (2) 1.5% of final average earnings times years of credited service projected to age 65 (in excess of 35 years).
- (3) Ratio of years of credited service as of termination to years of credited service projected to age 65.
- (4) \$1 for each \$120 of unwithdrawn employee contributions accumulated with interest.

Participants are entitled to early retirement following attainment of age 55 and 10 years of service. The Plan also has provisions for benefits for the surviving spouse or beneficiary of a participant.

The following provisions of the Plan apply to employees covered by the Baltimore Union⁽¹⁾; Green River Union⁽¹⁾⁽²⁾; Buffalo Union⁽¹⁾; Middleport Union; Newark, Delaware Union⁽³⁾; and Spring Hill Union⁽¹⁾ benefit structures:

- Effective February 1, 2013 all newly hired or rehired employees covered by the Middleport Union are not eligible for the Plan. In addition, effective March 31, 2013, Middleport Union employees who, as of January 31, 2017 are not age 55 and do not have 10 years of credited service will cease to accrue additional benefits under the Plan. These employees will be fully vested in their accrued benefits and continue to receive service credit for early retirement eligibility. Employees who were aged 55 years and had at least 10 years of credited service on or before January 31, 2017 are designated as "grandfathered employees" and accrued benefits until January 31, 2017. Benefit accruals for all Middleport union employees ceased on January 31, 2017.
- The normal retirement age is age 65. A participant who terminates employment prior to completing five years of service is not eligible to receive a pension under the Plan. The normal monthly benefit amount ranges between \$38.50 and \$86.25 times years of service.

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Notes to Financial Statements
December 31, 2024 and 2023

- Participants are entitled to early retirement following attainment of age 55 and 10 years of credited service. For early retirement, the benefit is reduced by early retirement reduction factors outlined in the Plan.
- Union hourly participants at the former Baltimore location who retire on or after June 1, 2000 and after attainment of age 62 receive a supplemental early retirement benefit payable until age 65. The amount of the early retirement supplement is equal to the difference between the participant's benefit before reduction for early retirement and the participant's benefit after reduction for early retirement.
- Certain union participants may be eligible for disability benefits after completing 10 to 15 years of service; some union groups also require attainment of age 40 to 45; the Newark groups do not offer a disability benefit. The Plan also has provisions for benefits for the surviving spouse of a participant.

-
- (1) The Company no longer has operations at these locations.
 - (2) On April 1, 2015, the Company sold its Alkali Chemical division and, as a result, benefits accruals for all Green River participants ceased.
 - (3) On November 1, 2017, the Company sold its FMC Health and Nutrition segment and, as a result, benefits accruals for the Newark, Delaware Union ceased.

(2) Summary of Significant Accounting Policies

(a) Basis of Accounting

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

(b) Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. See Note 10 for a discussion of fair value measurements. Security transactions are recognized on a trade-date basis. Net appreciation (depreciation) includes gains and losses on investments bought and sold as well as held during the year. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

The Plan reached fully funded status during 2018. The primary investment strategy is a liability hedging approach with an objective of maintaining the funded status of the plan such that the funded status volatility is minimized and the likelihood that the Company will be required to make significant contributions to the plan is limited. The portfolio is primarily comprised of fixed income securities and cash. Investment performance and related risks are measured and monitored on an ongoing basis through monthly liability measurements, periodic asset liability studies, and quarterly investment portfolio reviews.

(c) Financial Instruments

Our financial instruments include employer contribution receivables, receivables due from brokers, accrued expenses and payables due to brokers. The carrying value of these financial instruments approximates their fair value.

(d) Administrative Expenses

All administrative expenses are paid from the Plan unless the Company, at its discretion, pays such expenses.

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Notes to Financial Statements
December 31, 2024 and 2023

(e) Use of Estimates

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

(f) Payment of Benefits

Benefit payments to participants are recorded when paid.

(3) Funding Policies

The Company contributes to the Plan such sums as are actuarially determined to be necessary to provide defined pension benefits to participants, maintain certain acceptable funding levels, and ensure that all contributions are deductible for federal income tax purposes.

The Company did not make any contributions to the Plan for either the 2024 or 2023 plan years. The Plan met the minimum funding requirements of the Employee Retirement Income Security Act of 1974 (ERISA) for years ended December 31, 2024 and 2023.

(4) Plan Termination

Although it has not expressed a desire to do so, the Company has the right under the Plan to discontinue its contribution at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

(a) Unwithdrawn employee contributions.

(b) Benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The amount is limited to the lowest benefit that would be payable under the Plan's provisions in effect at any time during the five years preceding plan termination.

(c) Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to the applicable limitations (discussed below).

(d) All other benefits (that is, vested benefits not insured by the PBGC).

(e) All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal retirement age benefits, early retirement benefits, and certain disability and survivor benefits. However, the PBGC does not guarantee all types of benefits provided by the Plan, and the amount of benefit protection from the PBGC is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan termination. However, a statutory ceiling exists, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees. For plan terminations occurring during 2024, that ceiling was \$7,108 per month. For plan terminations occurring during 2023, that ceiling was \$6,750 per month. The ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and who are 65 years old at the time of retirement or plan termination (whichever comes later). For annuitants who elect to receive their benefits in a payment form that is more valuable than a single-life annuity, or who elect to commence their payments prior to age 65, the statutory ceiling is actuarially adjusted downward. The PBGC maximum benefit is adjusted upward for participants who commence their payments later than age 65.

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Notes to Financial Statements
December 31, 2024 and 2023

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.

(5) Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to retired or terminated employees or their beneficiaries, beneficiaries of employees who have died, and present employees or their beneficiaries. Benefits payable under all circumstances (retirement, death, disability, and termination) are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by an actuary from Aon plc and is an amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest), expected salary changes and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment. The significant actuarial assumptions used in the valuation as of January 1, 2024 (the most recent valuation date), were as follows:

- The interest rate used to compute the present value of accrued benefits changed from 4.75% to 4.50%
- Pri-2012 Table with projection scale MP-2021 remained the same as last year

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

The total actuarial present value of accumulated plan benefits as of January 1, 2024 consisted of the following:

Vested benefits:	
Participants currently receiving benefits	\$ 868,345,491
Participants with deferred benefits	124,641,046
Other participants	51,299,607
Total vested benefits	\$ 1,044,286,144
Nonvested benefits	1,625,297
Total actuarial present value of accumulated plan benefits	\$ 1,045,911,441

The reasons for the change in the actuarial present value of accumulated plan benefits during 2023 were as follows:

Beginning balance, January 1, 2023	\$ 1,050,059,133
Assumption changes ⁽¹⁾	\$ 22,435,204
Other changes	7,274,989
Interest accumulation	47,957,242
Benefits paid	(81,815,127)
Total change in actuarial present value of accumulated plan benefits	\$ (4,147,692)
Ending balance, January 1, 2024	\$ 1,045,911,441

(1) Amount reflects a change in the interest rate assumption.

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Notes to Financial Statements
December 31, 2024 and 2023

(6) Tax Status

The Plan received a favorable determination letter from the Internal Revenue Service, dated October 27, 2015, indicating that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC) and exempt from federal income taxes. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes that the Plan is designed and being operated in compliance with the applicable requirements of the IRC.

In accordance with U.S. GAAP, Plan management has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2021.

(7) Investments

All of the investment information disclosed in the accompanying financial statements and supplemental schedules were obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by The Bank of New York Mellon Corporation, the trustee. Investments at fair value at December 31, 2024 and 2023 are as follows:

	2024	2023
Cash and short-term investments	\$ 847,012	\$ 2,840,745
U.S. government securities and other instruments	273,952,794	249,490,781
Corporate debt	589,061,503	660,943,014
Investment contracts with insurance company	104,636,558	111,243,119
Registered investment companies	51,959,707	52,205,543
Total investments at fair value	\$ 1,020,457,574	\$ 1,076,723,202

Interest and dividend income for years ended December 31, 2024 and 2023 was \$37,190,240 and \$36,920,161, respectively. Net appreciation (depreciation) in fair value of investments for the years ended December 31, 2024 and 2023 was \$(28,184,023) and \$47,457,860, respectively.

(8) Related-Party Transactions

As of December 31, 2024 and 2023, certain plan investments are securities of The Bank of New York Mellon Corporation., the trustee, and, therefore, qualify as a party-in-interest.

(9) Risks and Uncertainties

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

Certain investment managers, who invest the assets of the trust on the Plan's behalf, invest in fixed income securities, some of which are credit contracts or interest rate contracts. These types of investments may expose the Plan to credit risk and risk surrounding the amount of interest payments and the value of debt instruments. The investment managers occasionally enter into derivative contracts designed to reduce the credit risk and interest rate risk. Although these contracts are entered into with the intention of mitigating this risk, they do not meet the criteria for U.S. GAAP hedge accounting set forth under U.S. GAAP accounting literature on the accounting for derivative instruments and hedging activities. Gains and losses

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on the derivative contracts are recorded in the net appreciation (depreciation) in fair value of investments line of the statements of changes in 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.

(10) Fair Value Measurements

The Plan has categorized its assets that are recorded at fair value, based on the priority of the inputs to the valuation technique, into a three-level fair value hierarchy. The fair value 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 Plan's recurring financial assets recorded on the statements of net assets available for benefits are categorized based on the inputs to the valuation techniques 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 other than Level 1 that are observable, such as quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the asset or liability.

Level 3 – Inputs based on prices or valuation techniques that are both unobservable and significant to the overall fair value measurement. These unobservable inputs reflect the Plan's own assumptions about the assumptions a market participant would use in pricing the asset or liability. There were no Level 3 assets held as of December 31, 2024 and 2023.

If the inputs used to measure the financial assets fall within different levels of the hierarchy, the categorization is based on the lowest level input that is significant to the fair value measurement of the instrument. The 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 as compared to December 31, 2023.

Cash and short-term investments:

A portion of cash and short-term investments are valued based on quoted prices for identical securities in active markets, which are presented as Level 1. A majority of cash and short-term investments are treated as cash equivalents valued based on quoted prices for similar securities in inactive markets or observable market data and are presented as Level 2.

U.S. government securities:

A majority of U.S. government securities are valued based on unadjusted quoted prices of identical market transactions. As a result, these investments are presented as Level 1. A portion of the U.S. government securities are valued at the end of the month based on observable inputs. These investments are presented as Level 2.

Other instruments:

A portion of other instruments, such as futures contracts, are valued based on unadjusted prices in active markets. As a result, these investments are presented as Level 1. A majority of the other investments are valued at the end of the month based on observable inputs, including local government and non-U.S. government bonds. These investments are presented as Level 2.

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Corporate debt:

Represents fixed income securities in the form of intermediate and long term bonds. These securities are valued at the end of the month based on observable inputs, therefore they are presented as Level 2.

Investment contracts with insurance company:

These investments are part of an investment contract issued by Prudential insurance company. The underlying securities primarily include U.S. treasury and agency bonds, government agency bonds, corporate bonds, asset backed securities and cash. The fair value of these financial instruments are determined based on net asset value (NAV). NAV is based on the value of the underlying assets owned by the funds, less their liabilities. The Plan has concluded that the NAV reported by the funds is the fair value of these investments. The majority of the underlying securities held by Prudential are quoted on an active market, however a portion of the underlying securities are not directly traded on active markets. As such, these investment contracts are presented as Level 2.

Registered investment companies:

The fair value of the investments in registered investment companies is determined using NAV. The NAV of the investments is quoted daily on an active market and therefore is presented as Level 1.

The following tables present the Plan's fair value hierarchy for those financial assets measured at fair value on a recurring basis in the Plan's statements of net assets available for benefits as of December 31, 2024 and 2023. The Plan currently does not have nonfinancial assets, nonfinancial liabilities, financial assets, or financial liabilities measured at fair value on a nonrecurring basis.

	2024	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)
Cash and short-term investments	\$ 847,012	\$ 23,884	\$ 823,128	\$ —
U.S. government securities and other instruments	273,952,794	212,256,073	61,696,721	—
Corporate debt	589,061,503	—	589,061,503	—
Investment contracts with insurance company	104,636,558	—	104,636,558	—
Registered investment companies:				
Cash and cash equivalents	6,138,525	6,138,525	—	—
Fixed income investments	45,821,182	45,821,182	—	—
Total registered investment companies	\$ 51,959,707	\$ 51,959,707	\$ —	\$ —
Investment Assets at fair value	\$ 1,020,457,574	\$ 264,239,664	\$ 756,217,910	\$ —

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	2023	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)
Cash and short-term investments	\$ 2,840,745	\$ 360,746	\$ 2,479,999	\$ —
U.S. government securities and other instruments	249,490,781	207,314,921	42,175,860	—
Corporate debt	660,943,014	—	660,943,014	—
Investment contracts with insurance company	111,243,119	—	111,243,119	—
Registered investment companies:				
Cash and cash equivalents	3,930,645	3,930,645	—	—
Fixed income investments	48,274,898	48,274,898	—	—
Total registered investment companies	52,205,543	52,205,543	—	—
Investment Assets at fair value	\$ 1,076,723,202	\$ 259,881,210	\$ 816,841,992	\$ —

(11) Subsequent Events

Management evaluated subsequent events through September 19, 2025, the date at which the financial statements were available to be issued. Such evaluation resulted in no adjustments to the accompanying financial statements.

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Cash and short-term investments:			
Interest-bearing cash	2,815,000	\$ 823,128	\$ 823,128
** BNY Mellon Cash Reserve	—	23,884	23,884
Total cash and short-term investments		847,012	847,012
U.S. government securities and other instruments:			
U.S. Treasury Bond	189,038,796	127,161,430	120,394,419
U.S. Treasury Note	99,075,000	94,970,498	91,861,654
Other instruments:			
BAY AREA CA TOLL AUTH TOLL BRI	360,000	473,409	399,235
CALIFORNIA ST	1,035,000	1,346,619	1,226,156
CALIFORNIA ST HLTH FACS FING A	380,000	380,000	340,780
CALIFORNIA ST UNIV REVENUE	40,000	38,872	38,324
CCP OIS R SOFR	(4,200,000)	(12,156)	(20,675)
CCP_CDS. SP UL AMERICAN INTERN	100,000	2,122	1,431
CCP_CDS. SP UL AT&T INC. CME	500,000	5,830	5,984
CCP_CDS. SP UL ENBRIDGE INC. C	500,000	4,781	6,013
CCP_CDS. SP UL FORD MOTOR COMP	400,000	50,234	54,661
CCP_CDS. SP UL GE CME	200,000	1,777	2,598
CCP_CDS. SP UL GENERAL MOTORS	415,000	62,496	49,809
CCP_CDS. SP UL HESS CORPORATIO	300,000	—	3,770
CCP_CDS. SP UL THE BOEING COMP	200,000	—	1,448
CCP_CDS. SP UL VERIZON COMMUNI	1,000,000	1,130	17,188
CCP_CDS. SP UL AMERICAN INTERN	(100,000)	—	—
CCP_CDS. SP UL AT&T INC. CME	(500,000)	(530)	—
CCP_CDS. SP UL ENBRIDGE INC. C	(500,000)	—	—
CCP_CDS. SP UL FORD MOTOR COMP	(400,000)	—	—
CCP_CDS. SP UL GE CME	(200,000)	—	—
CCP_CDS. SP UL GENERAL MOTORS	(415,000)	—	—
CCP_CDS. SP UL HESS CORPORATIO	(300,000)	(2,304)	—
CCP_CDS. SP UL THE BOEING COMP	(200,000)	(489)	—
CCP_CDS. SP UL VERIZON COMMUNI	(1,000,000)	(1,664)	—
CCP_CDX. SP UL CDX.EM.40_V1 CM	200,000	—	(3,431)
CCP_CDX. SP UL CDX.EM.42 CME	100,000	—	(3,111)
CCP_CDX. SP UL CDX.NA.HY.43_V1	1,600,000	116,258	123,477
CCP_CDX. SP UL CDX.NA.IG.38 CM	100,000	—	1,636
CCP_CDX. SP UL CDX.NA.IG.39 CM	300,000	—	4,303
CCP_CDX. SP UL CDX.NA.IG.40 CM	300,000	2,647	6,458
CCP_CDX. SP UL CDX.NA.IG.40_V1	100,000	—	1,505
CCP_CDX. SP UL CDX.NA.IG.43 CM	40,400,000	893,442	893,554
CCP_CDX. SP UL CDX.EM.40_V1 CM	(200,000)	(6,824)	—
CCP_CDX. SP UL CDX.EM.42 CME	(100,000)	(2,890)	—
CCP_CDX. SP UL CDX.NA.HY.43_V1	(1,600,000)	—	—
CCP_CDX. SP UL CDX.NA.IG.38 CM	(100,000)	(699)	—
CCP_CDX. SP UL CDX.NA.IG.39 CM	(300,000)	(6,906)	—
CCP_CDX. SP UL CDX.NA.IG.40 CM	(300,000)	—	—

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Security description	Shares / par value	Historical Cost	Fair value
CCP_CDX._SP UL CDX.NA.IG.40_V1	(100,000)	(1,019)	—
CCP_CDX._SP UL CDX.NA.IG.43 CM	(40,400,000)	—	—
CCP_IRS._R USD-SOFR-COMPOUND C	45,820,000	931,569	3,609,733
CCP_IRS._R USD-SOFR-COMPOUND C	(45,820,000)	(281,002)	—
CDS._SP UL FEDERATIVE REPUBLIC	300,000	—	(2,081)
CDS._SP UL NEXTERA ENERGY CAPI	200,000	4,324	1,492
CDS._SP UL UNITED MEXICAN STAT	500,000	—	(1,434)
CDS._SP UL FEDERATIVE REPUBLIC	(300,000)	(18,602)	—
CDS._SP UL NEXTERA ENERGY CAPI	(200,000)	—	—
CDS._SP UL UNITED MEXICAN STAT	(500,000)	(5,640)	—
CHICAGO IL TRANSIT AUTH SALES	178,324	247,910	196,437
CHILE GOVERNMENT INTERNATIONAL	415,000	352,215	344,236
CMWLTH FING AUTH PA	185,000	184,974	164,441
COMMIT TO PUR FNMA SF MTG	35,415,000	33,968,564	33,883,308
CXT._SP UL CDX.NA.HY.37	4,100,000	485,575	377,777
CXT._SP UL CDX.NA.HY.37	(4,100,000)	—	—
DALLAS TX AREA RAPID TRANSIT S	165,000	174,194	153,564
FHLMC POOL #SD-8367	369,134	369,221	364,634
FNMA POOL #0BM2003	12,127	12,610	11,245
FNMA POOL #0FM1107	16,261	16,967	15,075
GNMA II POOL #0787544	2,506,003	2,272,240	2,253,623
GNMA II POOL #0MA4003	1,675,668	1,476,550	1,470,197
GNMA II POOL #0MA7194	423,951	371,156	369,117
GNMA II POOL #0MA7257	386,972	350,633	347,709
GNMA II POOL #0MA8722	690,422	624,832	620,061
GNMA II POOL #0MA9483	282,947	247,932	245,439
GOLDEN ST TOBACCO SECURITIZATI	245,000	245,525	197,222
INDIANA ST FIN AUTH REVENUE	115,000	115,000	82,540
INDONESIA GOVERNMENT INTERNATI	915,000	891,742	792,766
ISRAEL GOVERNMENT INTERNATIONALA	180,000	171,655	164,547
LOS ANGELES CA CMNTY CLG DIST	70,000	83,013	77,876
LOS ANGELES CA DEPT OF ARPTS C	20,000	20,000	17,067
LOUISIANA ST GAS & FUELS TAX R	45,000	45,000	33,901
MARYLAND ST HLTH & HGR EDUCNTL	865,000	865,000	627,328
MASSACHUSETTS ST	70,000	68,600	69,611
MASSACHUSETTS ST SCH BLDG AUTH	45,000	46,347	45,638
MET WASHINGTON DC ARPTS AUTH D	85,000	103,830	100,656
MEXICO GOVERNMENT INTERNATIONALA	5,230,000	4,355,309	4,016,635
MICHIGAN ST FIN AUTH REVENUE	185,000	181,283	147,937
MICHIGAN ST UNIV REVENUES	300,000	300,000	220,986
MUNI ELEC AUTH OF GEORGIA	194,000	281,965	206,994
N TX TOLLWAY AUTH REVENUE	205,000	323,084	227,829
NEW JERSEY ST TURNPIKE AUTH TU	386,000	510,947	436,005
NEW YORK CITY NY MUNI WTR FIN	45,000	49,523	45,585
NEW YORK NY	275,000	284,464	265,478

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NEW YORK ST DORM AUTH ST PERSO	70,000	84,408	70,043
NEW YORK ST URBAN DEV CORP REV	165,000	168,127	166,629
OHIO UNIV GEN RECPTS ATHENS	155,000	178,010	140,652
OKLAHOMA ST DEV FIN AUTH	40,000	40,000	36,407
ORIENTAL REPUBLIC OF URUGUAY	255,000	253,261	232,045
PANAMA GOVERNMENT INTERNATIONA	377,000	287,873	227,939
PERUVIAN GOVERNMENT INTERNATIO	1,525,000	1,405,913	1,344,562
PHILIPPINE GOVERNMENT INTERNAT	1,410,000	1,395,146	1,344,791
PORT AUTH OF NEW YORK & NEW JE	665,000	594,400	508,159
REGL TRANSPRTN DIST CO SALES T	30,000	31,977	30,380
REPUBLIC OF POLAND GOVERNMENT	1,015,000	1,003,963	935,546
SALES TAX SECURITIZATION CORP	200,000	192,149	178,086
SAN ANTONIO TX ELEC & GAS REVE	160,000	167,280	160,130
SAN DIEGO CNTY CA REGL TRANSPR	110,000	114,299	111,608
SAN FRANCISCO CITY & CNTY CA P	50,000	74,183	55,349
SAUDI GOVERNMENT INTERNAT 144A	1,465,000	1,391,270	1,301,396
SOUTH CAROLINA ST PUBLIC SVC A	25,000	39,298	26,622
STATE OF ISRAEL	470,000	394,419	304,781
TEXAS NATURAL GAS SECURITIZTN	520,000	526,181	512,091
TEXAS ST	195,000	211,241	194,942
TEXAS ST A & M UNIV PERM UNIV	145,000	112,993	117,159
TURKIYE GOVERNMENT INTERNATION	400,000	393,828	373,436
UNIV OF CALIFORNIA CA RGTS MED	325,000	427,201	348,975
UNIV OF CALIFORNIA REVENUES	110,000	114,123	91,421
UNIV OF MICHIGAN MI	321,000	321,000	251,876
UNIV OF TEXAS TX UNIV REVENUES	65,000	41,346	38,782
UNIV OF VIRGINIA VA UNIV REVEN	70,000	94,155	73,720
US 10YR TREAS NTS FUTURE (CBT)	7	—	(23,242)
US 10YR ULTRA FUTURE (CBT)	221	—	(383,493)
US 2YR TREAS NTS FUT (CBT)	257	—	(18,004)
US 5YR TREAS NTS FUTURE (CBT)	155	—	(82,762)
US TREAS BD FUTURE (CBT)	(8)	—	30,835
US ULTRA BOND (CBT)	(586)	—	2,674,783
VARIATION MARGIN ON SWAPS	—	(5,031,210)	(5,031,210)
Total other instruments		59,099,479	61,696,721
Total U.S. government securities and other instruments		281,231,407	273,952,794
Corporate debt:			
Corporate debt instruments:			
7-ELEVEN INC 144A	600,000	597,702	347,184
ABBVIE INC	378,000	325,871	315,844
ABU DHABI NATIONAL ENERGY 144A	400,000	396,944	374,312
ADVENTIST HEALTH SYSTEM/WEST	60,000	59,463	60,412
AEP TEXAS INC	655,000	631,734	575,733
AEP TRANSMISSION CO LLC	60,000	57,505	44,563

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Schedule 1

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AERCAP IRELAND CAPITAL DAC / A	1,915,000	1,837,420	1,815,778
AES CORP/THE	200,000	199,880	201,066
AETNA INC	285,000	289,449	235,949
AIR CANADA 144A	200,000	200,750	194,322
AIR LEASE CORP	400,000	393,248	395,148
AKER BP ASA 144A	803,000	807,946	715,763
ALCON FINANCE CORP 144A	1,200,000	1,203,144	1,138,326
ALEXANDRIA REAL ESTATE EQUITIE	815,000	774,733	499,734
ALLSTATE CORP/THE	3,000	2,321	2,411
ALTICE FRANCE SA 144A	300,000	300,000	224,724
ALTRIA GROUP INC	254,000	215,209	197,664
AMAZON.COM INC	50,000	42,708	41,362
AMEREN ILLINOIS CO	285,000	284,459	281,306
AMERICA MOVIL SAB DE CV	170,000	198,710	174,724
AMERICAN AIRLINES INC/AAD 144A	300,000	300,000	299,343
AMERICAN ELECTRIC POWER CO INC	335,000	334,226	324,689
AMERICAN HOMES 4 RENT LP	500,000	475,290	488,120
AMERICAN INTERNATIONAL GROUP I	895,000	864,566	780,814
AMERICAN TOWER CORP	2,465,000	2,329,817	1,805,688
AMERICAN WATER CAPITAL CORP	532,000	532,499	459,384
AMFAM HOLDINGS INC 144A	300,000	300,000	181,446
AMGEN INC	8,359,000	8,139,568	7,439,574
AMR/AADVANTAGE 3/21 TL	140,000	138,600	143,548
ANGLO AMERICAN CAPITAL PL 144A	200,000	155,806	148,254
ANHEUSER-BUSCH INBEV WORLDWIDE	1,678,000	1,718,632	1,679,418
ANTARES HOLDINGS LP 144A	300,000	299,586	314,235
AON NORTH AMERICA INC	465,000	462,173	454,956
APPALACHIAN POWER CO	1,300,000	1,324,163	1,122,443
APTIV SWISS HOLDINGS LTD	825,000	585,033	541,150
ARCELORMITTAL SA	500,000	496,855	534,375
ARCH CAPITAL GROUP US INC	55,000	47,930	50,440
ARIZONA PUBLIC SERVICE CO	830,000	724,722	717,819
ARTHUR J GALLAGHER & CO	424,000	381,888	369,132
ASCENSION HEALTH	55,000	46,333	43,912
ASHTED CAPITAL INC 144A	300,000	299,736	303,633
ASSURED GUARANTY US HOLDINGS I	300,000	299,151	264,921
AT&T INC	15,500,000	14,022,063	11,412,558
AUTOZONE INC	900,000	921,546	941,841
AVOLON HOLDINGS FUNDING L 144A	701,000	707,793	649,960
BACARDI LTD / BACARDI-MAR 144A	270,000	269,717	261,768
BACARDI LTD 144A	300,000	297,570	268,998
BAE SYSTEMS PLC 144A	1,165,000	1,167,922	1,149,980
BANCO BILBAO VIZCAYA ARGENTARI	400,000	400,000	399,840

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BANCO MERCANTIL DEL NORTE 144A	200,000	200,000	192,826
BANK OF AMERICA CORP	505,000	505,000	493,006
BARCLAYS PLC	2,025,000	2,040,500	1,990,349
BARRICK INTERNATIONAL BAR 144A	62,000	75,571	65,292
BAT CAPITAL CORP	3,525,000	3,351,125	2,974,647
BAXALTA INC	40,000	39,831	36,862
BAXTER INTERNATIONAL INC	360,000	362,610	223,801
BAYER US FINANCE II LLC 144A	1,096,000	1,051,406	856,878
BAYER US FINANCE LLC 144A	195,000	197,442	196,911
BAYLOR SCOTT & WHITE HOLDINGS	155,000	155,000	98,670
BECTON DICKINSON & CO	126,000	111,530	108,389
BELL TELEPHONE CO OF CANADA OR	625,000	637,903	538,037
BERKSHIRE HATHAWAY ENERGY CO	200,000	208,172	210,510
BIO-RAD LABORATORIES INC	200,000	199,466	179,162
BLACK HILLS CORP	480,000	547,254	396,396
BLOCK FINANCIAL LLC	700,000	697,809	645,813
BNP PARIBAS SA 144A	820,000	815,000	770,308
BOEING CO/THE	7,471,000	7,021,051	6,468,143
BOSTON PROPERTIES LP	980,000	837,677	868,796
BOSTON SCIENTIFIC CORP	300,000	319,602	284,462
BPCE SA 144A	700,000	701,308	687,192
BRITISH TELECOMMUNICATIONS PLC	300,000	434,448	364,011
BROADCOM INC	610,000	608,737	588,705
BROADCOM INC 144A	4,983,000	4,609,462	4,207,736
BROOKLYN UNION GAS CO/THE 144A	145,000	145,000	150,533
CAIXABANK SA 144A	600,000	600,000	621,096
CAMERON LNG LLC 144A	105,000	105,000	87,163
CANADIAN NATURAL RESOURCES LTD	495,000	599,899	506,186
CANADIAN PACIFIC RAILWAY CO	1,542,000	1,554,270	1,328,302
CAPITAL ONE FINANCIAL CORP	500,000	484,115	491,010
CARDINAL HEALTH INC	370,000	346,647	338,344
CARGILL INC 144A	40,000	40,414	33,029
CARRIER GLOBAL CORP	381,000	402,334	367,035
CBRE SERVICES INC	120,000	117,809	123,769
CDW LLC / CDW FINANCE CORP	200,000	200,000	186,052
CENOVUS ENERGY INC	173,000	178,938	135,176
CENTENE CORP	200,000	200,000	189,146
CENTERPOINT ENERGY INC	152,000	151,390	146,806
CENTERPOINT ENERGY RESOURCES C	70,000	70,218	69,877
CHARTER COMMUNICATIONS OPERATI	7,535,000	6,850,260	5,856,862
CHEVRON CORP	72,000	49,579	47,727
CIGNA GROUP/THE	410,000	380,055	308,613
CITIGROUP INC	660,000	659,509	660,769

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Security description	Shares / par value	Historical Cost	Fair value
CLECO CORPORATE HOLDINGS LLC	75,000	79,681	62,807
CLEVELAND ELECTRIC ILLUMI 144A	600,000	636,936	571,296
CMS ENERGY CORP	40,000	37,158	35,624
COCA-COLA CO/THE	465,000	461,414	449,311
COHERENT CORP 144A	200,000	200,000	190,858
COLUMBIA PIPELINES OPERAT 144A	330,000	333,076	349,274
COMCAST CORP	1,404,000	1,156,541	846,050
CONAGRA BRANDS INC	905,000	964,598	832,405
CONSOLIDATED EDISON CO OF NEW	735,000	736,103	665,992
CONSTELLATION BRANDS INC	80,000	66,221	62,126
CONSTELLATION ENERGY GENERATIO	880,000	879,537	878,943
CONTINENTAL RESOURCES INC 144A	100,000	114,193	98,798
COOPERATIEVE RABOBANK UA	45,000	61,781	44,951
COREBRIDGE FINANCIAL INC	112,000	96,001	93,499
CORNING INC	410,000	419,019	373,179
COSTAR GROUP INC 144A	200,000	199,842	173,866
COTERRA ENERGY INC	365,000	362,700	346,280
CRH AMERICA FINANCE INC 144A	500,000	494,795	415,610
CROWN CASTLE INC	1,227,000	990,683	861,896
CSX CORP	540,000	453,905	420,210
CVS HEALTH CORP	7,030,000	7,007,051	6,095,511
DCP MIDSTREAM OPERATING L 144A	2,000	2,226	2,149
DCP MIDSTREAM OPERATING LP	60,000	60,900	56,074
DELL INTERNATIONAL LLC / EMC C	392,000	408,822	396,934
DEUTSCHE BANK AG/NEW YORK NY	400,000	400,000	412,284
DEUTSCHE TELEKOM INTERNAT 144A	600,000	596,094	550,866
DEVON ENERGY CORP	1,575,000	1,572,953	1,464,700
DIAMOND SPORTS/SINCLAIR/REGION	3,647	3,336	3,102
DIAMONDBACK ENERGY INC	1,924,000	1,893,621	1,779,379
DICK'S SPORTING GOODS INC	220,000	157,543	161,110
DISCOVERY COMMUNICATIONS LLC	45,000	37,765	37,410
DOLLAR GENERAL CORP	50,000	38,719	36,819
DOMINION ENERGY INC	719,000	694,648	577,752
DOW CHEMICAL CO/THE	591,000	680,770	651,027
DT MIDSTREAM INC 144A	700,000	700,000	638,694
DUKE ENERGY CAROLINAS LLC	210,000	173,560	155,582
DUKE ENERGY CORP	3,430,000	3,191,032	2,651,012
DUKE ENERGY FLORIDA LLC	860,000	850,846	725,517
DUKE ENERGY OHIO INC	170,000	161,053	125,601
DUKE UNIVERSITY	65,000	43,766	40,444
DUPONT DE NEMOURS INC	1,531,000	1,636,300	1,528,338
EASTERN ENERGY GAS HOLDINGS LL	220,000	220,202	207,816
EASTMAN CHEMICAL CO	1,153,000	1,208,042	1,134,562

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ECOPETROL SA	245,000	243,630	236,273
ELECTRICITE DE FRANCE SA 144A	915,000	863,700	904,153
ELECTRONIC ARTS INC	700,000	696,262	439,341
ELEVANCE HEALTH INC	3,270,000	3,084,710	2,745,392
EMERA US FINANCE LP	1,263,000	1,224,539	1,046,913
ENBRIDGE ENERGY PARTNERS LP	307,000	369,411	345,247
ENBRIDGE INC	1,090,000	1,073,609	1,116,821
ENEL FINANCE AMERICA LLC 144A	400,000	395,076	270,620
ENEL FINANCE INTERNATIONAL 144A	400,000	393,516	395,888
ENERGY TRANSFER LP	4,535,000	4,666,456	4,229,919
ENI SPA 144A	1,630,000	1,669,046	1,602,684
ENTERGY ARKANSAS LLC	300,000	298,665	297,141
ENTERGY CORP	65,000	46,138	46,142
ENTERGY LOUISIANA LLC	300,000	277,821	267,246
ENTERGY MISSISSIPPI LLC	35,000	34,984	35,328
ENTERPRISE PRODUCTS OPERATING	200,000	198,780	172,366
EOG RESOURCES INC	385,000	385,744	377,535
EPR PROPERTIES	300,000	311,376	294,843
EQM MIDSTREAM PARTNERS LP 144A	400,000	400,000	376,172
EQUINIX INC	700,000	673,911	607,248
EQUITABLE HOLDINGS INC	400,000	400,000	403,804
ESSENTIAL PROPERTIES LP	300,000	299,400	255,450
ESSENTIAL UTILITIES INC	350,000	322,125	235,538
ESSEX PORTFOLIO LP	200,000	192,900	165,736
EVERGY KANSAS CENTRAL INC	65,000	45,143	43,181
EVERGY METRO INC	95,000	92,136	89,968
EVERSOURCE ENERGY	1,315,000	1,267,039	1,285,242
EXELON CORP	1,400,000	1,469,100	1,240,119
EXXON MOBIL CORP	115,000	116,590	76,741
FAIRFAX FINANCIAL HOLDINGS LTD	710,000	708,868	722,236
FEDEX CORP	2,664,000	2,496,829	2,167,296
FIDELITY NATIONAL INFORMATION	70,000	68,558	57,219
FIFTH THIRD BANCORP	740,000	740,000	698,752
FIRST AMERICAN FINANCIAL CORP	200,000	199,326	164,582
FIRSTENERGY CORP	95,000	81,649	81,023
FIRSTENERGY TRANSMISSION 144A	208,000	237,800	199,335
FISERV INC	290,000	306,331	237,127
FLEX INTERMEDIATE HOLDCO 144A	200,000	174,604	170,826
FLORIDA POWER & LIGHT CO	1,880,000	1,800,842	1,777,911
FORTIVE CORP	215,000	229,051	172,907
FOUNDRY JV HOLDCO LLC 144A	200,000	200,776	202,146
FS KKR CAPITAL CORP	300,000	299,046	271,689
GE HEALTHCARE TECHNOLOGIES INC	990,000	1,019,714	1,028,205

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GENERAL ELECTRIC CO	290,000	329,257	324,115
GENERAL MILLS INC	1,046,000	1,061,003	951,288
GENERAL MOTORS FINANCIAL CO IN	1,215,000	1,213,639	1,216,251
GILEAD SCIENCES INC	920,000	806,113	566,453
GLENCORE FUNDING LLC 144A	160,000	119,250	114,906
GLOBAL ATLANTIC FIN CO 144A	445,000	442,001	452,298
GLOBAL PAYMENTS INC	340,000	339,162	327,899
GLP CAPITAL LP / GLP FINANCING	900,000	896,732	905,785
GOLDMAN SACHS GROUP INC/THE	400,000	468,921	411,655
GOODMAN US FINANCE SIX LL 144A	400,000	398,208	385,944
GRUPO TELEVISA SAB	145,000	133,220	118,214
HA SUSTAINABLE INFRASTRUC 144A	300,000	297,795	291,942
HALEON US CAPITAL LLC	1,450,000	1,416,545	1,364,142
HARTFORD INSURANCE GROUP INC/T	220,000	269,663	218,576
HCA INC	2,650,000	2,346,151	2,081,653
HESS CORP	528,000	581,569	549,063
HEWLETT PACKARD ENTERPRISE CO	265,000	259,991	249,916
HSBC HOLDINGS PLC	560,000	560,000	546,263
HUMANA INC	977,000	980,505	900,224
HUNTINGTON INGALLS INDUSTRIES	395,000	394,937	394,293
HUNTSMAN INTERNATIONAL LLC	100,000	98,870	95,346
INDIANA MICHIGAN POWER CO	145,000	106,929	95,406
ING GROEP NV	200,000	200,000	200,804
INGERSOLL RAND INC	430,000	442,182	434,408
INTEL CORP	3,678,000	3,459,396	2,614,894
INTERNATIONAL FLAVORS & F 144A	325,000	235,820	232,105
INTERNATIONAL FLAVORS & FRAGRA	75,000	57,444	58,715
INTERNATIONAL PAPER CO	299,000	325,297	298,713
INTERPUBLIC GROUP OF COS INC/T	300,000	298,317	283,311
INTERSTATE POWER AND LIGHT CO	285,000	276,900	223,580
INTESA SANPAOLO SPA 144A	300,000	299,703	324,531
INVITATION HOMES OPERATING PAR	600,000	598,854	478,710
ITC HOLDINGS CORP	310,000	347,123	285,262
JAB HOLDINGS BV 144A	550,000	426,988	387,328
JBS USA HOLDING LUX SARL/ JBS	455,000	468,902	462,701
JOHN DEERE CAPITAL CORP	795,000	826,307	795,437
JOHNSON CONTROLS INTERNATIONAL	170,000	186,635	143,840
JP MORGAN MORTGAGE ACQ WMC1 M3	65,628	64,315	65,050
KEURIG DR PEPPER INC	1,110,000	1,062,000	1,057,836
KEYCORP	370,000	370,000	370,329
KEYSPAN GAS EAST CORP 144A	215,000	215,000	142,906
KILROY REALTY LP	200,000	199,914	153,032
KIMCO REALTY OP LLC	65,000	53,185	47,251

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KINDER MORGAN ENERGY PARTNERS	1,595,000	1,804,096	1,676,168
KINDER MORGAN INC	3,013,000	2,897,557	2,884,995
KRAFT HEINZ FOODS CO	1,162,000	1,055,697	1,023,924
KROGER CO/THE	1,295,000	1,322,410	1,197,332
LAS VEGAS SANDS CORP	300,000	299,607	302,046
LAZARD GROUP LLC	100,000	99,241	97,406
LBJ INFRASTRUCTURE GROUP 144A	105,000	105,000	70,604
LIBERTY MUTUAL GROUP INC 144A	170,000	106,463	104,900
LOCKHEED MARTIN CORP	1,300,000	1,296,207	1,285,904
LOWE'S COS INC	2,871,000	2,672,716	2,386,599
LYB INTERNATIONAL FINANCE III	723,000	620,442	521,418
MARATHON PETROLEUM CORP	360,000	306,068	286,609
MARTIN MARIETTA MATERIALS INC	50,000	49,003	47,239
MARVELL TECHNOLOGY INC	300,000	298,044	311,667
MASSACHUSETTS ELECTRIC CO 144A	195,000	200,215	194,019
MASSACHUSETTS INSTITUTE OF TEC	370,000	316,973	243,761
MCDONALD'S CORP	3,375,000	3,549,381	3,087,666
MELCO RESORTS FINANCE LTD 144A	200,000	200,000	190,756
METLIFE INC	60,000	93,184	80,072
MICRON TECHNOLOGY INC	300,000	300,000	202,986
MICROSOFT CORP	327,000	309,190	192,273
MOLSON COORS BEVERAGE CO	178,000	154,179	148,664
MONDELEZ INTERNATIONAL INC	254,000	197,069	180,937
MOODY'S CORP	225,000	222,303	201,341
MORGAN STANLEY	605,000	551,983	567,229
MOTIVA ENTERPRISES LLC 144A	60,000	74,681	62,494
MOTOROLA SOLUTIONS INC	700,000	698,614	599,718
MOUNT SINAI HOSPITAL/THE	110,000	85,772	72,262
MPLX LP	685,000	650,271	586,973
MYLAN INC	90,000	93,099	74,589
NASDAQ INC	1,513,000	1,347,854	1,347,461
NATIONAL GRID PLC	300,000	300,000	299,298
NATIONWIDE MUTUAL INSURAN 144A	450,000	650,104	505,214
NAVIENT PRIVATE ED DA A2A 144A	214,309	209,980	210,368
NESTLE HOLDINGS INC 144A	95,000	80,956	75,655
NEVADA POWER CO	685,000	745,702	709,898
NEW YORK STATE ELECTRIC & 144A	35,000	34,913	34,478
NEWMONT CORP	295,000	358,332	310,461
NEWMONT CORP / NEWCREST FINANC	100,000	99,476	80,790
NIAGARA MOHAWK POWER CORP 144A	40,000	39,874	39,330
NISOURCE INC	1,070,000	1,120,413	938,042
NISSAN MOTOR CO LTD 144A	1,600,000	1,600,000	1,540,528
NNN REIT INC	100,000	98,587	84,606

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NOMURA HOLDINGS INC	900,000	900,000	851,624
NORFOLK SOUTHERN CORP	1,751,000	1,508,114	1,296,737
NORTHROP GRUMMAN CORP	2,480,000	2,411,878	2,167,594
NORTHWESTERN UNIVERSITY	85,000	81,446	73,281
NUCOR CORP	255,000	252,617	189,003
NUMERICABLE / YPSO / ALTICE 1/	94,314	91,956	75,427
NUVEEN LLC 144A	95,000	94,871	96,201
NVIDIA CORP	405,000	403,497	371,069
NVR INC	200,000	199,620	180,536
NXP BV / NXP FUNDING LLC / NXP	735,000	577,761	538,396
OCCIDENTAL PETROLEUM CORP	1,435,000	1,457,432	1,432,169
OCI NV 144A	100,000	99,834	100,835
OGLETHORPE POWER CORP	1,160,000	1,119,750	1,007,228
OGLETHORPE POWER CORP 144A	75,000	74,802	73,678
ONCOR ELECTRIC DELIVERY C 144A	110,000	110,035	106,962
ONCOR ELECTRIC DELIVERY CO LLC	72,000	78,823	63,233
ONEMAIN FINANCE CORP	100,000	100,083	101,796
ONEOK INC	3,637,000	3,559,551	3,398,848
ONEOK INC 144A	200,000	200,000	202,002
ONEOK PARTNERS LP	115,000	110,156	114,623
ORACLE CORP	11,164,000	10,283,521	8,666,180
O'REILLY AUTOMOTIVE INC	125,000	124,728	121,349
OTIS WORLDWIDE CORP	1,445,000	1,426,853	1,247,436
OWENS CORNING	940,000	950,545	950,338
PACIFIC GAS AND ELECTRIC CO	6,964,000	6,610,750	6,107,303
PACIFICORP	985,000	919,747	840,032
PARAMOUNT GLOBAL	1,235,000	1,077,330	1,016,788
PARKER-HANNIFIN CORP	175,000	174,629	173,136
PERNOD RICARD INTERNATION 144A	215,000	209,410	127,785
PERUSAHAAN PERSEROAN PERS 144A	500,000	493,983	357,442
PETROLEOS MEXICANOS	960,000	958,266	745,549
PHILLIPS 66 CO	1,305,000	1,276,668	1,264,361
PLAINS ALL AMERICAN PIPELINE L	370,000	395,969	376,871
PRINCIPAL FINANCIAL GROUP INC	40,000	41,963	35,284
PROSUS NV 144A	300,000	299,976	193,944
PUBLIC SERVICE CO OF COLORADO	60,000	54,013	55,776
PUBLIC SERVICE ENTERPRISE GROU	495,000	494,089	412,300
QUEST DIAGNOSTICS INC	510,000	508,006	496,082
RCKT MORTGAGE TRUST 2 A2 144A	236,452	223,633	188,700
REGENERON PHARMACEUTICALS INC	77,000	50,633	45,467
RENESAS ELECTRONICS CORP 144A	500,000	500,000	473,570
REPUBLIC SERVICES INC	1,390,000	1,373,458	1,180,663
REYNOLDS AMERICAN INC	270,000	256,237	257,475

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ROGERS COMMUNICATIONS INC	680,000	673,708	539,685
ROPER TECHNOLOGIES INC	1,275,000	1,263,441	1,240,991
ROYALTY PHARMA PLC	1,965,000	1,617,924	1,323,174
RTX CORP	5,065,000	4,961,076	4,193,233
SABAL TRAIL TRANSMISSION 144A	235,000	253,068	207,235
SABINE PASS LIQUEFACTION LLC	200,000	199,488	193,732
SAMMONS FINANCIAL GROUP I 144A	400,000	399,116	418,084
SAN DIEGO GAS & ELECTRIC CO	600,000	595,173	500,283
SANDS CHINA LTD	400,000	398,900	395,540
SANTANDER UK GROUP HOLDINGS PL	1,000,000	967,606	966,944
SCRIPPS ESCROW II INC 144A	200,000	200,000	147,008
SEAGATE HDD CAYMAN	50,400	62,911	56,796
SEASONED LOANS STRUCTURE 3 A1C	252,160	255,103	234,020
SEMPRA	1,220,000	1,173,640	1,171,911
SHERWIN-WILLIAMS CO/THE	715,000	658,078	509,734
SMURFIT KAPPA TREASURY UL 144A	365,000	365,580	364,127
SOCIETE GENERALE SA 144A	760,000	760,367	760,909
SOLVENTUM CORP 144A	720,000	720,053	706,503
SOUTHERN CALIFORNIA EDISON CO	215,000	214,712	220,065
SOUTHERN CO GAS CAPITAL CORP	1,683,000	1,634,391	1,362,709
SOUTHERN CO/THE	1,470,000	1,393,713	1,320,519
SOUTHERN COPPER CORP	245,000	299,906	258,375
SOUTHERN POWER CO	280,000	279,314	268,946
SOUTHWESTERN ELECTRIC POWER CO	550,000	560,639	369,055
SOUTHWESTERN PUBLIC SERVICE CO	300,000	297,774	303,606
SPECTRA ENERGY PARTNERS LP	174,000	134,074	143,211
STARBUCKS CORP	2,210,000	2,111,835	1,859,363
STARWOOD PROPERTY TRUST I 144A	100,000	100,000	96,511
STRYKER CORP	940,000	936,751	907,549
STUDIO CITY FINANCE LTD 144A	200,000	200,000	180,914
SUBURBAN PROPANE PARTNERS 144A	200,000	200,000	178,289
SUNCOR ENERGY INC	777,000	731,060	594,315
SYSCO CORP	635,000	681,223	608,139
SYSTEM ENERGY RESOURCES INC	35,000	34,919	34,281
TAKEDA PHARMACEUTICAL CO LTD	1,860,000	1,804,369	1,478,681
TAMPA ELECTRIC CO	40,000	33,828	35,642
TAPESTRY INC	45,000	44,939	43,756
TARGA RESOURCES CORP	280,000	278,742	259,646
TD SYNEX CORP	400,000	397,632	336,400
TEACHERS INSURANCE & ANNU 144A	400,000	393,896	320,539
TELEFONICA EMISIONES SA	1,470,000	1,431,282	1,292,996
TENNESSEE GAS PIPELINE CO 144A	200,000	199,602	179,304
TEXAS EASTERN TRANSMISSIO 144A	170,000	168,152	131,036

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TEXAS INSTRUMENTS INC	55,000	49,499	44,740
THE CAMPBELL'S COMPANY	700,000	687,292	620,877
TIME WARNER CABLE LLC	905,000	958,479	792,894
T-MOBILE USA INC	7,865,000	7,442,291	6,505,804
TOYOTA AUTO LOAN EXT 1A A 144A	995,000	994,742	1,003,418
TRANSCANADA PIPELINES LTD	1,340,000	1,416,482	1,319,368
TRUIST FINANCIAL CORP	2,040,000	1,963,803	1,976,210
TRUST FIBRA UNO 144A	600,000	599,088	467,868
TYSON FOODS INC	655,000	611,624	618,732
UNION PACIFIC CORP	300,000	254,574	211,766
UNITED PARCEL SERVICE INC	60,000	44,654	42,325
UNITEDHEALTH GROUP INC	55,000	66,470	59,666
UNUM GROUP	260,000	252,891	206,522
UTAH ACQUISITION SUB INC	300,000	296,088	252,858
VALE OVERSEAS LTD	840,000	833,397	805,527
VALERO ENERGY CORP	185,000	132,166	124,899
VENTAS REALTY LP	300,000	311,199	291,895
VERIZON COMMUNICATIONS IN 144A	190,000	190,359	180,918
VERIZON COMMUNICATIONS INC	11,541,000	10,735,023	8,469,513
VIATRIS INC	320,000	277,077	230,159
VICI PROPERTIES LP	500,000	494,134	492,807
VIRGIN MEDIA SECURED FINA 144A	400,000	407,000	375,180
VISTRA OPERATIONS CO LLC 144A	400,000	399,400	430,356
VODAFONE GROUP PLC	1,717,000	1,717,777	1,613,365
WALGREENS BOOTS ALLIANCE INC	200,000	186,040	193,580
WARNERMEDIA HOLDINGS INC	3,846,000	3,267,557	2,904,377
WASTE CONNECTIONS INC	295,000	277,091	184,357
WASTE MANAGEMENT INC	135,000	83,523	78,596
WEC ENERGY GROUP INC	1,060,000	1,059,153	967,621
WELLS FARGO & CO	80,000	71,622	70,477
WELLTOWER OP LLC	412,000	410,421	385,928
WESTINGHOUSE AIR BRAKE TECHNOL	400,000	399,556	396,120
WESTLAKE CORP	115,000	96,366	72,644
WEYERHAEUSER CO	200,000	198,924	190,850
WHISTLER PIPELINE LLC 144A	425,000	423,967	426,309
WILLIAMS COS INC/THE	1,745,000	1,717,338	1,581,395
WILLIS NORTH AMERICA INC	959,000	969,659	883,375
WOODSIDE FINANCE LTD	200,000	199,389	188,537
WOODSIDE FINANCE LTD 144A	400,000	399,268	387,508
XCEL ENERGY INC	385,000	357,646	356,022
ZOETIS INC	1,259,000	1,262,479	1,077,570
Total corporate debt instruments		312,274,881	279,895,741
Corporate debt instruments - preferred:			
ABBOTT LABORATORIES	1,016,000	1,096,691	963,028
ABBVIE INC	8,152,000	8,065,352	7,258,327

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ACCENTURE CAPITAL INC	165,000	164,828	156,819
ADVANCED MICRO DEVICES INC	55,000	55,000	46,036
AEP TEXAS INC	90,000	89,771	90,579
AEP TRANSMISSION CO LLC	710,000	666,472	562,866
AERCAP IRELAND CAPITAL DAC / A	315,000	277,118	301,537
AFLAC INC	90,000	76,045	70,654
AIB GROUP PLC 144A	870,000	870,000	883,709
AIR PRODUCTS AND CHEMICALS INC	111,000	110,776	97,924
ALABAMA POWER CO	1,300,000	1,349,161	1,108,956
ALIBABA GROUP HOLDING LTD	505,000	483,215	385,827
ALLSTATE CORP/THE	293,000	275,988	265,817
ALPHABET INC	190,000	117,945	105,442
ALTRIA GROUP INC	2,075,000	1,970,537	1,892,141
AMAZON.COM INC	4,180,000	3,780,974	2,848,467
AMEREN ILLINOIS CO	455,000	418,150	324,705
AMERICA MOVIL SAB DE CV	110,000	158,126	116,020
AMERICAN EXPRESS CO	3,450,000	3,261,984	3,373,854
AMERICAN HONDA FINANCE CORP	1,300,000	1,307,849	1,240,642
AMERICAN TRANSMISSION SYS 144A	125,000	139,869	114,626
AMERICAN WATER CAPITAL CORP	105,000	104,748	83,554
ANALOG DEVICES INC	95,000	70,422	67,286
ANHEUSER-BUSCH COS LLC	50,000	52,992	54,183
ANHEUSER-BUSCH COS LLC / ANHEU	2,326,000	2,256,703	2,155,194
ANHEUSER-BUSCH INBEV FINANCE I	465,000	427,320	428,822
ANHEUSER-BUSCH INBEV WORLDWIDE	1,305,000	1,256,222	1,200,459
AON CORP / AON GLOBAL HOLDINGS	992,000	856,843	703,871
APPLE INC	4,904,000	4,622,734	3,688,215
APPLIED MATERIALS INC	145,000	158,528	127,612
ARCHER-DANIELS-MIDLAND CO	85,000	103,257	71,091
ASTRAZENECA PLC	632,000	709,276	587,622
ATMOS ENERGY CORP	75,000	74,792	67,782
AVALONBAY COMMUNITIES INC	1,480,000	1,487,632	1,382,647
AVISTA CORP	135,000	110,991	110,819
BALTIMORE GAS AND ELECTRIC CO	260,000	247,855	219,893
BANK OF AMERICA CORP	14,248,000	13,463,441	12,675,388
BANK OF NEW YORK MELLON CORP/T	1,655,000	1,655,000	1,698,924
BANK OF NOVA SCOTIA/THE	1,260,000	1,258,891	1,260,302
BARRICK PD AUSTRALIA FINANCE P	15,000	15,764	15,162
BAYLOR SCOTT & WHITE HOLDINGS	490,000	362,858	311,924
BERKSHIRE HATHAWAY ENERGY CO	880,000	1,083,478	895,062
BERKSHIRE HATHAWAY FINANCE COR	1,251,000	1,040,233	871,646
BETH ISRAEL LAHEY HEALTH INC	95,000	95,000	58,001
BG ENERGY CAPITAL PLC 144A	900,000	982,902	839,817
BHP BILLITON FINANCE USA LTD	800,000	811,435	755,230
BLACKROCK FUNDING INC	1,599,000	1,592,858	1,544,650

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BLACKSTONE HOLDINGS FINAN 144A	300,000	296,916	208,545
BMW VEHICLE LEASE TRUST 2 1 A3	26,972	26,971	26,991
BOEING CO/THE	30,000	32,260	31,618
BON SECOURS MERCY HEALTH INC	105,000	73,482	69,792
BP CAPITAL MARKETS AMERICA INC	3,340,000	3,011,824	2,503,262
BPCE SA 144A	250,000	252,433	247,820
BRISTOL-MYERS SQUIBB CO	4,778,000	4,636,645	3,924,090
BROOKFIELD FINANCE INC	240,000	199,573	192,126
BROWN UNIVERSITY	140,000	97,367	92,959
BROWN-FORMAN CORP	115,000	102,828	100,615
BURLINGTON NORTHERN SANTA FE L	3,160,000	3,263,092	2,791,812
BX COMMERCIAL MORT VLT5 A 144A	335,000	340,025	335,027
CAMDEN PROPERTY TRUST	970,000	967,932	895,059
CAMERON LNG LLC 144A	200,000	200,000	165,092
CANADIAN NATIONAL RAILWAY CO	765,000	746,287	667,970
CARGILL INC 144A	355,000	392,437	290,602
CARLYLE FINANCE LLC 144A	500,000	499,570	474,955
CASE WESTERN RESERVE UNIVERSIT	225,000	224,598	210,445
CATERPILLAR FINANCIAL SERVICES	250,000	249,323	246,128
CATERPILLAR INC	160,000	133,074	129,004
CENTERPOINT ENERGY HOUSTON ELE	595,000	543,666	488,579
CHARLES SCHWAB CORP/THE	1,950,000	1,949,071	1,957,160
CHILE ELECTRICITY LUX MPC 144A	289,500	289,523	291,900
CHUBB CORP/THE	205,000	232,800	220,912
CHUBB INA HOLDINGS LLC	955,000	919,439	909,773
CIGNA GROUP/THE	1,935,000	1,900,546	1,690,621
CISCO SYSTEMS INC	1,895,000	1,922,994	1,876,225
CITIGROUP INC	5,175,000	4,900,575	4,542,757
CME GROUP INC	8,000	8,029	8,009
COCA-COLA CO/THE	1,510,000	1,489,939	1,384,035
COCA-COLA FEMSA SAB DE CV	40,000	53,172	37,346
COMCAST CORP	9,453,000	8,651,817	6,980,275
COMMONSPIRIT HEALTH	560,000	511,365	429,134
COMMONWEALTH BANK OF AUST 144A	400,000	400,000	368,048
COMMONWEALTH EDISON CO	2,121,000	1,957,142	1,629,973
CONOCOPHILLIPS CO	2,298,000	2,272,107	2,065,123
CONSOLIDATED EDISON CO OF NEW	4,124,000	4,270,241	3,494,069
CONSUMERS 2023 SECURITIZATION	346,327	346,293	348,710
COOPERATIEVE RABOBANK UA	255,000	251,726	247,704
COSERV SECURITIZATION 202 144A	566,322	566,314	558,977
CSL FINANCE PLC 144A	265,000	266,647	231,569
CSX CORP	1,049,000	973,729	840,762
DANAHER CORP	195,000	124,045	118,821

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DEERE & CO	40,000	26,201	26,164
DH EUROPE FINANCE II SARL	388,000	341,926	302,683
DIAGEO CAPITAL PLC	565,000	562,006	575,554
DLLAA 2023-1 LLC 1A A3 144A	160,000	159,991	162,394
DLLST 2024-1 LLC 1A A3 144A	160,000	159,989	160,744
DOMINION ENERGY SOUTH CAROLINA	380,000	416,444	351,377
DTE ELECTRIC CO	250,000	184,968	177,248
DUKE ENERGY CAROLINAS LLC	1,072,000	998,248	897,533
DUKE ENERGY FLORIDA LLC	625,000	634,371	558,261
DUKE ENERGY INDIANA LLC	1,133,000	1,089,082	872,567
DUKE ENERGY PROGRESS LLC	1,810,000	1,776,986	1,423,575
EASTERN GAS TRANSMISSION & STO	155,000	176,340	113,167
EATON CORP	1,000,000	999,290	940,290
ECOLAB INC	476,000	438,649	284,266
EDVESTINU PRIVATE EDU A A 144A	235,218	229,398	233,033
EIG PEARL HOLDINGS SARL 144A	200,000	145,250	154,798
ELI LILLY & CO	2,090,000	2,044,184	1,889,850
ENERGY TRANSFER LP	181,000	169,108	163,474
ENTERGY ARKANSAS LLC	205,000	170,288	135,455
ENTERGY LOUISIANA LLC	1,030,000	1,025,259	908,571
ENTERGY MISSISSIPPI LLC	120,000	102,910	89,202
ENTERGY TEXAS INC	165,000	164,555	146,512
ENTERPRISE PRODUCTS OPERATING	5,033,000	5,267,394	4,755,561
EOG RESOURCES INC	131,000	134,416	122,619
EQUINIX INC	545,000	542,133	502,277
EQUINOR ASA	1,010,000	909,542	842,055
ERP OPERATING LP	1,535,000	1,529,225	1,438,715
ESTEE LAUDER COS INC/THE	45,000	37,761	36,834
EVERGY KANSAS CENTRAL INC	195,000	200,753	158,151
EVERSOURCE ENERGY	160,000	169,726	163,954
EXXON MOBIL CORP	1,181,000	1,079,085	908,132
FIRSTENERGY PENNSYLVANIA ELECT	70,000	86,018	72,456
FLORIDA POWER & LIGHT CO	908,000	900,382	793,684
FMR LLC 144A	265,000	347,508	291,336
FRED HUTCHINSON CANCER CENTER	145,000	145,000	133,111
GEORGETOWN UNIVERSITY/THE	120,000	120,047	77,287
GEORGIA POWER CO	1,578,000	1,450,352	1,321,773
GILEAD SCIENCES INC	1,951,000	1,932,085	1,773,247
GLAXOSMITHKLINE CAPITAL INC	290,000	343,486	314,334
GLENCORE FUNDING LLC 144A	530,000	517,878	515,038
GOLDMAN SACHS GROUP INC/THE	12,165,000	11,837,792	11,247,396
GREENSAIF PIPELINES BIDCO 144A	590,000	590,000	586,722
GUARDIAN LIFE GLOBAL FUND 144A	1,635,000	1,633,366	1,585,853

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HALLIBURTON CO	259,000	268,743	228,011
HCA INC	50,000	52,782	47,765
HEALTH CARE SERVICE CORP 144A	150,000	149,537	145,440
HERSHEY CO/THE	425,000	404,537	273,867
HOME DEPOT INC/THE	3,532,000	3,536,145	2,855,297
HONEYWELL INTERNATIONAL INC	1,710,000	1,704,782	1,596,568
HORMEL FOODS CORP	135,000	104,999	87,815
HSBC HOLDINGS PLC	6,455,000	6,522,442	6,471,743
HYUNDAI CAPITAL AMERICA 144A	545,000	544,052	546,564
IBM INTERNATIONAL CAPITAL PTE	1,400,000	1,382,207	1,317,938
INDIANA MICHIGAN POWER CO	300,000	298,284	236,829
INDIANA UNIVERSITY HEALTH INC	110,000	74,032	68,979
ING GROEP NV	300,000	300,000	310,665
INTERCONTINENTAL EXCHANGE INC	3,330,000	3,038,556	2,622,887
INTERNATIONAL BUSINESS MACHINE	1,374,000	1,260,159	1,061,587
INTUIT INC	310,000	303,076	304,026
INVITATION HOMES 2 SFR1 A 144A	773,675	742,367	734,480
JOHNSON & JOHNSON	1,307,000	1,260,734	1,029,323
JOHNSONVILLE AERODERIVATIVE CO	305,000	305,000	292,913
JPMORGAN CHASE & CO	14,150,000	13,038,418	11,939,390
KAISER FOUNDATION HOSPITALS	1,250,000	1,194,002	882,856
KENTUCKY UTILITIES CO	280,000	302,920	234,543
KENVUE INC	835,000	820,870	777,031
KIMBERLY-CLARK CORP	272,000	298,085	270,635
KIMCO REALTY OP LLC	65,000	74,220	51,173
KKR GROUP FINANCE CO VII 144A	200,000	198,948	140,476
KLA CORP	361,000	349,483	312,799
KRAFT HEINZ FOODS CO	310,000	267,095	251,032
LAM RESEARCH CORP	250,000	227,923	181,126
LEGG MASON INC	200,000	205,004	195,856
LELAND STANFORD JUNIOR UNIVERS	175,000	133,005	122,812
LINDE INC/CT	80,000	63,987	41,711
LOCKHEED MARTIN CORP	2,688,000	2,578,561	2,271,302
LOUISIANA LOCAL GOVERNMENT A1	227,995	227,995	229,172
LOUISIANA LOCAL GOVERNMENT A3	410,000	410,000	388,090
LOUISIANA LOCAL GOVERNMENT A4	405,000	405,000	377,181
LOUISVILLE GAS AND ELECTRIC CO	315,000	314,408	293,679
LSEGA FINANCING PLC 144A	200,000	199,004	149,092
MARSH & MCLENNAN COS INC	3,170,000	3,124,039	3,039,984
MASS GENERAL BRIGHAM INC	393,000	396,925	256,374
MASSMUTUAL GLOBAL FUNDING 144A	1,780,000	1,787,432	1,803,122
MASTERCARD INC	795,000	798,492	651,102
MAYO CLINIC	200,000	204,948	129,164

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MERCK & CO INC	3,360,000	2,872,731	2,417,054
MERCK SHARP & DOHME CORP	105,000	114,732	108,735
META PLATFORMS INC	4,535,000	4,501,277	4,370,657
METHODIST HOSPITAL/THE	100,000	93,719	61,888
METLIFE INC	379,000	368,623	362,055
METROPOLITAN LIFE GLOBAL 144A	745,000	692,392	696,051
MICROSOFT CORP	4,277,000	3,971,191	2,829,123
MIDAMERICAN ENERGY CO	1,200,000	1,219,128	1,072,405
MILL CITY MORTGAGE GS2 A1 144A	54,101	54,442	52,019
MISSISSIPPI POWER CO	292,000	240,241	216,782
MITSUBISHI UFJ FINANCIAL GROUP	145,000	145,000	145,251
MIZUHO FINANCIAL GROUP INC	200,000	200,000	170,880
MOODY'S CORP	40,000	27,820	26,640
MORGAN STANLEY	7,325,000	6,819,510	6,528,742
MORGAN STANLEY BANK NA	365,000	365,000	366,146
NARRAGANSETT ELECTRIC CO/ 144A	65,000	64,100	63,837
NATIONAL RURAL UTILITIES COOPE	555,000	562,215	485,876
NATIONWIDE FINANCIAL SERV 144A	100,000	99,508	73,462
NATURE CONSERVANCY/THE	40,000	40,284	31,937
NATWEST GROUP PLC	900,000	900,000	897,450
NAVIENT PRIVATE ED BA A2A 144A	39,061	41,014	38,724
NAVIENT PRIVATE EDU CA A2 144A	95,441	98,215	93,106
NAVIENT PRIVATE EDUC DA A 144A	43,566	44,186	40,562
NAVIENT PRIVATE EDUCA A A 144A	29,926	29,921	26,964
NAVIENT STUDENT LO BA A1A 144A	130,272	130,272	133,589
NAVIENT STUDENT LO BA A2A 144A	76,672	80,578	74,494
NESTLE CAPITAL CORP 144A	60,000	58,452	56,590
NESTLE HOLDINGS INC 144A	110,000	89,789	83,163
NEVADA POWER CO	351,000	394,125	321,747
NEW ENGLAND POWER CO 144A	695,000	691,419	676,469
NEW YORK AND PRESBYTERIAN HOSP	175,000	203,732	133,705
NEW YORK LIFE INSURANCE C 144A	75,000	102,513	83,179
NEW YORK STATE ELECTRIC & 144A	100,000	99,841	102,254
NEXTERA ENERGY CAPITAL HOLDING	400,000	399,804	367,688
NIKE INC	225,000	206,194	168,544
NORTHERN NATURAL GAS CO 144A	300,000	299,949	236,778
NORTHERN STATES POWER CO/MN	565,000	539,493	380,382
NORTHWESTERN MUTUAL GLOBA 144A	1,685,000	1,685,631	1,672,814
NOVANT HEALTH INC	345,000	345,000	225,930
NOVARTIS CAPITAL CORP	1,050,000	1,053,553	923,472
NVIDIA CORP	790,000	713,039	606,953
OHIO EDISON CO	75,000	100,402	82,745
ONCOR ELECTRIC DELIVERY C 144A	1,040,000	1,038,014	1,029,922

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ONCOR ELECTRIC DELIVERY CO LLC	1,230,000	1,073,006	935,791
OWENS CORNING	770,000	707,823	714,914
PACIFIC GAS AND ELECTRIC CO	634,000	488,056	502,902
PACIFIC LIFE GLOBAL FUNDI 144A	1,620,000	1,593,235	1,596,272
PACIFICORP	840,000	847,044	707,910
PAYPAL HOLDINGS INC	870,000	874,391	857,941
PEACEHEALTH OBLIGATED GROUP	135,000	129,336	97,703
PECO ENERGY CO	1,395,000	1,309,291	1,106,332
PEPSICO INC	1,699,000	1,470,027	1,413,018
PFIZER INC	1,160,000	1,132,938	944,208
PFIZER INVESTMENT ENTERPRISES	4,353,000	4,295,762	4,124,213
PG&E ENERGY RECOVERY FUNDING L	105,000	79,971	73,693
PG&E RECOVERY FUNDING LLC	650,000	649,967	646,018
PG&E WILDFIRE RECOVERY FUNDING	1,475,000	1,462,330	1,363,558
PHILIP MORRIS INTERNATIONAL IN	4,304,000	4,252,333	4,163,369
PHILLIPS 66	200,000	188,696	186,502
PHILLIPS 66 CO	35,000	34,968	33,081
PNC FINANCIAL SERVICES GROUP I	1,635,000	1,635,000	1,618,600
POLAR TANKERS INC 144A	75,481	96,409	77,766
POTOMAC ELECTRIC POWER CO	90,000	74,718	74,471
PPL ELECTRIC UTILITIES CORP	115,000	128,721	94,296
PRECISION CASTPARTS CORP	45,000	37,631	36,234
PRESIDENT AND FELLOWS OF HARVA	60,000	37,816	36,301
PROGRESSIVE CORP/THE	285,000	295,736	229,736
PROLOGIS LP	2,526,000	2,417,897	2,299,874
PROVIDENCE ST JOSEPH HEALTH OB	300,000	300,000	299,787
PRUDENTIAL FINANCIAL INC	1,328,000	1,215,527	1,002,650
PUBLIC SERVICE CO OF COLORADO	689,000	739,463	537,907
PUBLIC SERVICE CO OF NEW HAMPS	260,000	252,875	233,044
PUBLIC SERVICE ELECTRIC AND GA	1,285,000	1,293,073	1,152,221
PUBLIC SERVICE ENTERPRISE GROU	300,000	299,517	299,376
PUBLIC STORAGE OPERATING CO	122,000	120,361	116,168
PUGET SOUND ENERGY INC	1,600,000	1,672,252	1,401,491
QATARENERGY 144A	400,000	400,000	273,800
QUALCOMM INC	1,442,000	1,422,982	1,337,072
RAYMOND JAMES FINANCIAL INC	60,000	65,991	43,513
REALTY INCOME CORP	550,000	545,312	543,789
REGENCY CENTERS LP	100,000	99,661	84,678
RGA GLOBAL FUNDING 144A	400,000	398,396	404,256
RIO TINTO FINANCE USA LTD	600,000	597,377	430,331
RIO TINTO FINANCE USA PLC	615,000	606,136	569,945
ROCHE HOLDINGS INC 144A	605,000	576,434	432,736
ROCKEFELLER FOUNDATION/THE	90,000	58,600	54,517

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S&P GLOBAL INC	1,075,000	1,045,299	959,226
SAFEHOLD GL HOLDINGS LLC	300,000	296,871	305,622
SALESFORCE INC	1,285,000	1,031,841	840,097
SAN DIEGO GAS & ELECTRIC CO	230,000	190,569	185,208
SANTOS FINANCE LTD 144A	300,000	298,782	318,522
SAUDI ARABIAN OIL CO 144A	875,000	855,579	816,736
SBNA AUTO LEASE TRUS B A3 144A	245,000	244,964	248,045
SC JOHNSON & SON INC 144A	350,000	394,944	297,805
SCHLUMBERGER INVESTMENT SA	242,000	237,963	237,538
SHELL FINANCE US INC	3,487,000	3,081,717	2,803,100
SHELL INTERNATIONAL FINANCE BV	666,000	591,311	460,676
SIERRA PACIFIC POWER CO	445,000	444,360	445,788
SIMON PROPERTY GROUP LP	757,000	723,446	645,952
SMB PRIVATE EDUCA PTA A2A 144A	402,979	358,494	373,610
SOUTHERN CALIFORNIA EDISON CO	4,582,000	4,319,657	3,699,204
SOUTHERN CALIFORNIA GAS CO	965,000	942,040	774,685
SOUTHWESTERN PUBLIC SERVICE CO	510,000	483,414	358,240
STANDARD CHARTERED PLC 144A	1,000,000	1,000,000	1,047,649
STATE STREET CORP	1,085,000	1,085,000	1,116,676
SUMITOMO MITSUI FINANCIAL GROU	740,000	744,491	747,412
SUMITOMO MITSUI TRUST BAN 144A	100,000	99,908	99,902
SUTTER HEALTH	317,000	317,000	249,942
SYSCO CORP	55,000	40,951	37,045
TAMPA ELECTRIC CO	210,000	181,966	172,842
TARGET CORP	187,000	250,040	160,635
TEACHERS INSURANCE & ANNU 144A	45,000	38,143	36,061
TEXAS ELECTRIC MARKET STA 144A	426,084	426,078	412,074
TEXAS INSTRUMENTS INC	710,000	694,776	651,693
THERMO FISHER SCIENTIFIC INC	245,000	236,057	197,717
THOMAS JEFFERSON UNIVERSITY	88,000	88,000	61,415
TORONTO-DOMINION BANK/THE	1,355,000	1,352,304	1,299,852
TOTALENERGIES CAPITAL INTERNAT	1,210,000	1,186,182	946,882
TOTALENERGIES CAPITAL SA	2,353,000	2,356,634	2,225,938
TOWD POINT MORTGA HY3 A1A 144A	19,623	19,646	20,051
TOWD POINT MORTGAGE 4 A1 144A	128,644	129,891	122,375
TOYOTA AUTO LOAN EXT 1A A 144A	1,660,000	1,659,486	1,685,547
TOYOTA MOTOR CREDIT CORP	1,200,000	1,199,652	1,203,696
TRANE TECHNOLOGIES FINANCING L	1,260,000	1,311,133	1,203,149
TRAVELERS COS INC/THE	316,000	262,641	234,411
TSMC ARIZONA CORP	1,185,000	1,098,782	1,053,480
TWDC ENTERPRISES 18 CORP	75,000	87,140	62,894
UBS AG/LONDON	100,000	87,102	85,121
UBS GROUP AG	60,000	67,346	53,781
UBS GROUP AG 144A	4,170,000	4,115,578	4,115,618

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UMASS MEMORIAL HEALTH CARE OBL	110,000	110,000	99,858
UNILEVER CAPITAL CORP	65,000	64,364	62,622
UNION ELECTRIC CO	1,165,000	1,189,981	1,026,790
UNION PACIFIC CORP	3,015,000	2,937,359	2,255,946
UNITED PARCEL SERVICE INC	181,000	191,493	159,689
UNITEDHEALTH GROUP INC	10,793,000	10,410,621	9,479,678
UNIVERSITY OF CHICAGO/THE	275,000	263,735	181,552
UNIVERSITY OF SOUTHERN CALIFOR	305,000	263,381	246,114
US BANCORP	2,715,000	2,714,213	2,732,674
VIRGINIA ELECTRIC AND POWER CO	2,032,000	1,918,799	1,668,156
VISA INC	495,000	483,604	410,449
WALMART INC	585,000	558,311	503,914
WALT DISNEY CO/THE	2,192,000	2,030,103	1,712,326
WASHINGTON UNIVERSITY/THE	95,000	95,000	68,581
WASTE MANAGEMENT INC	2,030,000	2,146,980	1,955,576
WELLS FARGO & CO	10,490,000	10,174,611	9,453,703
WILLIAM MARSH RICE UNIVERSITY	60,000	50,229	47,485
WISCONSIN ELECTRIC POWER CO	380,000	379,924	344,504
WYETH LLC	85,000	99,203	89,553
XCEL ENERGY INC	67,000	66,423	66,754
Total corporate debt instruments - preferred		341,448,053	309,165,762
Total corporate debt		653,722,934	589,061,503
Investment contracts with insurance company:			
Prudential – cash	—	9,954,882	9,954,882
Prudential Contract – U.S. Treasury bonds and notes	56,021,291	48,961,564	52,628,162
Prudential Contract – agencies	2,233,807	1,932,700	2,049,434
Prudential Contract – U.S. Municipal	7,715,588	7,819,684	6,942,566
Prudential Contract – utilities	7,187,852	7,388,089	6,704,518
Prudential Contract – investment grade group	27,354,409	29,845,547	26,356,996
Total investment contracts with insurance company		105,902,466	104,636,558
Registered investment companies:			
DREYFUS TREASURY SECURITIES CM	38,242,531	38,242,531	38,242,531
PAPS LONG DURATION CREDIT BOND	822,872	7,851,294	7,578,651
PIMCO FDS	160,654	1,609,272	1,609,272
PIMCO FDS PAC INVT MGMT SER	390,453	4,586,328	4,529,253
Total registered investment companies		52,289,425	51,959,707
Total investment assets		\$1,094,001,511	\$1,020,457,574

** Represents a party-in-interest to the Plan.

The above information was certified as complete and accurate by the Plan trustee, The Bank of New York Mellon Corporation.

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Schedule H, Line 4j - Schedule of Reportable Transactions

Employer ID No: 94-0479804, Plan No: 047

Year Ended December 31, 2024

Schedule 2

Description of asset	Transaction type	Purchase price	Selling price	Cost of assets sold	Gain/(Loss)
PIMCO FDS					
SHORT TERM FLTG NAV PORT II	Purchase	39,152,402	—	—	—
SHORT TERM FLTG NAV PORT II	Sale	—	38,005,788	38,005,414	374
COMMIT TO PUR FNMA SF MTG					
5.500% 01/01/2055 DD 01/01/25	Purchase	26,961,450	—	—	—
5.500% 01/01/2055 DD 01/01/25	Sale	—	25,342,567	25,295,864	46,703
5.500% 01/01/2055 DD 01/01/25	Sale	—	4,623,579	4,579,902	43,677
5.500% 08/01/2055 DD 08/01/25	Purchase	27,403,443	—	—	—
5.500% 08/01/2055 DD 08/01/25	Sale	—	27,579,128	27,403,443	175,685
5.500% 09/01/2055 DD 09/01/25	Purchase	27,722,554	—	—	—
5.500% 09/01/2055 DD 09/01/25	Sale	—	27,961,771	27,722,554	239,217
5.500% 10/01/2055 DD 10/01/25	Sale	—	27,910,715	27,944,799	(34,084)
5.500% 10/01/2055 DD 10/01/25	Purchase	27,944,799	—	—	—
5.500% 12/01/2054 DD 12/01/24	Sale	—	27,352,357	27,496,119	(143,762)
5.500% 12/01/2054 DD 12/01/24	Purchase	27,496,119	—	—	—
U S TREASURY BOND					
3.000% 2/15/2048 DD 2/15/18	Purchase	3,821,970	—	—	—
3.000% 2/15/2048 DD 2/15/18	Sale	—	121,916,477	122,196,139	(279,662)
3.000% 2/15/2048 DD 2/15/18	Purchase	118,207,242	—	—	—
3.125% 5/15/2048 DD 5/15/18	Purchase	2,073,292	—	—	—
3.125% 5/15/2048 DD 5/15/18	Sale	—	57,197,818	57,355,296	(157,478)
3.125% 5/15/2048 DD 5/15/18	Purchase	55,550,350	—	—	—
3.000% 8/15/2048 DD 8/15/18	Purchase	3,879,165	—	—	—
3.000% 8/15/2048 DD 8/15/18	Sale	—	122,884,740	123,346,123	(461,383)
3.000% 8/15/2048 DD 8/15/18	Purchase	119,268,607	—	—	—
2.875% 5/15/2049 DD 5/15/19	Purchase	3,379,781	—	—	—
2.875% 5/15/2049 DD 5/15/19	Sale	—	97,765,091	98,017,352	(252,261)
2.875% 5/15/2049 DD 5/15/19	Purchase	95,183,658	—	—	—
1.625% 11/15/2050 DD 11/15/20	Purchase	1,082,895	—	—	—
1.625% 11/15/2050 DD 11/15/20	Sale	—	32,359,876	32,375,486	(15,610)
1.625% 11/15/2050 DD 11/15/20	Purchase	31,301,380	—	—	—
1.875% 2/15/2041 DD 2/15/21	Purchase	5,797,124	—	—	—
1.875% 2/15/2041 DD 2/15/21	Sale	—	188,322,751	188,830,255	(507,504)
1.875% 2/15/2041 DD 2/15/21	Purchase	183,092,499	—	—	—
2.250% 2/15/2052 DD 2/15/22	Purchase	3,154,906	—	—	—
2.250% 2/15/2052 DD 2/15/22	Sale	—	123,337,173	123,843,412	(506,239)
2.250% 2/15/2052 DD 2/15/22	Purchase	119,388,400	—	—	—
3.375% 8/15/2042 DD 8/15/22	Purchase	1,825,110	—	—	—
3.375% 8/15/2042 DD 8/15/22	Sale	—	49,485,438	49,594,343	(108,905)
3.375% 8/15/2042 DD 8/15/22	Purchase	47,518,493	—	—	—
3.875% 5/15/2043 DD 5/15/23	Purchase	1,415,645	—	—	—
3.875% 5/15/2043 DD 5/15/23	Sale	—	64,303,934	64,376,563	(72,629)
3.875% 5/15/2043 DD 5/15/23	Purchase	61,521,639	—	—	—

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Schedule H, Line 4j - Schedule of Reportable Transactions

Employer ID No: 94-0479804, Plan No: 047

Year Ended December 31, 2024

Schedule 2

4.750% 11/15/2053 DD 11/15/23	Sale	—	28,692,721	28,765,897	(73,176)
4.750% 11/15/2053 DD 11/15/23	Purchase	28,612,429	—	—	—
US TREAS-CPI INFLAT					
0.125% 2/15/2051 DD 2/15/21	Purchase	1,620,657	—	—	—
0.125% 2/15/2051 DD 2/15/21	Sale	—	33,673,024	33,768,444	(95,420)
0.125% 2/15/2051 DD 2/15/21	Purchase	32,816,003	—	—	—
DREYFUS TREASURY SECURITIES CM					
5.271% 12/31/2035 DD 04/09/97	Purchase	300,152,653	—	—	—
5.271% 12/31/2035 DD 04/09/97	Sale	—	300,979,967	300,979,967	—

The purchases and sales described above each consisted of an accumulation of a series of transactions.

The above information was certified as complete and accurate by the Plan trustee, The Bank of New York Mellon Corporation.

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

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

Number of Participants										
Attained	Years of Credited Service									
Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34										
35-39		1		1						
40-44					1	1				
45-49		1	1		7	3				
50-54			2	2	7	6	5	7		
55-59		1	2	1	4	5	7	8	4	
60-64	1	1	2	2	5	3	6	1	5	3
65-69		1	1	1	1	4	2	1	2	2
70+					2					1

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Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Schedule SB, Part V — Statement of Actuarial
Assumptions/Methods

For ERISA Requirements

Interest Rates for Minimum Funding Purposes

Based on segment rates with a four-month lookback (as of September 2023), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA.

1st Segment Rate	4.75%
2nd Segment Rate	4.87%
3rd Segment Rate	5.59%

Interest Rates for Maximum Tax Purposes

Based on segment rates with a four-month lookback (as of September 2023), without regard to interest rate stabilization.

1st Segment Rate	3.62%
2nd Segment Rate	4.46%
3rd Segment Rate	4.52%

Salary Increases

Minimum Funding Target Normal Cost	See Table 1
Maximum Tax Expected Benefit Increase	See Table 1

Social Security Wage Base Increases

Future wage indices are based on a national wage increase of 4.00% per year.

Optional Payment Form Election Percentage

45% life annuity
20% joint and 50% survivor annuity
35% joint and 100% survivor annuity

Optional Payment Form Conversion Interest Rate

6.00%

Optional Payment Form Conversion Mortality

RP-2000CH Mortality table (weighted 80% male and 20% female)

Retirement Age

Active Participants	See Table 2
Terminated Vested Participants	Age 62

Mortality Rates

Healthy and Disabled	2024 generational mortality tables for annuitants and non-annuitants per §1.430(h)(3)-1(b).
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Withdrawal Rates

See Table 3

Disability Rates

See Table 4

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%).
Surviving Spouse Benefit	It is assumed that 75% of males and 75% of females have an eligible spouse, and that males are three years older than their spouses.
Valuation Compensation	The greater of the annual salary rate and adjusted 2023 pensionable earnings. 2023 pensionable earnings have been adjusted to recognize bonus paid in 2023 rather than bonus earned in 2023.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$275,000 and the IRC section 401(a)(17) compensation limit of \$345,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Expected Return on Assets	
2022 Plan Year	2.50%
2023 Plan Year	4.75%
2024 Plan Year	4.50%
Trust Expenses Included in Target Normal Cost	Based on the prior year's actual plan administrative expenses (excluding PBGC premiums) plus the estimated PBGC premiums for the current year, rounded to the nearest \$100,000.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2024

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Table 1

Salary Merit Increase Rates

Age	Rate	Age	Rate
15	7.00%	40	4.50%
16	7.00%	41	4.50%
17	7.00%	42	4.50%
18	7.00%	43	4.50%
19	7.00%	44	4.50%
20	7.00%	45	3.50%
21	7.00%	46	3.50%
22	7.00%	47	3.50%
23	7.00%	48	3.50%
24	7.00%	49	3.50%
25	7.00%	50	3.25%
26	7.00%	51	3.25%
27	7.00%	52	3.25%
28	7.00%	53	3.25%
29	7.00%	54	3.25%
30	6.50%	55	3.00%
31	6.50%	56	3.00%
32	6.50%	57	3.00%
33	6.50%	58	3.00%
34	6.50%	59	3.00%
35	5.50%	60	2.50%
36	5.50%	61	2.50%
37	5.50%	62	2.50%
38	5.50%	63	2.50%
39	5.50%	64	2.50%
		65+	2.50%

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Table 2

Retirement Rates

Age	Rate
55	5.00%
56	5.00%
57	8.00%
58	10.00%
59	10.00%
60	12.00%
61	18.00%
62	20.00%
63	30.00%
64	30.00%
65	20.00%
66	40.00%
67	40.00%
68	40.00%
69	40.00%
70+	100.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Table 3

Withdrawal Rates

Age	Years of Service				
	0-1	2	3	4	5+
15	22.00%	22.00%	20.70%	19.50%	19.50%
16	22.00%	22.00%	20.70%	19.50%	19.50%
17	22.00%	22.00%	20.70%	19.50%	19.50%
18	22.00%	22.00%	20.70%	19.50%	19.50%
19	22.00%	22.00%	20.70%	19.50%	19.50%
20	22.00%	22.00%	20.70%	19.50%	19.50%
21	22.00%	22.00%	20.70%	19.50%	19.50%
22	22.00%	22.00%	20.70%	19.50%	19.50%
23	22.00%	22.00%	20.70%	19.50%	19.50%
24	22.00%	22.00%	20.70%	19.50%	19.50%
25	16.50%	16.50%	15.60%	14.60%	14.60%
26	16.50%	16.50%	15.60%	14.60%	14.60%
27	16.50%	16.50%	15.60%	14.60%	14.60%
28	16.50%	16.50%	15.60%	14.60%	14.60%
29	16.50%	16.50%	15.60%	14.60%	14.60%
30	15.30%	14.80%	13.30%	11.40%	10.00%
31	15.30%	14.80%	13.30%	11.40%	10.00%
32	15.30%	14.80%	13.30%	11.40%	10.00%
33	15.30%	14.80%	13.30%	11.40%	10.00%
34	15.30%	14.80%	13.30%	11.40%	10.00%
35	15.30%	14.80%	13.30%	11.40%	10.00%
36	15.30%	14.80%	13.30%	11.40%	10.00%
37	15.30%	14.80%	13.30%	11.40%	10.00%
38	15.30%	14.80%	13.30%	11.40%	10.00%
39	15.30%	14.80%	13.30%	11.40%	10.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Table 3 (continued)

Withdrawal Rates

Age	Years of Service				
	0-1	2	3	4	5+
40	15.30%	14.80%	13.30%	11.40%	7.00%
41	15.30%	14.80%	13.30%	11.40%	7.00%
42	15.30%	14.80%	13.30%	11.40%	7.00%
43	15.30%	14.80%	13.30%	11.40%	7.00%
44	15.30%	14.80%	13.30%	11.40%	7.00%
45	15.30%	14.80%	13.30%	11.40%	6.00%
46	15.30%	14.80%	13.30%	11.40%	6.00%
47	15.30%	14.80%	13.30%	11.40%	6.00%
48	15.30%	14.80%	13.30%	11.40%	6.00%
49	15.30%	14.80%	13.30%	11.40%	6.00%
50	15.30%	14.80%	13.30%	11.40%	6.00%
51	15.30%	14.80%	13.30%	11.40%	6.00%
52	15.30%	14.80%	13.30%	11.40%	6.00%
53	15.30%	14.80%	13.30%	11.40%	6.00%
54	15.30%	14.80%	13.30%	11.40%	6.00%
55	15.30%	14.80%	13.30%	11.40%	6.00%
56	15.30%	14.80%	13.30%	11.40%	6.00%
57	15.30%	14.80%	13.30%	11.40%	6.00%
58	15.30%	14.80%	13.30%	11.40%	6.00%
59	15.30%	14.80%	13.30%	11.40%	6.00%
60	15.30%	14.80%	13.30%	11.40%	6.00%
61	15.30%	14.80%	13.30%	11.40%	6.00%
62	15.30%	14.80%	13.30%	11.40%	6.00%
63	15.30%	14.80%	13.30%	11.40%	6.00%
64	15.30%	14.80%	13.30%	11.40%	6.00%
65	15.30%	14.80%	13.30%	11.40%	6.00%
66+	0.00%	0.00%	0.00%	0.00%	0.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Table 4

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.024%	0.024%	40	0.064%	0.104%
16	0.024%	0.024%	41	0.072%	0.120%
17	0.024%	0.024%	42	0.080%	0.136%
18	0.024%	0.024%	43	0.096%	0.152%
19	0.024%	0.024%	44	0.112%	0.176%
20	0.024%	0.024%	45	0.128%	0.192%
21	0.024%	0.024%	46	0.144%	0.216%
22	0.024%	0.024%	47	0.168%	0.240%
23	0.024%	0.024%	48	0.200%	0.264%
24	0.024%	0.024%	49	0.224%	0.288%
25	0.024%	0.024%	50	0.264%	0.320%
26	0.024%	0.024%	51	0.312%	0.352%
27	0.024%	0.024%	52	0.368%	0.392%
28	0.024%	0.032%	53	0.424%	0.432%
29	0.024%	0.032%	54	0.488%	0.472%
30	0.024%	0.032%	55	0.552%	0.512%
31	0.024%	0.040%	56	0.616%	0.552%
32	0.024%	0.040%	57	0.688%	0.592%
33	0.024%	0.048%	58	0.760%	0.640%
34	0.024%	0.048%	59	0.840%	0.680%
35	0.032%	0.056%	60	0.920%	0.720%
36	0.032%	0.064%	61	1.008%	0.768%
37	0.040%	0.072%	62	1.104%	0.808%
38	0.048%	0.080%	63	1.208%	0.840%
39	0.056%	0.096%	64	1.312%	0.872%
			65+	0.000%	0.000%

Form 5500Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**OMB Nos. 1210-0110
1210-0089**2024****This Form is Open to Public Inspection****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

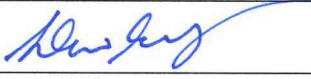
☐ special extension (enter description) _____

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**

1a Name of plan FMC Corporation Employees' Retirement Program	1b Three-digit plan number (PN) ▶ 047
	1c Effective date of plan 09/30/1941
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) FMC CORPORATION 2929 Walnut Street Philadelphia PA 19104	2b Employer Identification Number (EIN) 94-0479804
	2c Plan Sponsor's telephone number 215-299-6000
	2d Business code (see instructions) 339900

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		9/11/25	Andrew Sandifer
	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

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

Form 5500 (2024)
v. 240311

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 8,292
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) 124 6a(2) 74 6b 5,493 6c 1,073 6d 6,640 6e 1,284 6f 7,924 6g(1) 6g(2) 6h
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 1B 3F 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) ☐ DCG (Individual Plan Information) – Number Attached _____ (5) ☐ MEP (Multiple-Employer Retirement Plan Information)	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ A (Insurance Information) – Number Attached <u>1</u> (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 _____

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Schedule H, Line 4j - Schedule of Reportable Transactions

Employer ID No: 94-0479804, Plan No: 047

Year Ended December 31, 2024

Schedule 2

Description of asset	Transaction type	Purchase price	Selling price	Cost of assets sold	Gain/(Loss)
PIMCO FDS					
SHORT TERM FLTG NAV PORT II	Purchase	39,152,402	—	—	—
SHORT TERM FLTG NAV PORT II	Sale	—	38,005,788	38,005,414	374
COMMIT TO PUR FNMA SF MTG					
5.500% 01/01/2055 DD 01/01/25	Purchase	26,961,450	—	—	—
5.500% 01/01/2055 DD 01/01/25	Sale	—	25,342,567	25,295,864	46,703
5.500% 01/01/2055 DD 01/01/25	Sale	—	4,623,579	4,579,902	43,677
5.500% 08/01/2055 DD 08/01/25	Purchase	27,403,443	—	—	—
5.500% 08/01/2055 DD 08/01/25	Sale	—	27,579,128	27,403,443	175,685
5.500% 09/01/2055 DD 09/01/25	Purchase	27,722,554	—	—	—
5.500% 09/01/2055 DD 09/01/25	Sale	—	27,961,771	27,722,554	239,217
5.500% 10/01/2055 DD 10/01/25	Sale	—	27,910,715	27,944,799	(34,084)
5.500% 10/01/2055 DD 10/01/25	Purchase	27,944,799	—	—	—
5.500% 12/01/2054 DD 12/01/24	Sale	—	27,352,357	27,496,119	(143,762)
5.500% 12/01/2054 DD 12/01/24	Purchase	27,496,119	—	—	—
U S TREASURY BOND					
3.000% 2/15/2048 DD 2/15/18	Purchase	3,821,970	—	—	—
3.000% 2/15/2048 DD 2/15/18	Sale	—	121,916,477	122,196,139	(279,662)
3.000% 2/15/2048 DD 2/15/18	Purchase	118,207,242	—	—	—
3.125% 5/15/2048 DD 5/15/18	Purchase	2,073,292	—	—	—
3.125% 5/15/2048 DD 5/15/18	Sale	—	57,197,818	57,355,296	(157,478)
3.125% 5/15/2048 DD 5/15/18	Purchase	55,550,350	—	—	—
3.000% 8/15/2048 DD 8/15/18	Purchase	3,879,165	—	—	—
3.000% 8/15/2048 DD 8/15/18	Sale	—	122,884,740	123,346,123	(461,383)
3.000% 8/15/2048 DD 8/15/18	Purchase	119,268,607	—	—	—
2.875% 5/15/2049 DD 5/15/19	Purchase	3,379,781	—	—	—
2.875% 5/15/2049 DD 5/15/19	Sale	—	97,765,091	98,017,352	(252,261)
2.875% 5/15/2049 DD 5/15/19	Purchase	95,183,658	—	—	—
1.625% 11/15/2050 DD 11/15/20	Purchase	1,082,895	—	—	—
1.625% 11/15/2050 DD 11/15/20	Sale	—	32,359,876	32,375,486	(15,610)
1.625% 11/15/2050 DD 11/15/20	Purchase	31,301,380	—	—	—
1.875% 2/15/2041 DD 2/15/21	Purchase	5,797,124	—	—	—
1.875% 2/15/2041 DD 2/15/21	Sale	—	188,322,751	188,830,255	(507,504)
1.875% 2/15/2041 DD 2/15/21	Purchase	183,092,499	—	—	—
2.250% 2/15/2052 DD 2/15/22	Purchase	3,154,906	—	—	—
2.250% 2/15/2052 DD 2/15/22	Sale	—	123,337,173	123,843,412	(506,239)
2.250% 2/15/2052 DD 2/15/22	Purchase	119,388,400	—	—	—
3.375% 8/15/2042 DD 8/15/22	Purchase	1,825,110	—	—	—
3.375% 8/15/2042 DD 8/15/22	Sale	—	49,485,438	49,594,343	(108,905)
3.375% 8/15/2042 DD 8/15/22	Purchase	47,518,493	—	—	—
3.875% 5/15/2043 DD 5/15/23	Purchase	1,415,645	—	—	—
3.875% 5/15/2043 DD 5/15/23	Sale	—	64,303,934	64,376,563	(72,629)
3.875% 5/15/2043 DD 5/15/23	Purchase	61,521,639	—	—	—

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Schedule H, Line 4j - Schedule of Reportable Transactions

Employer ID No: 94-0479804, Plan No: 047

Year Ended December 31, 2024

Schedule 2

4.750% 11/15/2053 DD 11/15/23	Sale	—	28,692,721	28,765,897	(73,176)
4.750% 11/15/2053 DD 11/15/23	Purchase	28,612,429	—	—	—
US TREAS-CPI INFLAT					
0.125% 2/15/2051 DD 2/15/21	Purchase	1,620,657	—	—	—
0.125% 2/15/2051 DD 2/15/21	Sale	—	33,673,024	33,768,444	(95,420)
0.125% 2/15/2051 DD 2/15/21	Purchase	32,816,003	—	—	—
DREYFUS TREASURY SECURITIES CM					
5.271% 12/31/2035 DD 04/09/97	Purchase	300,152,653	—	—	—
5.271% 12/31/2035 DD 04/09/97	Sale	—	300,979,967	300,979,967	—

The purchases and sales described above each consisted of an accumulation of a series of transactions.

The above information was certified as complete and accurate by the Plan trustee, The Bank of New York Mellon Corporation.

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
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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 FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM	B Three-digit plan number (PN) ► 047
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF FMC CORPORATION	D Employer Identification Number (EIN) 94-0479804
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	1,037,028,224	
b	Actuarial value	2b	1,105,391,161	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	8,226	828,316,676	828,316,676
b	For terminated vested participants	1,262	112,194,371	112,194,371
c	For active participants	124	46,641,679	48,390,520
d	Total	9,612	987,152,726	988,901,567
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
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	5.05%	
6	Target normal cost			
a	Present value of current plan year accruals	6a	3,843,696	
b	Expected plan-related expenses	6b	3,300,000	
c	Target normal cost	6c	7,143,696	

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 MICHAEL J. GIBBONS Signature of actuary	09/17/2025 Date 2306845 Most recent enrollment number 847-295-5000 Telephone number (including area code)
MICHAEL J. GIBBONS Type or print name of actuary AON CONSULTING, INC. Firm name MSC# 17755 PO Box 551343 ATLANTA GA 30355 Address of the firm	

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost		
21	Discount rate:		
a	Segment rates:	1st segment: 4.75 % 2nd segment: 4.87 % 3rd segment: 5.59 %	☐ N/A, full yield curve used
b	Applicable month (enter code).....	21b	4
22	Weighted average retirement age	22	62
23	Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute		
Part VI	Miscellaneous Items		
24	Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No		
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No		
26	Demographic and benefit information		
a	Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No
27	If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	
Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years		
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	7,143,696
b	Excess assets, if applicable, but not greater than line 31a	31b	0
32	Amortization installments:	Outstanding Balance	Installment
a	Net shortfall amortization installment	35,336,418	3,323,463
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 style="text-align: right;">10,467,159
35	Balances elected for use to offset funding requirement	Carryover balance	Prefunding balance
	0	10,467,159	10,467,159
36	Additional cash requirement (line 34 minus line 35).....		36 style="text-align: right;">0
37	Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37 style="text-align: right;">0
38	Present value of excess contributions for current year (see instructions)		
a	Total (excess, if any, of line 37 over line 36)		38a style="text-align: right;">0
b	Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b style="text-align: right;">0
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39 style="text-align: right;">0
40	Unpaid minimum required contributions for all years		40 style="text-align: right;">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 Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	8.00%	0.9025	4.15
58.5	10.00%	0.8303	4.86
59.5	10.00%	0.7473	4.45
60.5	12.00%	0.6725	4.88
61.5	18.00%	0.5918	6.55
62.5	20.00%	0.4853	6.07
63.5	30.00%	0.3882	7.40
64.5	30.00%	0.2718	5.26
65.5	20.00%	0.1902	2.49
66.5	40.00%	0.1522	4.05
67.5	40.00%	0.0913	2.47
68.5	40.00%	0.0548	1.50
69.5	40.00%	0.0329	0.91
70	100.00%	0.0197	1.38
Weighted Average			61.88

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Schedule SB, Part V — Statement of Actuarial
Assumptions/Methods

For ERISA Requirements

Interest Rates for Minimum Funding Purposes

Based on segment rates with a four-month lookback (as of September 2023), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA.

1st Segment Rate	4.75%
2nd Segment Rate	4.87%
3rd Segment Rate	5.59%

Interest Rates for Maximum Tax Purposes

Based on segment rates with a four-month lookback (as of September 2023), without regard to interest rate stabilization.

1st Segment Rate	3.62%
2nd Segment Rate	4.46%
3rd Segment Rate	4.52%

Salary Increases

Minimum Funding Target Normal Cost	See Table 1
Maximum Tax Expected Benefit Increase	See Table 1

Social Security Wage Base Increases

Future wage indices are based on a national wage increase of 4.00% per year.

Optional Payment Form Election Percentage

45% life annuity
20% joint and 50% survivor annuity
35% joint and 100% survivor annuity

Optional Payment Form Conversion Interest Rate

6.00%

Optional Payment Form Conversion Mortality

RP-2000CH Mortality table (weighted 80% male and 20% female)

Retirement Age

Active Participants	See Table 2
Terminated Vested Participants	Age 62

Mortality Rates

Healthy and Disabled	2024 generational mortality tables for annuitants and non-annuitants per §1.430(h)(3)-1(b).
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Withdrawal Rates

See Table 3

Disability Rates

See Table 4

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%).
Surviving Spouse Benefit	It is assumed that 75% of males and 75% of females have an eligible spouse, and that males are three years older than their spouses.
Valuation Compensation	The greater of the annual salary rate and adjusted 2023 pensionable earnings. 2023 pensionable earnings have been adjusted to recognize bonus paid in 2023 rather than bonus earned in 2023.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$275,000 and the IRC section 401(a)(17) compensation limit of \$345,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Expected Return on Assets	
2022 Plan Year	2.50%
2023 Plan Year	4.75%
2024 Plan Year	4.50%
Trust Expenses Included in Target Normal Cost	Based on the prior year's actual plan administrative expenses (excluding PBGC premiums) plus the estimated PBGC premiums for the current year, rounded to the nearest \$100,000.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2024

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Table 1

Salary Merit Increase Rates

Age	Rate	Age	Rate
15	7.00%	40	4.50%
16	7.00%	41	4.50%
17	7.00%	42	4.50%
18	7.00%	43	4.50%
19	7.00%	44	4.50%
20	7.00%	45	3.50%
21	7.00%	46	3.50%
22	7.00%	47	3.50%
23	7.00%	48	3.50%
24	7.00%	49	3.50%
25	7.00%	50	3.25%
26	7.00%	51	3.25%
27	7.00%	52	3.25%
28	7.00%	53	3.25%
29	7.00%	54	3.25%
30	6.50%	55	3.00%
31	6.50%	56	3.00%
32	6.50%	57	3.00%
33	6.50%	58	3.00%
34	6.50%	59	3.00%
35	5.50%	60	2.50%
36	5.50%	61	2.50%
37	5.50%	62	2.50%
38	5.50%	63	2.50%
39	5.50%	64	2.50%
		65+	2.50%

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Table 2

Retirement Rates

Age	Rate
55	5.00%
56	5.00%
57	8.00%
58	10.00%
59	10.00%
60	12.00%
61	18.00%
62	20.00%
63	30.00%
64	30.00%
65	20.00%
66	40.00%
67	40.00%
68	40.00%
69	40.00%
70+	100.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Table 3

Withdrawal Rates

Age	Years of Service				
	0-1	2	3	4	5+
15	22.00%	22.00%	20.70%	19.50%	19.50%
16	22.00%	22.00%	20.70%	19.50%	19.50%
17	22.00%	22.00%	20.70%	19.50%	19.50%
18	22.00%	22.00%	20.70%	19.50%	19.50%
19	22.00%	22.00%	20.70%	19.50%	19.50%
20	22.00%	22.00%	20.70%	19.50%	19.50%
21	22.00%	22.00%	20.70%	19.50%	19.50%
22	22.00%	22.00%	20.70%	19.50%	19.50%
23	22.00%	22.00%	20.70%	19.50%	19.50%
24	22.00%	22.00%	20.70%	19.50%	19.50%
25	16.50%	16.50%	15.60%	14.60%	14.60%
26	16.50%	16.50%	15.60%	14.60%	14.60%
27	16.50%	16.50%	15.60%	14.60%	14.60%
28	16.50%	16.50%	15.60%	14.60%	14.60%
29	16.50%	16.50%	15.60%	14.60%	14.60%
30	15.30%	14.80%	13.30%	11.40%	10.00%
31	15.30%	14.80%	13.30%	11.40%	10.00%
32	15.30%	14.80%	13.30%	11.40%	10.00%
33	15.30%	14.80%	13.30%	11.40%	10.00%
34	15.30%	14.80%	13.30%	11.40%	10.00%
35	15.30%	14.80%	13.30%	11.40%	10.00%
36	15.30%	14.80%	13.30%	11.40%	10.00%
37	15.30%	14.80%	13.30%	11.40%	10.00%
38	15.30%	14.80%	13.30%	11.40%	10.00%
39	15.30%	14.80%	13.30%	11.40%	10.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Table 3 (continued)

Withdrawal Rates

Age	Years of Service				
	0-1	2	3	4	5+
40	15.30%	14.80%	13.30%	11.40%	7.00%
41	15.30%	14.80%	13.30%	11.40%	7.00%
42	15.30%	14.80%	13.30%	11.40%	7.00%
43	15.30%	14.80%	13.30%	11.40%	7.00%
44	15.30%	14.80%	13.30%	11.40%	7.00%
45	15.30%	14.80%	13.30%	11.40%	6.00%
46	15.30%	14.80%	13.30%	11.40%	6.00%
47	15.30%	14.80%	13.30%	11.40%	6.00%
48	15.30%	14.80%	13.30%	11.40%	6.00%
49	15.30%	14.80%	13.30%	11.40%	6.00%
50	15.30%	14.80%	13.30%	11.40%	6.00%
51	15.30%	14.80%	13.30%	11.40%	6.00%
52	15.30%	14.80%	13.30%	11.40%	6.00%
53	15.30%	14.80%	13.30%	11.40%	6.00%
54	15.30%	14.80%	13.30%	11.40%	6.00%
55	15.30%	14.80%	13.30%	11.40%	6.00%
56	15.30%	14.80%	13.30%	11.40%	6.00%
57	15.30%	14.80%	13.30%	11.40%	6.00%
58	15.30%	14.80%	13.30%	11.40%	6.00%
59	15.30%	14.80%	13.30%	11.40%	6.00%
60	15.30%	14.80%	13.30%	11.40%	6.00%
61	15.30%	14.80%	13.30%	11.40%	6.00%
62	15.30%	14.80%	13.30%	11.40%	6.00%
63	15.30%	14.80%	13.30%	11.40%	6.00%
64	15.30%	14.80%	13.30%	11.40%	6.00%
65	15.30%	14.80%	13.30%	11.40%	6.00%
66+	0.00%	0.00%	0.00%	0.00%	0.00%

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Table 4

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.024%	0.024%	40	0.064%	0.104%
16	0.024%	0.024%	41	0.072%	0.120%
17	0.024%	0.024%	42	0.080%	0.136%
18	0.024%	0.024%	43	0.096%	0.152%
19	0.024%	0.024%	44	0.112%	0.176%
20	0.024%	0.024%	45	0.128%	0.192%
21	0.024%	0.024%	46	0.144%	0.216%
22	0.024%	0.024%	47	0.168%	0.240%
23	0.024%	0.024%	48	0.200%	0.264%
24	0.024%	0.024%	49	0.224%	0.288%
25	0.024%	0.024%	50	0.264%	0.320%
26	0.024%	0.024%	51	0.312%	0.352%
27	0.024%	0.024%	52	0.368%	0.392%
28	0.024%	0.032%	53	0.424%	0.432%
29	0.024%	0.032%	54	0.488%	0.472%
30	0.024%	0.032%	55	0.552%	0.512%
31	0.024%	0.040%	56	0.616%	0.552%
32	0.024%	0.040%	57	0.688%	0.592%
33	0.024%	0.048%	58	0.760%	0.640%
34	0.024%	0.048%	59	0.840%	0.680%
35	0.032%	0.056%	60	0.920%	0.720%
36	0.032%	0.064%	61	1.008%	0.768%
37	0.040%	0.072%	62	1.104%	0.808%
38	0.048%	0.080%	63	1.208%	0.840%
39	0.056%	0.096%	64	1.312%	0.872%
			65+	0.000%	0.000%

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Schedule SB, Part V — Summary of Plan Provisions

History of Plan

The FMC Corporation Salaried Employees' Retirement Plan was established as the Employees' Retirement Plan effective in 1941. The plan was amended effective October 25, 1974, and additional changes were made effective January 1, 1976. The plan was revised and restated to comply with ERISA effective January 1, 1976.

Effective July 1, 1978, the plan was changed from participation at age 25 to immediate participation from date of hire and to credit all service from date of hire rather than from age 25. The 30-year maximum on service credit was removed on the minimum benefit formula and on the final average pay portion of the offset benefit formula. The maximum offset for Social Security is still 50%, however.

Effective January 1, 1979, the salaried participants of the Retirement Plan for Non-Union Employees of Sun Cleanser Company and the Marine Colloids Salaried Employees' Retirement Plan were merged into this plan.

On November 1, 1979, a cost-of-living increase was granted to retired employees. Effective January 1, 1980, the plan was changed to base benefits at early retirement or vested termination on expected service at 65, with the maximum offset for Social Security still 50%, times the ratio of actual service to expected service. In addition, effective January 1, 1980, three new locations were covered by this plan.

On November 1, 1980, the Industrial Packaging group was sold and benefits for these employees were frozen.

On June 1, 1981, Engineered Systems was sold and all employees became immediately vested. On September 28, 1981, Power Transmission was sold and benefits for these employees were frozen. For both sales, both the assets and liabilities associated with the groups were retained in the Salaried Plan.

Effective April 1, 1981, the preretirement survivor's spouse benefit provisions were improved.

Effective December 31, 1981, the Hourly Plans of the Power Transmission division and the Fiber Hourly Plan of the American Viscose division were merged into the Salaried Plan. Prior to the merger date, part of the assets from the Power Transmission Plans and the American Viscose Plan were dedicated to immunized funds with the Metropolitan Life Insurance Company.

On April 1, 1982, the Outdoor Power Equipment Division in Port Washington was sold and benefits for these employees were frozen. The assets and liabilities for this group were retained in the Salaried Plan.

Effective January 1, 1984, the 5-year certain and life normal form of payment was removed. Unreduced benefits will only be paid on a life annuity basis.

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Effective January 1, 1984, the following plans were merged into the Salaried Plan:

- FMC Retirement Plan for Hourly Employees - Industrial Chemical Division, Lyndhurst, New Jersey
- Nonunion Employees of the McAllen Location Who Formerly Participated in the FMC Corporation Retirement Plan for Shop Hourly Employees of Designated Production and Service Facilities
- FMC Corporation Retirement Plan for Shop Hourly Employees of Designated Production and Service Facilities

On August 31, 1984, the Mining Equipment Division was sold. Benefits for the salaried and nonunion hourly employees at this location were frozen as of December 31, 1984. Assets and liabilities for this group were retained in the plan.

Effective January 1, 1985, preretirement death benefits were extended to active employees who are eligible for vesting and to employees who have terminated with vested benefits.

On August 16, 1985, the South Charleston and Livonia divisions were sold. Benefits were frozen as of the sale date; however, employees earn vesting credit with the purchasing company. The assets and liabilities for these locations were retained in the plan.

Effective November 30, 1985, certain participants were spun-off into another plan. Annuities covering accrued benefits were purchased for all participants in the spun-off plan as well as for participants in the continuing plan. Both participating and nonparticipating annuities were purchased with the assets associated with the participating annuities remaining a part of the current trust. The spun-off plan was terminated with the surplus assets reverting to FMC Corporation.

The following locations were sold on the effective date specified. In general, benefit accruals ceased on the sale dates with employees being allowed to vest in their post 11/30/85 accrued benefits by earning additional vesting service with the purchasing companies. The assets and liabilities for these groups were retained in the plan.

Industrial Brush	12/31/1985
Turbo Pump	11/25/1986
FMC Finance	11/30/1986
Beverage Equipment	12/19/1986

Effective January 1, 1988, the plan was amended to allow service accrual beyond age 65.

Effective December 31, 1988, the Lexington location was sold and benefits for these employees were frozen. Employees are allowed to earn additional vesting service with the purchasing company. Assets and liabilities for this group were retained in the Salaried Plan.

Effective January 1, 1989, the plan was amended to reduce the vesting requirements from 10 years to five years of service.

Effective January 1, 1989, the following union hourly plans were merged into this plan: Closed Operations, Lakeland, Hollister, Wellhead-Houston, Tipton, Bayport, Cedar Rapids, IBO-Pomona, MCD-Rockland, Colmar, and MED-Fairmont.

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On December 28, 1990, the Green River union hourly plan was merged into the Salaried Plan.

Effective January 1, 1991, the plan's benefits were improved with the adoption of a new formula. The prior plan was considered a Social Security "offset" plan, and this has been revised to recognize covered compensation under Social Security in the form of an "excess" plan. In addition, the definition of final average earnings was revised to base pay on the highest consecutive 60 months during the last ten years rather than the five highest consecutive calendar years.

Effective April 1, 1992, the Pomona Sweeper location was sold and benefits for these employees were frozen. Employees are allowed to earn additional vesting service with the purchasing company. Assets and liabilities for this group were retained in the Salaried plan.

Effective May 27, 1994, assets and liabilities from the Jetway Systems Division of Pneumo Abex Corporation were spun off from their existing pension plans and merged into the FMC Salaried Plan. Salaried and nonunion hourly employees of Jetway Systems will accrue benefits for all past and future service according to the FMC Salaried Plan formula. Union hourly Jetway Systems employees continue to accrue benefits according to their prior plan formula.

Effective September 1, 1994, the benefit formula for union hourly Jetway Systems employees was changed. Prior to the change, benefits were calculated based on a two-part formula; (part 1 recognized service and earnings through June 1, 1994; part 2 recognized service and earnings subsequent to June 1, 1994). Beginning September 1, 1994, the updated benefit formula reflects all service and earnings at retirement or termination.

Effective March 23, 1995, the Green Bay union hourly division of FMC Corporation was decertified. Those formerly-union Green Bay participants who remained employed with FMC Corporation became salaried or nonunion hourly participants in the FMC Salaried Plan. Participants who transferred in will earn an all-service benefit in the Salaried Plan, offset by the frozen accrued benefit earned in (and still payable from) the Green Bay union hourly plan.

Effective September 20, 1995, the Fran Rica division was acquired. Active employees of this location were credited with service under the FMC Salaried Plan beginning on the date of acquisition.

During 1995 the FMC Salaried Plan was amended to require that participants terminating or retiring from the plan with a present value of benefits less than \$3,500 will receive their benefits in the form of a single lump sum distribution. Present value determinations will be based on the 1983 Group Annuity Mortality Table (weighted 50% male, 50% female), and the 30-year Treasury rate in effect on the November 1 preceding the date of distribution.

Effective March 31, 1996, the Conway division of FMC Corporation was sold. Conway participants who were active as of the sale date will have their future FMC Salaried Plan benefits calculated with credited service as of March 31, 1996, and final average pay as of their final termination date with the buyer.

Effective July 31, 1996, the FMC Gold division was sold. Assets and liabilities for benefits accrued through the sale date, for participants active on July 31, 1996, were transferred to the buyer.

Effective August 19, 1996, the Louisville, Kentucky division was acquired. Active salaried and nonunion hourly employees at this location were credited with service under the FMC Salaried Plan beginning on the date of acquisition.

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Effective January 1, 1997, employees of Moorco's Waugh and Invalco divisions became participants in the FMC Salaried Plan. These employees were credited with service under the FMC Salaried Plan beginning on the date that they were acquired by Moorco; (Waugh was acquired by Moorco on January 17, 1995; Invalco was acquired by Moorco on October 27, 1993).

Effective April 1, 1997, employees of Frigoscandia Inc. (FSI) and Design Systems Inc. (DSI) became participants in the FMC Salaried Plan. Employees at these locations were credited with service under the FMC Salaried Plan beginning on April 1, 1997.

Effective June 1, 1997, assets and liabilities from the Stein Inc. Pension Plan were merged into the FMC Salaried Plan. All Stein participants who terminate after April 1, 1997, will have their benefits calculated under the FMC Salaried Plan formula.

Effective July 1, 1997, assets and liabilities from the Moorco International Inc. Retirement Income Plan (MRIP) and the Smith Meter Inc. Salaried Retirement Plan were merged into the FMC Salaried Plan. All MRIP and Smith Meter Salaried participants who terminate after April 1, 1997, will have their benefits calculated under the FMC Salaried Plan formula.

Effective July 1, 1997, the following benefit changes were introduced for active participants at the Green River union hourly division:

- A cap on pensionable earnings of \$100,000 per year was introduced.
- A monthly benefit of \$5 times years of service was added to the existing benefit formula.
- A supplemental benefit of \$200 per month, payable to age 65, was added for participants who retire at age 60 or later before July 1, 2000.

Effective September 1, 1997, the monthly pension benefit for union hourly participants of the Jetway Systems division was changed as follows:

- The basic benefit was increased from:
 - 1.0% of final average monthly earnings times service to
 - 1.025% of final average monthly earnings times service
- The minimum benefit was increased from \$20.50 times service to:
 - \$21.00 times service effective September 1, 1997
 - \$21.50 times service effective September 1, 1998
 - \$22.50 times service effective September 1, 2000.

Effective October 6, 1997, the defense portion of FMC Corporation's business was sold. Assets and liabilities for all defense segment participants in the FMC Salaried Plan were spun off to the buyer.

In 1997, benefits for salaried and nonunion hourly participants were improved with the adoption of a new formula. The formula was adopted retroactively, to apply to all terminations on or after January 1, 1991. The new formula uses credited service projected to a participant's 65th birth date to determine a projected-service benefit. The projected-service benefit is then prorated by the ratio of credited service at termination to credited service projected to age 65 to develop the final accrued benefit.

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Effective December 31, 1998, the following union hourly plans were merged into the FMC Salaried Plan: Baltimore, Buffalo, Carteret, Fresno, Green Bay, Hoopeston, Kemmerer, Lawrence, Middleport, Newark, CA, Newark, DE, Nitro, Pocatello, Pomona, San Jose, Skull Point, Smith Meter, and Spring Hill. The merged plan was restated and renamed the FMC Corporation Employees' Retirement Program.

Effective July 9, 1999, FMC's BioProducts division was sold. Pension benefits for BioProducts employees active as of the sale date were frozen, and the plan was amended to allow the distribution of these benefits in lump sum form.

Effective July 31, 1999, FMC's Process Additives division (Nitro) was sold. Assets and liabilities for those employees who were actively employed on the sale date were transferred to the buyer. (Note: asset transfer took place effective September 12, 2001.)

Effective October 2, 1999, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from \$23.50/\$24.50/\$25.50 to:

\$25.50/\$26.50/\$27.50 effective October 2, 1999
\$27.50/\$28.50/\$29.50 effective October 2, 2000
\$29.50/\$30.50/\$31.50 effective October 2, 2001.

Effective December 1, 1999, the monthly pension multiplier for union hourly participants at the Hoopeston, Illinois division was changed from \$26.00 to \$30.00.

Effective February 16, 2000, employees of the Northfield and Smithville divisions were acquired by FMC and became participants in the FMC Plan. Credited service for these employees begins at the February 16, 2000 acquisition date; vesting service is recognized from their original pre-acquisition hire dates.

Effective April 29, 2000, the monthly pension multiplier for union hourly participants at the Baltimore, Maryland division was changed from \$26.50 to:

\$28.50 effective April 29, 2000
\$29.50 effective June 1, 2001
\$30.50 effective June 1, 2002.

Effective April 30, 2000, FMC Corporation and Solutia formed a joint venture named Astaris. Employees of FMC's Phosphorus Chemical division were transferred to the joint venture. Pension benefits for these transferred employees were frozen as of the joint venture formation date. FMC employees who transferred to the Astaris joint venture, had attained age 45 at the closing date and remain continuously employed at Astaris until age 55 will be eligible for subsidized early retirement benefits from FMC Corporation.

Effective May 19, 2000, the monthly pension multipliers for union hourly participants at the Spring Hill division were changed from \$32.50/\$33.50/\$34.50 to:

\$35.50/\$36.50/\$37.50 effective May 19, 2000
\$37.50/\$38.50/\$39.50 effective May 19, 2001
\$38.50/\$39.50/\$40.50 effective May 19, 2002.

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Effective July 1, 2000, the monthly pension benefit for union hourly participants at the Green River and Granger divisions was changed from the greater of (1) and (2), plus (3):

- (1) 1.2% of final average earnings times credited service;
- (2) \$25.00 times credited service;
- (3) \$5.00 times credited service;

to

\$70.00 times credited service, effective July 1, 2000
\$73.00 times credited service, effective July 1, 2001
\$74.00 times credited service, effective July 1, 2002
\$76.00 times credited service, effective July 1, 2004.

In addition, the disability retirement benefit previously provided to the Green River/Granger union group was removed from the plan.

Effective July 15, 2000, the monthly pension multiplier for union hourly participants at the Buffalo, New York division was changed from \$30.00 to:

\$32.00 effective July 15, 2000
\$34.00 effective July 15, 2001
\$36.00 effective July 15, 2002
\$38.00 effective July 15, 2003.

Effective September 1, 2000, the monthly pension benefit for union hourly participants at the Jetway Systems (Ogden, Utah) division was changed from 1.025% of final average earnings times credited service to \$30.00 times credited service.

Effective January 31, 2001, the monthly pension multiplier for union hourly participants at the Middleport, New York division was changed from \$28.00 to:

\$29.00 effective January 31, 2001
\$30.00 effective January 31, 2002
\$31.00 effective January 31, 2003.

Effective April 2, 2001, the monthly pension multiplier for union hourly participants at the Smith Meter (Erie, PA) division was changed from \$25.00 to:

\$26.00 effective January 1, 2001
\$27.00 effective January 1, 2002
\$28.00 effective January 1, 2003
\$29.00 effective January 1, 2004

In addition, any Smith Meter union participant who terminates between January 1, 2001 and January 1, 2004 will have their benefit recalculated as of January 1, 2004 using the formula \$29.00 times years of service.

During 2001, FMC Corporation's machinery divisions were spun-off to form a new company—FMC Technologies, Inc. Assets and liabilities for all FMC Technologies, Inc. participants were spun off from the FMC Plan effective May 1, 2001 and transferred into the FMC Technologies Inc. Employees' Retirement Program.

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Effective October 1, 2002, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from \$29.50/\$30.50/\$31.50 to:

\$31.50/\$32.50/\$33.50 effective October 1, 2002
\$33.50/\$34.50/\$35.50 effective October 1, 2003
\$35.50/\$36.50/\$37.50 effective October 1, 2004

Effective June 1, 2003, the monthly benefit rate multiplier for union hourly participants at the Baltimore division was changed from \$30.50 to:

\$32.50 effective June 1, 2003
\$34.00 effective June 1, 2004
\$35.00 effective June 1, 2005

Effective April 15, 2004, the monthly benefit rate multiplier for union hourly participants at the Tonawanda (Buffalo) division was changed from \$38.00 to:

\$40.00 effective April 15, 2004
\$41.75 effective April 15, 2005
\$43.25 effective April 15, 2006

Effective February 1, 2004, the monthly benefit rate multiplier for union hourly participants at the Middleport division was changed from \$31.00 to:

\$32.00 effective February 1, 2004
\$33.00 effective February 1, 2005
\$34.00 effective February 1, 2006

Effective July 1, 2005, the monthly pension multiplier for union hourly participants at the Green River division was changed from \$76.00 to:

\$79.00 effective July 1, 2005
\$80.00 effective July 1, 2007
\$81.00 effective July 1, 2008

In addition, Green River union employees who retire at age 60 or later prior to July 1, 2010 will receive a monthly supplemental benefit (in addition to their dollars-times-service benefit) which is payable until age 65. The supplemental amount is:

\$400 for eligible retirees who retire after July 1, 2005
\$500 for eligible retirees who retire after July 1, 2008
\$600 for eligible retirees who retire after July 1, 2009

Effective October 1, 2005, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from \$35.50/\$36.50/\$37.50 to:

\$37.50/\$38.50/\$39.50 effective October 1, 2005
\$39.50/\$40.50/\$41.50 effective October 1, 2006
\$41.50/\$42.50/\$43.50 effective October 1, 2007

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Effective June 1, 2006, the monthly pension multiplier for union hourly participants at the Baltimore division was changed from \$35.00 to:

\$37.00 effective June 1, 2006
\$38.50 effective June 1, 2007
\$39.50 effective June 1, 2008

Effective February 1, 2007, the monthly pension multiplier for union hourly participants at the Middleport division was changed from \$34.00 to:

\$35.50 effective February 1, 2007
\$36.50 effective February 1, 2008
\$37.50 effective February 1, 2009

Effective May 15, 2007, the monthly pension multiplier for union hourly participants at the Buffalo (Tonawanda) division was changed from \$43.25 to:

\$45.25 effective May 15, 2007
\$47.25 effective May 15, 2008
\$50.00 effective May 15, 2009
\$52.00 effective May 15, 2010

Effective July 1, 2007, the plan was closed to new salaried and nonunion hourly employees hired or rehired on or after July 1, 2007.

Effective October 1, 2008, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from \$41.50/\$42.50/\$43.50 to:

\$43.50/\$44.50/\$45.50 effective October 1, 2008
\$45.50/\$46.50/\$47.50 effective October 1, 2009
\$47.50/\$48.50/\$49.50 effective October 1, 2010

Effective February 1, 2010, the monthly pension multiplier for union hourly participants at the Middleport division changed from \$37.50 to:

\$38.50 effective February 1, 2010
\$39.50 effective February 1, 2011
\$40.50 effective February 1, 2012

Effective May 1, 2010, pension plan service accruals and imputed earnings will cease after 30 months for those salaried and nonunion hourly employees who become disabled on or after May 1, 2010.

Effective July 1, 2010, the monthly pension multiplier for union hourly participants at the Green River division changed from \$81.00 to:

\$83.00 effective July 1, 2010
\$84.00 effective July 1, 2011
\$85.00 effective July 1, 2013

In addition, Green River union employees who retire at age 60 or later prior to July 1, 2015 will receive a monthly supplemental benefit of \$600 (in addition to their dollars-times-service benefit) which is payable until age 65.

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Effective May 15, 2011, the monthly pension multiplier for union hourly participants at the Buffalo (Tonawanda) division was changed from \$52.00 to:

\$54.25 effective May 15, 2011
\$56.25 effective May 15, 2012
\$58.25 effective May 15, 2013
\$60.25 effective May 15, 2014

Effective October 1, 2011, the monthly pension multiplier for union hourly participants at the Newark, Delaware division was changed from \$47.50/\$48.50/\$49.50 to:

\$49.50/\$50.50/\$51.50 effective October 1, 2011
\$51.50/\$52.50/\$53.50 effective October 1, 2012
\$53.50/\$54.50/\$55.50 effective October 1, 2013
\$55.50/\$56.50/\$57.50 effective October 1, 2014
\$57.50/\$58.50/\$59.50 effective October 1, 2015

Effective February 1, 2013, the plan was closed to new union hourly employees hired or rehired at the Middleport division on or after February 1, 2013.

Effective March 31, 2013, pension accruals were frozen for union hourly participants at the Middleport division who would not have attained age 55 with 10 years of credited service by January 31, 2017 (described under the Plan as "Middleport Non-Grandfathered Employees"). The monthly Normal Retirement Benefit for these Middleport Non-Grandfathered Employees was determined as of March 31, 2013 by multiplying a benefit rate of \$40.50 by their credited service as of March 31, 2013. The Middleport Non-Grandfathered Employees were fully vested in their accrued benefit as of this date and may continue to earn credit service under the Plan for purposes of Early Retirement eligibility while employed by FMC.

The monthly pension multiplier for union hourly participants at the Middleport division who would have attained age 55 with at least 10 years of credited service by January 31, 2017 (described under the Plan as "Middleport Grandfathered Employees") was changed from \$40.50 to:

\$42.50 effective February 1, 2013
\$44.50 effective February 1, 2014
\$46.50 effective February 1, 2015
\$48.50 effective February 1, 2016

In addition, the Normal Retirement Benefit of a Middleport Grandfathered Employee who retires from FMC on or after February 1, 2013 but before February 1, 2016, after attaining age 62 with at least 10 years of credited service, will be calculated with a monthly pension multiplier of \$48.50.

Pension accruals will be frozen for Middleport Grandfathered Employees effective January 31, 2017. They may continue to earn credit service after this date for purposes of Early Retirement eligibility while employed by FMC.

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Effective February 28, 2014, FMC's peroxygens business was sold and benefits for peroxygens employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on February 28, 2014 are able to grow into early retirement eligibility with continued service with the buyer. Tonawanda union employees who are age 62 or older on February 28, 2014 and retire with a benefit commencement date of March 1, 2014 will receive the monthly pension multiplier of \$60.25 that was scheduled to take effect May 15, 2014. Other Tonawanda union employees will receive the monthly \$58.25 pension multiplier that was in effect on the date of the sale.

Effective April 1, 2015, FMC's alkali business was sold and benefits for alkali employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on April 1, 2015 are able to grow into early retirement eligibility with continued service with the buyer. Green River union employees will receive the monthly \$85.00 pension multiplier that was in effect on the date of the sale.

Effective July 1, 2015, the monthly pension multiplier for union hourly participants at the Green River division changed from \$85.00 to \$86.25. In addition, Green River union employees who retire at age 60 or later prior to July 1, 2016 will receive a monthly supplemental benefit of \$600 (in addition to their dollars-times-service benefit) which is payable until age 65.

Effective October 1, 2016, the plan was closed to new union hourly participants hired or rehired at the Newark, Delaware division on or after October 1, 2016.

Effective October 1, 2016, the monthly pension multiplier for union hourly participants at the Newark, Delaware division was changed from \$57.50/\$58.50/\$59.50 to:

\$59.50/\$60.50/\$61.50 effective October 1, 2016

\$61.50/\$62.50/\$63.50 effective October 1, 2017

\$63.50/\$64.50/\$65.50 effective October 1, 2018

Effective November 1, 2017, FMC's health and nutrition business was sold and benefits for health and nutrition employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on October 31, 2017 were eligible for early retirement. Newark union employees received two additional years of credited service and the monthly pension multiplier of \$63.50/\$64.50/\$65.50 that was scheduled to take effect October 1, 2018.

Effective December 31, 2018, benefits for Livent (FMC's lithium business) employees were frozen. Salaried and nonunion hourly employees became eligible for subsidized early retirement benefits and received three additional years of credited service.

A brief summary of the current provisions of the plan is shown on the following pages.

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Summary of Plan Provisions—Salaried and Nonunion Hourly

Effective Date	September 30, 1941. Most recently amended and restated effective January 1, 2015.
Participation	All salaried and nonunion hourly employees except employees hired or rehired on or after July 1, 2007.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Retirement	After age 65.
Deferred Vested	Five years of vesting service.
Retirement Benefits	
Normal Retirement	A monthly amount equal to the sum of [(1) + (2)] times (3), plus (4) where: (1) 1% of final average earnings up to allowable Social Security covered compensation; Plus 1.5% of final average earnings over allowable Social Security covered compensation; Times Years of credited service projected to age 65 (up to 35 years). (2) 1.5% of final average earnings; Times Years of credited service projected to age 65 (in excess of 35). (3) Ratio of years of credited service as of termination to years of credited service projected to age 65. (4) \$1.00 for each \$120 of unwithdrawn employee contributions accumulated with interest.

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Retirement Benefits

Early Retirement

The benefit is computed in the same manner as the normal retirement benefit except for the following:

- (5) The amount determined in [(1) + (2)] times (3) above will be reduced by $\frac{1}{3}$ of 1% for each month in excess of 36 that retirement precedes age 65.
- (6) For each year that retirement precedes age 65, the amount of employee contributions and interest required to provide \$1.00 of benefits under part (4) above is increased by \$3.00.

Deferred Retirement

The normal retirement benefit calculated as of the actual retirement date with service and pay being credited to the date of actual retirement. For each year that retirement follows age 65, the amount of employee contributions and interest required to provide \$1.00 of benefits under part (4) above is decreased by \$3.00.

Deferred Vested

The accrued normal retirement benefit payable for life commencing at age 65. The benefit is payable as early as age 55, with reductions of 0.5% applied for each month between benefit commencement and age 65.

Preretirement Death Benefits

Survivor's Benefit

For employees eligible for early retirement, a benefit is payable to a beneficiary for life equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect.

The employee's past contributions with interest serve as a minimum benefit upon death.

Spouse's Benefit

For employees who are vested but not yet eligible for early retirement, a benefit is payable to a surviving spouse equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.

The employee's past contributions with interest serve as a minimum benefit upon death.

Normal Form of Annuity

Life annuity. Benefits are paid to married participants on a reduced basis as a qualified joint and survivor annuity, unless elected otherwise.

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FMC Corporation Employees' Retirement Program
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Optional Forms of Annuity

50% joint and survivor annuity, 75% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity options.

Employee Contributions

None are required or permitted since May 1, 1969. Interest is credited on accumulated amounts up to the date of retirement (or withdrawal, if earlier).

Benefit Offset

This plan will offset the November 30, 1985 benefits that are provided by Aetna nonparticipating annuities.

Minimum Benefit

There is a minimum benefit equal to the accrued benefit as of December 31, 1990, as determined under the plan existing on that date.

Benefit Accruals While on

Long-Term Disability

Employees on long-term disability continue to earn credited service and vesting service under the FMC Retirement Program. In addition, pensionable earnings are imputed during a period of disability. (Effective May 1, 2010, service accruals and imputed earnings will cease after 30 months for those disabled on or after May 1, 2010.)

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FMC Corporation Employees' Retirement Program
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Definitions

Plan Year	January 1 to December 31.
Vesting Service	Elapsed time from date of hire to date of termination. A partial month of service is recognized as a full month.
Credited Service	Same as vesting service except no service is credited for certain leaves of absence.
Earnings	Regular compensation including overtime, administrative and discretionary bonuses, sales bonuses and sales commissions, and incentive compensation (earned during the plan year but paid after the end of the plan year). Earnings exclude hiring and stay bonuses, awards, deferred compensation, severance pay, accrued vacation and other special payments.
Final Average Earnings	The average of the highest consecutive 60 months of earnings out of the last 120 months of employment.
Covered Compensation	Covered compensation is the allowable 35-year average of the maximum earnings subject to Social Security tax. The 35-year period ends in the year the employee reaches Social Security retirement age. Each year as the Social Security wage base changes, the allowable covered compensation amount will also change.
Social Security Retirement Age	Based on year of birth as follows: Before 1938 Age 65 1938–1954 Age 66 After 1954 Age 67

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Summary of Plan Provisions—Baltimore Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Ten years of credited service.
Retirement Benefits	
Normal Retirement	Monthly pension is \$39.50 times years of service.
Early Retirement	The benefit is computed in the same manner as the normal retirement benefit except for the following: The benefit for employees retiring on or after age 62 with at least 20 years of credited service will be reduced 2% for each year that retirement precedes age 65. The benefit for employees retiring prior to age 62 or with less than 20 years of credited service will be reduced by 4% for each year that retirement precedes age 65. In addition, participants who retire at age 62 or later receive a supplemental benefit until age 65. The amount of the supplement is equal to the difference between the unreduced early retirement benefit and the benefit after reduction for early retirement.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.

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Preretirement Death Benefit

If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.

Normal Form of Annuity

Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.

Optional Forms of Annuity

50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

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FMC Corporation Employees' Retirement Program
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Summary of Plan Provisions—Buffalo Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Age 45 and 15 years of credited service.
Retirement Benefits	
Normal Retirement	Monthly pension is \$60.25 times years of service
Early Retirement	The monthly accrued benefit, reduced 4% for each year by which benefit commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

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Summary of Plan Provisions—Green River Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	With Supplement: Age 60 and 10 years of credited service. Without Supplement: Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	None.
Retirement Benefits	
Normal Retirement	Monthly pension is \$85.00 times years of service, subject to a minimum frozen benefit determined as of June 30, 2000 under the prior pay-related formula; effective July 1, 2015, \$86.25.
Early Retirement	The benefit is computed in the same manner as the normal retirement benefit except for the following: The benefit for employees with less than 30 years of credited service at retirement will be reduced by 3% for each year that retirement precedes age 62. The benefit for employees with at least 30 years of credited service at retirement will be reduced 2% for each year that retirement precedes age 62. In addition, participants who retire at age 60 or later before July 1, 2016 receive a supplemental benefit of \$600 per month, payable to age 65.
Deferred Vested	The accrued normal retirement benefit payable for life commencing at age 65. The benefit is payable as early as age 55, subject to the same reductions for early commencement described under the Early Retirement section above.

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Preretirement Death Benefits

If eligible for early retirement, the benefit payable to the spouse for life is equal to 100% of what the participant would have received had the participant retired on the day of his death with the 100% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 100% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 100% joint and survivor option in effect.

Normal Form of Annuity

Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity; if the spouse should die first, the benefit reverts to the original unreduced amount ("pop-up" annuity).

Optional Forms of Annuity

50% joint and survivor annuity, 50% joint and survivor "pop-up" annuity, and 100% joint and survivor "pop-up" annuity.

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Summary of Plan Provisions—Middleport Union Hourly

Participation	One year of credited service. Closed to new entrants effective February 1, 2013.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Ten years of credited service.
Retirement Benefits	
Normal Retirement	“Middleport non-grandfathered employees” (who would not have attained age 55 with 10 years of credited service by January 31, 2017): • Monthly pension is \$40.50 times years of credited service. Credited service for benefit accrual purposes is frozen as of March 31, 2013. “Middleport grandfathered employees” (who would have attained age 55 with at least 10 years of credited service by January 31, 2017): • Monthly pension is \$48.50 times years of service. • Monthly pension for retirements on or after February 1, 2013 but before February 1, 2016, after attaining age 62 with 10 years of credited service, will be calculated with a monthly pension multiplier of \$48.50. • Credited service for benefit accrual purposes is frozen as of January 31, 2017.
Early Retirement	The monthly accrued benefit, reduced 10% for the first year and 4% for each subsequent year, by which benefit commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.

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Preretirement Death Benefit

If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.

Normal Form of Annuity

Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.

Optional Forms of Annuity

50% joint and survivor annuity and 100% joint and survivor annuity.

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Summary of Plan Provisions—Newark, DE Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	None.
Retirement Benefits	
Normal	Monthly pension is \$63.50 times the first 10 years of service, \$64.50 times the next 10 years of service, and \$65.50 times years of service in excess of 20.
Early	The monthly accrued benefit, reduced 4% for each year by which benefit commencement precedes age 65.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	None.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

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Summary of Plan Provisions—Spring Hill Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Age 40 and 10 years of credited service.
Retirement Benefits	
Normal Retirement	Monthly pension is \$38.50 times the first 10 years of service, \$39.50 times the next 10 years of service, and \$40.50 times years of service in excess of 20.
Early Retirement	The benefit for employees with less than 30 years of service at retirement will be reduced by 3% for each year that retirement precedes age 62. The benefit for employees with at least 30 years of service at retirement will be reduced by: (a) If benefits commence on or after age 60, 2% for each year that retirement precedes age 62. (b) If benefits commence prior to age 60, 3% for each year that commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.

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Normal Form of Annuity

Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity; if the spouse should die first, the benefit reverts to the original unreduced amount ("pop-up" annuity).

Optional Forms of Annuity

50% joint and survivor annuity and 100% joint and survivor "pop-up" annuity.

Plan Changes Since the Prior Year

The funding valuation does not include any plan changes since the prior year.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Schedule SB Attachment (Form 5500) —2024 Plan Year
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Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the unlimited expected rate of return on assets from 4.75 percent to 4.50 percent.

This change was made to better reflect the anticipated plan experience and does not reduce the funding shortfall; as such, approval of the Commissioner is not required.

Schedule SB Attachment (Form 5500) —2024 Plan Year
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Schedule SB, line 26a — Schedule of Active Participant Data
as of January 1, 2024

Number of Participants										
Attained	Years of Credited Service									
Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34										
35-39		1		1						
40-44					1	1				
45-49		1	1		7	3				
50-54			2	2	7	6	5	7		
55-59		1	2	1	4	5	7	8	4	
60-64	1	1	2	2	5	3	6	1	5	3
65-69		1	1	1	1	4	2	1	2	2
70+					2					1

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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	671,631	7,519,450	79,983,420	88,174,501
2025	1,177,790	3,368,957	77,769,295	82,316,042
2026	1,592,360	4,113,614	75,534,491	81,240,465
2027	1,982,432	4,543,990	73,210,093	79,736,515
2028	2,298,501	5,196,115	70,807,167	78,301,783
2029	2,616,029	5,846,452	68,374,909	76,837,390
2030	2,883,641	6,368,007	65,900,591	75,152,239
2031	3,104,901	7,099,779	63,363,541	73,568,221
2032	3,296,569	7,513,778	60,764,650	71,574,997
2033	3,473,324	7,855,950	58,105,488	69,434,762
2034	3,668,000	8,143,710	55,388,602	67,200,312
2035	3,790,710	8,361,085	52,617,920	64,769,715
2036	3,886,080	8,415,307	49,798,851	62,100,238
2037	3,983,983	8,468,650	46,938,609	59,391,242
2038	4,005,515	8,446,236	44,046,234	56,497,985
2039	4,007,934	8,366,427	41,132,598	53,506,959
2040	4,006,460	8,287,707	38,210,654	50,504,821
2041	3,957,498	8,203,575	35,295,434	47,456,507
2042	3,894,775	8,115,457	32,403,913	44,414,145
2043	3,827,917	7,978,926	29,554,677	41,361,520
2044	3,753,721	7,817,873	26,767,531	38,339,125
2045	3,653,095	7,641,362	24,062,931	35,357,388
2046	3,543,847	7,479,766	21,461,059	32,484,672
2047	3,426,666	7,228,418	18,981,225	29,636,309
2048	3,300,736	6,964,452	16,641,235	26,906,423
2049	3,166,445	6,666,665	14,456,750	24,289,860
2050	3,025,373	6,389,860	12,440,530	21,855,763
2051	2,878,773	6,057,993	10,601,685	19,538,451
2052	2,726,220	5,727,849	8,945,331	17,399,400
2053	2,568,670	5,391,121	7,472,348	15,432,139
2054	2,407,348	5,036,941	6,179,391	13,623,680
2055	2,243,294	4,675,858	5,059,254	11,978,406
2056	2,077,718	4,314,866	4,101,478	10,494,062
2057	1,911,950	3,956,858	3,293,116	9,161,924
2058	1,747,360	3,607,181	2,619,633	7,974,174

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2059	1,585,381	3,268,839	2,065,665	6,919,885
2060	1,427,467	2,944,617	1,615,690	5,987,774
2061	1,274,985	2,636,977	1,254,667	5,166,629
2062	1,129,232	2,347,917	968,423	4,445,572
2063	991,423	2,078,991	744,024	3,814,438
2064	862,547	1,831,207	569,958	3,263,712
2065	743,384	1,605,014	436,216	2,784,614
2066	634,519	1,400,351	334,320	2,369,190
2067	536,244	1,216,653	257,218	2,010,115
2068	448,608	1,052,942	199,177	1,700,727
2069	371,446	907,951	155,632	1,435,029
2070	304,339	780,220	123,006	1,207,565
2071	246,689	668,168	98,534	1,013,391
2072	197,788	570,203	80,108	848,099
2073	156,836	484,777	66,134	707,747

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
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Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	\$ 24,323,936	January 1, 2023	14	\$ 2,321,544
Shortfall	\$ 11,012,482	January 1, 2024	15	\$ 1,001,919

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Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	8.00%	0.9025	4.15
58.5	10.00%	0.8303	4.86
59.5	10.00%	0.7473	4.45
60.5	12.00%	0.6725	4.88
61.5	18.00%	0.5918	6.55
62.5	20.00%	0.4853	6.07
63.5	30.00%	0.3882	7.40
64.5	30.00%	0.2718	5.26
65.5	20.00%	0.1902	2.49
66.5	40.00%	0.1522	4.05
67.5	40.00%	0.0913	2.47
68.5	40.00%	0.0548	1.50
69.5	40.00%	0.0329	0.91
70	100.00%	0.0197	1.38
Weighted Average			61.88

Schedule SB Attachment (Form 5500) —2024 Plan Year
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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	671,631	7,519,450	79,983,420	88,174,501
2025	1,177,790	3,368,957	77,769,295	82,316,042
2026	1,592,360	4,113,614	75,534,491	81,240,465
2027	1,982,432	4,543,990	73,210,093	79,736,515
2028	2,298,501	5,196,115	70,807,167	78,301,783
2029	2,616,029	5,846,452	68,374,909	76,837,390
2030	2,883,641	6,368,007	65,900,591	75,152,239
2031	3,104,901	7,099,779	63,363,541	73,568,221
2032	3,296,569	7,513,778	60,764,650	71,574,997
2033	3,473,324	7,855,950	58,105,488	69,434,762
2034	3,668,000	8,143,710	55,388,602	67,200,312
2035	3,790,710	8,361,085	52,617,920	64,769,715
2036	3,886,080	8,415,307	49,798,851	62,100,238
2037	3,983,983	8,468,650	46,938,609	59,391,242
2038	4,005,515	8,446,236	44,046,234	56,497,985
2039	4,007,934	8,366,427	41,132,598	53,506,959
2040	4,006,460	8,287,707	38,210,654	50,504,821
2041	3,957,498	8,203,575	35,295,434	47,456,507
2042	3,894,775	8,115,457	32,403,913	44,414,145
2043	3,827,917	7,978,926	29,554,677	41,361,520
2044	3,753,721	7,817,873	26,767,531	38,339,125
2045	3,653,095	7,641,362	24,062,931	35,357,388
2046	3,543,847	7,479,766	21,461,059	32,484,672
2047	3,426,666	7,228,418	18,981,225	29,636,309
2048	3,300,736	6,964,452	16,641,235	26,906,423
2049	3,166,445	6,666,665	14,456,750	24,289,860
2050	3,025,373	6,389,860	12,440,530	21,855,763
2051	2,878,773	6,057,993	10,601,685	19,538,451
2052	2,726,220	5,727,849	8,945,331	17,399,400
2053	2,568,670	5,391,121	7,472,348	15,432,139
2054	2,407,348	5,036,941	6,179,391	13,623,680
2055	2,243,294	4,675,858	5,059,254	11,978,406
2056	2,077,718	4,314,866	4,101,478	10,494,062
2057	1,911,950	3,956,858	3,293,116	9,161,924
2058	1,747,360	3,607,181	2,619,633	7,974,174

Schedule SB Attachment (Form 5500) —2024 Plan Year
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2059	1,585,381	3,268,839	2,065,665	6,919,885
2060	1,427,467	2,944,617	1,615,690	5,987,774
2061	1,274,985	2,636,977	1,254,667	5,166,629
2062	1,129,232	2,347,917	968,423	4,445,572
2063	991,423	2,078,991	744,024	3,814,438
2064	862,547	1,831,207	569,958	3,263,712
2065	743,384	1,605,014	436,216	2,784,614
2066	634,519	1,400,351	334,320	2,369,190
2067	536,244	1,216,653	257,218	2,010,115
2068	448,608	1,052,942	199,177	1,700,727
2069	371,446	907,951	155,632	1,435,029
2070	304,339	780,220	123,006	1,207,565
2071	246,689	668,168	98,534	1,013,391
2072	197,788	570,203	80,108	848,099
2073	156,836	484,777	66,134	707,747

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FMC Corporation Employees' Retirement Program
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Schedule SB, Part V — Summary of Plan Provisions

History of Plan

The FMC Corporation Salaried Employees' Retirement Plan was established as the Employees' Retirement Plan effective in 1941. The plan was amended effective October 25, 1974, and additional changes were made effective January 1, 1976. The plan was revised and restated to comply with ERISA effective January 1, 1976.

Effective July 1, 1978, the plan was changed from participation at age 25 to immediate participation from date of hire and to credit all service from date of hire rather than from age 25. The 30-year maximum on service credit was removed on the minimum benefit formula and on the final average pay portion of the offset benefit formula. The maximum offset for Social Security is still 50%, however.

Effective January 1, 1979, the salaried participants of the Retirement Plan for Non-Union Employees of Sun Cleanser Company and the Marine Colloids Salaried Employees' Retirement Plan were merged into this plan.

On November 1, 1979, a cost-of-living increase was granted to retired employees. Effective January 1, 1980, the plan was changed to base benefits at early retirement or vested termination on expected service at 65, with the maximum offset for Social Security still 50%, times the ratio of actual service to expected service. In addition, effective January 1, 1980, three new locations were covered by this plan.

On November 1, 1980, the Industrial Packaging group was sold and benefits for these employees were frozen.

On June 1, 1981, Engineered Systems was sold and all employees became immediately vested. On September 28, 1981, Power Transmission was sold and benefits for these employees were frozen. For both sales, both the assets and liabilities associated with the groups were retained in the Salaried Plan.

Effective April 1, 1981, the preretirement survivor's spouse benefit provisions were improved.

Effective December 31, 1981, the Hourly Plans of the Power Transmission division and the Fiber Hourly Plan of the American Viscose division were merged into the Salaried Plan. Prior to the merger date, part of the assets from the Power Transmission Plans and the American Viscose Plan were dedicated to immunized funds with the Metropolitan Life Insurance Company.

On April 1, 1982, the Outdoor Power Equipment Division in Port Washington was sold and benefits for these employees were frozen. The assets and liabilities for this group were retained in the Salaried Plan.

Effective January 1, 1984, the 5-year certain and life normal form of payment was removed. Unreduced benefits will only be paid on a life annuity basis.

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Effective January 1, 1984, the following plans were merged into the Salaried Plan:

- FMC Retirement Plan for Hourly Employees - Industrial Chemical Division, Lyndhurst, New Jersey
- Nonunion Employees of the McAllen Location Who Formerly Participated in the FMC Corporation Retirement Plan for Shop Hourly Employees of Designated Production and Service Facilities
- FMC Corporation Retirement Plan for Shop Hourly Employees of Designated Production and Service Facilities

On August 31, 1984, the Mining Equipment Division was sold. Benefits for the salaried and nonunion hourly employees at this location were frozen as of December 31, 1984. Assets and liabilities for this group were retained in the plan.

Effective January 1, 1985, preretirement death benefits were extended to active employees who are eligible for vesting and to employees who have terminated with vested benefits.

On August 16, 1985, the South Charleston and Livonia divisions were sold. Benefits were frozen as of the sale date; however, employees earn vesting credit with the purchasing company. The assets and liabilities for these locations were retained in the plan.

Effective November 30, 1985, certain participants were spun-off into another plan. Annuities covering accrued benefits were purchased for all participants in the spun-off plan as well as for participants in the continuing plan. Both participating and nonparticipating annuities were purchased with the assets associated with the participating annuities remaining a part of the current trust. The spun-off plan was terminated with the surplus assets reverting to FMC Corporation.

The following locations were sold on the effective date specified. In general, benefit accruals ceased on the sale dates with employees being allowed to vest in their post 11/30/85 accrued benefits by earning additional vesting service with the purchasing companies. The assets and liabilities for these groups were retained in the plan.

Industrial Brush	12/31/1985
Turbo Pump	11/25/1986
FMC Finance	11/30/1986
Beverage Equipment	12/19/1986

Effective January 1, 1988, the plan was amended to allow service accrual beyond age 65.

Effective December 31, 1988, the Lexington location was sold and benefits for these employees were frozen. Employees are allowed to earn additional vesting service with the purchasing company. Assets and liabilities for this group were retained in the Salaried Plan.

Effective January 1, 1989, the plan was amended to reduce the vesting requirements from 10 years to five years of service.

Effective January 1, 1989, the following union hourly plans were merged into this plan: Closed Operations, Lakeland, Hollister, Wellhead-Houston, Tipton, Bayport, Cedar Rapids, IBO-Pomona, MCD-Rockland, Colmar, and MED-Fairmont.

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On December 28, 1990, the Green River union hourly plan was merged into the Salaried Plan.

Effective January 1, 1991, the plan's benefits were improved with the adoption of a new formula. The prior plan was considered a Social Security "offset" plan, and this has been revised to recognize covered compensation under Social Security in the form of an "excess" plan. In addition, the definition of final average earnings was revised to base pay on the highest consecutive 60 months during the last ten years rather than the five highest consecutive calendar years.

Effective April 1, 1992, the Pomona Sweeper location was sold and benefits for these employees were frozen. Employees are allowed to earn additional vesting service with the purchasing company. Assets and liabilities for this group were retained in the Salaried plan.

Effective May 27, 1994, assets and liabilities from the Jetway Systems Division of Pneumo Abex Corporation were spun off from their existing pension plans and merged into the FMC Salaried Plan. Salaried and nonunion hourly employees of Jetway Systems will accrue benefits for all past and future service according to the FMC Salaried Plan formula. Union hourly Jetway Systems employees continue to accrue benefits according to their prior plan formula.

Effective September 1, 1994, the benefit formula for union hourly Jetway Systems employees was changed. Prior to the change, benefits were calculated based on a two-part formula; (part 1 recognized service and earnings through June 1, 1994; part 2 recognized service and earnings subsequent to June 1, 1994). Beginning September 1, 1994, the updated benefit formula reflects all service and earnings at retirement or termination.

Effective March 23, 1995, the Green Bay union hourly division of FMC Corporation was decertified. Those formerly-union Green Bay participants who remained employed with FMC Corporation became salaried or nonunion hourly participants in the FMC Salaried Plan. Participants who transferred in will earn an all-service benefit in the Salaried Plan, offset by the frozen accrued benefit earned in (and still payable from) the Green Bay union hourly plan.

Effective September 20, 1995, the Fran Rica division was acquired. Active employees of this location were credited with service under the FMC Salaried Plan beginning on the date of acquisition.

During 1995 the FMC Salaried Plan was amended to require that participants terminating or retiring from the plan with a present value of benefits less than \$3,500 will receive their benefits in the form of a single lump sum distribution. Present value determinations will be based on the 1983 Group Annuity Mortality Table (weighted 50% male, 50% female), and the 30-year Treasury rate in effect on the November 1 preceding the date of distribution.

Effective March 31, 1996, the Conway division of FMC Corporation was sold. Conway participants who were active as of the sale date will have their future FMC Salaried Plan benefits calculated with credited service as of March 31, 1996, and final average pay as of their final termination date with the buyer.

Effective July 31, 1996, the FMC Gold division was sold. Assets and liabilities for benefits accrued through the sale date, for participants active on July 31, 1996, were transferred to the buyer.

Effective August 19, 1996, the Louisville, Kentucky division was acquired. Active salaried and nonunion hourly employees at this location were credited with service under the FMC Salaried Plan beginning on the date of acquisition.

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Effective January 1, 1997, employees of Moorco's Waugh and Invalco divisions became participants in the FMC Salaried Plan. These employees were credited with service under the FMC Salaried Plan beginning on the date that they were acquired by Moorco; (Waugh was acquired by Moorco on January 17, 1995; Invalco was acquired by Moorco on October 27, 1993).

Effective April 1, 1997, employees of Frigoscandia Inc. (FSI) and Design Systems Inc. (DSI) became participants in the FMC Salaried Plan. Employees at these locations were credited with service under the FMC Salaried Plan beginning on April 1, 1997.

Effective June 1, 1997, assets and liabilities from the Stein Inc. Pension Plan were merged into the FMC Salaried Plan. All Stein participants who terminate after April 1, 1997, will have their benefits calculated under the FMC Salaried Plan formula.

Effective July 1, 1997, assets and liabilities from the Moorco International Inc. Retirement Income Plan (MRIP) and the Smith Meter Inc. Salaried Retirement Plan were merged into the FMC Salaried Plan. All MRIP and Smith Meter Salaried participants who terminate after April 1, 1997, will have their benefits calculated under the FMC Salaried Plan formula.

Effective July 1, 1997, the following benefit changes were introduced for active participants at the Green River union hourly division:

- A cap on pensionable earnings of \$100,000 per year was introduced.
- A monthly benefit of \$5 times years of service was added to the existing benefit formula.
- A supplemental benefit of \$200 per month, payable to age 65, was added for participants who retire at age 60 or later before July 1, 2000.

Effective September 1, 1997, the monthly pension benefit for union hourly participants of the Jetway Systems division was changed as follows:

- The basic benefit was increased from:
 - 1.0% of final average monthly earnings times service to
 - 1.025% of final average monthly earnings times service
- The minimum benefit was increased from \$20.50 times service to:
 - \$21.00 times service effective September 1, 1997
 - \$21.50 times service effective September 1, 1998
 - \$22.50 times service effective September 1, 2000.

Effective October 6, 1997, the defense portion of FMC Corporation's business was sold. Assets and liabilities for all defense segment participants in the FMC Salaried Plan were spun off to the buyer.

In 1997, benefits for salaried and nonunion hourly participants were improved with the adoption of a new formula. The formula was adopted retroactively, to apply to all terminations on or after January 1, 1991. The new formula uses credited service projected to a participant's 65th birth date to determine a projected-service benefit. The projected-service benefit is then prorated by the ratio of credited service at termination to credited service projected to age 65 to develop the final accrued benefit.

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Effective December 31, 1998, the following union hourly plans were merged into the FMC Salaried Plan: Baltimore, Buffalo, Carteret, Fresno, Green Bay, Hoopeston, Kemmerer, Lawrence, Middleport, Newark, CA, Newark, DE, Nitro, Pocatello, Pomona, San Jose, Skull Point, Smith Meter, and Spring Hill. The merged plan was restated and renamed the FMC Corporation Employees' Retirement Program.

Effective July 9, 1999, FMC's BioProducts division was sold. Pension benefits for BioProducts employees active as of the sale date were frozen, and the plan was amended to allow the distribution of these benefits in lump sum form.

Effective July 31, 1999, FMC's Process Additives division (Nitro) was sold. Assets and liabilities for those employees who were actively employed on the sale date were transferred to the buyer. (Note: asset transfer took place effective September 12, 2001.)

Effective October 2, 1999, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from \$23.50/\$24.50/\$25.50 to:

\$25.50/\$26.50/\$27.50 effective October 2, 1999
\$27.50/\$28.50/\$29.50 effective October 2, 2000
\$29.50/\$30.50/\$31.50 effective October 2, 2001.

Effective December 1, 1999, the monthly pension multiplier for union hourly participants at the Hoopeston, Illinois division was changed from \$26.00 to \$30.00.

Effective February 16, 2000, employees of the Northfield and Smithville divisions were acquired by FMC and became participants in the FMC Plan. Credited service for these employees begins at the February 16, 2000 acquisition date; vesting service is recognized from their original pre-acquisition hire dates.

Effective April 29, 2000, the monthly pension multiplier for union hourly participants at the Baltimore, Maryland division was changed from \$26.50 to:

\$28.50 effective April 29, 2000
\$29.50 effective June 1, 2001
\$30.50 effective June 1, 2002.

Effective April 30, 2000, FMC Corporation and Solutia formed a joint venture named Astaris. Employees of FMC's Phosphorus Chemical division were transferred to the joint venture. Pension benefits for these transferred employees were frozen as of the joint venture formation date. FMC employees who transferred to the Astaris joint venture, had attained age 45 at the closing date and remain continuously employed at Astaris until age 55 will be eligible for subsidized early retirement benefits from FMC Corporation.

Effective May 19, 2000, the monthly pension multipliers for union hourly participants at the Spring Hill division were changed from \$32.50/\$33.50/\$34.50 to:

\$35.50/\$36.50/\$37.50 effective May 19, 2000
\$37.50/\$38.50/\$39.50 effective May 19, 2001
\$38.50/\$39.50/\$40.50 effective May 19, 2002.

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Effective July 1, 2000, the monthly pension benefit for union hourly participants at the Green River and Granger divisions was changed from the greater of (1) and (2), plus (3):

- (1) 1.2% of final average earnings times credited service;
- (2) \$25.00 times credited service;
- (3) \$5.00 times credited service;

to

\$70.00 times credited service, effective July 1, 2000
\$73.00 times credited service, effective July 1, 2001
\$74.00 times credited service, effective July 1, 2002
\$76.00 times credited service, effective July 1, 2004.

In addition, the disability retirement benefit previously provided to the Green River/Granger union group was removed from the plan.

Effective July 15, 2000, the monthly pension multiplier for union hourly participants at the Buffalo, New York division was changed from \$30.00 to:

\$32.00 effective July 15, 2000
\$34.00 effective July 15, 2001
\$36.00 effective July 15, 2002
\$38.00 effective July 15, 2003.

Effective September 1, 2000, the monthly pension benefit for union hourly participants at the Jetway Systems (Ogden, Utah) division was changed from 1.025% of final average earnings times credited service to \$30.00 times credited service.

Effective January 31, 2001, the monthly pension multiplier for union hourly participants at the Middleport, New York division was changed from \$28.00 to:

\$29.00 effective January 31, 2001
\$30.00 effective January 31, 2002
\$31.00 effective January 31, 2003.

Effective April 2, 2001, the monthly pension multiplier for union hourly participants at the Smith Meter (Erie, PA) division was changed from \$25.00 to:

\$26.00 effective January 1, 2001
\$27.00 effective January 1, 2002
\$28.00 effective January 1, 2003
\$29.00 effective January 1, 2004

In addition, any Smith Meter union participant who terminates between January 1, 2001 and January 1, 2004 will have their benefit recalculated as of January 1, 2004 using the formula \$29.00 times years of service.

During 2001, FMC Corporation's machinery divisions were spun-off to form a new company—FMC Technologies, Inc. Assets and liabilities for all FMC Technologies, Inc. participants were spun off from the FMC Plan effective May 1, 2001 and transferred into the FMC Technologies Inc. Employees' Retirement Program.

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Effective October 1, 2002, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from \$29.50/\$30.50/\$31.50 to:

\$31.50/\$32.50/\$33.50 effective October 1, 2002
\$33.50/\$34.50/\$35.50 effective October 1, 2003
\$35.50/\$36.50/\$37.50 effective October 1, 2004

Effective June 1, 2003, the monthly benefit rate multiplier for union hourly participants at the Baltimore division was changed from \$30.50 to:

\$32.50 effective June 1, 2003
\$34.00 effective June 1, 2004
\$35.00 effective June 1, 2005

Effective April 15, 2004, the monthly benefit rate multiplier for union hourly participants at the Tonawanda (Buffalo) division was changed from \$38.00 to:

\$40.00 effective April 15, 2004
\$41.75 effective April 15, 2005
\$43.25 effective April 15, 2006

Effective February 1, 2004, the monthly benefit rate multiplier for union hourly participants at the Middleport division was changed from \$31.00 to:

\$32.00 effective February 1, 2004
\$33.00 effective February 1, 2005
\$34.00 effective February 1, 2006

Effective July 1, 2005, the monthly pension multiplier for union hourly participants at the Green River division was changed from \$76.00 to:

\$79.00 effective July 1, 2005
\$80.00 effective July 1, 2007
\$81.00 effective July 1, 2008

In addition, Green River union employees who retire at age 60 or later prior to July 1, 2010 will receive a monthly supplemental benefit (in addition to their dollars-times-service benefit) which is payable until age 65. The supplemental amount is:

\$400 for eligible retirees who retire after July 1, 2005
\$500 for eligible retirees who retire after July 1, 2008
\$600 for eligible retirees who retire after July 1, 2009

Effective October 1, 2005, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from \$35.50/\$36.50/\$37.50 to:

\$37.50/\$38.50/\$39.50 effective October 1, 2005
\$39.50/\$40.50/\$41.50 effective October 1, 2006
\$41.50/\$42.50/\$43.50 effective October 1, 2007

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Effective June 1, 2006, the monthly pension multiplier for union hourly participants at the Baltimore division was changed from \$35.00 to:

\$37.00 effective June 1, 2006
\$38.50 effective June 1, 2007
\$39.50 effective June 1, 2008

Effective February 1, 2007, the monthly pension multiplier for union hourly participants at the Middleport division was changed from \$34.00 to:

\$35.50 effective February 1, 2007
\$36.50 effective February 1, 2008
\$37.50 effective February 1, 2009

Effective May 15, 2007, the monthly pension multiplier for union hourly participants at the Buffalo (Tonawanda) division was changed from \$43.25 to:

\$45.25 effective May 15, 2007
\$47.25 effective May 15, 2008
\$50.00 effective May 15, 2009
\$52.00 effective May 15, 2010

Effective July 1, 2007, the plan was closed to new salaried and nonunion hourly employees hired or rehired on or after July 1, 2007.

Effective October 1, 2008, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from \$41.50/\$42.50/\$43.50 to:

\$43.50/\$44.50/\$45.50 effective October 1, 2008
\$45.50/\$46.50/\$47.50 effective October 1, 2009
\$47.50/\$48.50/\$49.50 effective October 1, 2010

Effective February 1, 2010, the monthly pension multiplier for union hourly participants at the Middleport division changed from \$37.50 to:

\$38.50 effective February 1, 2010
\$39.50 effective February 1, 2011
\$40.50 effective February 1, 2012

Effective May 1, 2010, pension plan service accruals and imputed earnings will cease after 30 months for those salaried and nonunion hourly employees who become disabled on or after May 1, 2010.

Effective July 1, 2010, the monthly pension multiplier for union hourly participants at the Green River division changed from \$81.00 to:

\$83.00 effective July 1, 2010
\$84.00 effective July 1, 2011
\$85.00 effective July 1, 2013

In addition, Green River union employees who retire at age 60 or later prior to July 1, 2015 will receive a monthly supplemental benefit of \$600 (in addition to their dollars-times-service benefit) which is payable until age 65.

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Effective May 15, 2011, the monthly pension multiplier for union hourly participants at the Buffalo (Tonawanda) division was changed from \$52.00 to:

\$54.25 effective May 15, 2011
\$56.25 effective May 15, 2012
\$58.25 effective May 15, 2013
\$60.25 effective May 15, 2014

Effective October 1, 2011, the monthly pension multiplier for union hourly participants at the Newark, Delaware division was changed from \$47.50/\$48.50/\$49.50 to:

\$49.50/\$50.50/\$51.50 effective October 1, 2011
\$51.50/\$52.50/\$53.50 effective October 1, 2012
\$53.50/\$54.50/\$55.50 effective October 1, 2013
\$55.50/\$56.50/\$57.50 effective October 1, 2014
\$57.50/\$58.50/\$59.50 effective October 1, 2015

Effective February 1, 2013, the plan was closed to new union hourly employees hired or rehired at the Middleport division on or after February 1, 2013.

Effective March 31, 2013, pension accruals were frozen for union hourly participants at the Middleport division who would not have attained age 55 with 10 years of credited service by January 31, 2017 (described under the Plan as "Middleport Non-Grandfathered Employees"). The monthly Normal Retirement Benefit for these Middleport Non-Grandfathered Employees was determined as of March 31, 2013 by multiplying a benefit rate of \$40.50 by their credited service as of March 31, 2013. The Middleport Non-Grandfathered Employees were fully vested in their accrued benefit as of this date and may continue to earn credit service under the Plan for purposes of Early Retirement eligibility while employed by FMC.

The monthly pension multiplier for union hourly participants at the Middleport division who would have attained age 55 with at least 10 years of credited service by January 31, 2017 (described under the Plan as "Middleport Grandfathered Employees") was changed from \$40.50 to:

\$42.50 effective February 1, 2013
\$44.50 effective February 1, 2014
\$46.50 effective February 1, 2015
\$48.50 effective February 1, 2016

In addition, the Normal Retirement Benefit of a Middleport Grandfathered Employee who retires from FMC on or after February 1, 2013 but before February 1, 2016, after attaining age 62 with at least 10 years of credited service, will be calculated with a monthly pension multiplier of \$48.50.

Pension accruals will be frozen for Middleport Grandfathered Employees effective January 31, 2017. They may continue to earn credit service after this date for purposes of Early Retirement eligibility while employed by FMC.

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Effective February 28, 2014, FMC's peroxygens business was sold and benefits for peroxygens employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on February 28, 2014 are able to grow into early retirement eligibility with continued service with the buyer. Tonawanda union employees who are age 62 or older on February 28, 2014 and retire with a benefit commencement date of March 1, 2014 will receive the monthly pension multiplier of \$60.25 that was scheduled to take effect May 15, 2014. Other Tonawanda union employees will receive the monthly \$58.25 pension multiplier that was in effect on the date of the sale.

Effective April 1, 2015, FMC's alkali business was sold and benefits for alkali employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on April 1, 2015 are able to grow into early retirement eligibility with continued service with the buyer. Green River union employees will receive the monthly \$85.00 pension multiplier that was in effect on the date of the sale.

Effective July 1, 2015, the monthly pension multiplier for union hourly participants at the Green River division changed from \$85.00 to \$86.25. In addition, Green River union employees who retire at age 60 or later prior to July 1, 2016 will receive a monthly supplemental benefit of \$600 (in addition to their dollars-times-service benefit) which is payable until age 65.

Effective October 1, 2016, the plan was closed to new union hourly participants hired or rehired at the Newark, Delaware division on or after October 1, 2016.

Effective October 1, 2016, the monthly pension multiplier for union hourly participants at the Newark, Delaware division was changed from \$57.50/\$58.50/\$59.50 to:

\$59.50/\$60.50/\$61.50 effective October 1, 2016

\$61.50/\$62.50/\$63.50 effective October 1, 2017

\$63.50/\$64.50/\$65.50 effective October 1, 2018

Effective November 1, 2017, FMC's health and nutrition business was sold and benefits for health and nutrition employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on October 31, 2017 were eligible for early retirement. Newark union employees received two additional years of credited service and the monthly pension multiplier of \$63.50/\$64.50/\$65.50 that was scheduled to take effect October 1, 2018.

Effective December 31, 2018, benefits for Livent (FMC's lithium business) employees were frozen. Salaried and nonunion hourly employees became eligible for subsidized early retirement benefits and received three additional years of credited service.

A brief summary of the current provisions of the plan is shown on the following pages.

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Summary of Plan Provisions—Salaried and Nonunion Hourly

Effective Date	September 30, 1941. Most recently amended and restated effective January 1, 2015.
Participation	All salaried and nonunion hourly employees except employees hired or rehired on or after July 1, 2007.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Retirement	After age 65.
Deferred Vested	Five years of vesting service.
Retirement Benefits	
Normal Retirement	A monthly amount equal to the sum of [(1) + (2)] times (3), plus (4) where: (1) 1% of final average earnings up to allowable Social Security covered compensation; Plus 1.5% of final average earnings over allowable Social Security covered compensation; Times Years of credited service projected to age 65 (up to 35 years). (2) 1.5% of final average earnings; Times Years of credited service projected to age 65 (in excess of 35). (3) Ratio of years of credited service as of termination to years of credited service projected to age 65. (4) \$1.00 for each \$120 of unwithdrawn employee contributions accumulated with interest.

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Retirement Benefits

Early Retirement

The benefit is computed in the same manner as the normal retirement benefit except for the following:

- (5) The amount determined in [(1) + (2)] times (3) above will be reduced by $\frac{1}{3}$ of 1% for each month in excess of 36 that retirement precedes age 65.
- (6) For each year that retirement precedes age 65, the amount of employee contributions and interest required to provide \$1.00 of benefits under part (4) above is increased by \$3.00.

Deferred Retirement

The normal retirement benefit calculated as of the actual retirement date with service and pay being credited to the date of actual retirement. For each year that retirement follows age 65, the amount of employee contributions and interest required to provide \$1.00 of benefits under part (4) above is decreased by \$3.00.

Deferred Vested

The accrued normal retirement benefit payable for life commencing at age 65. The benefit is payable as early as age 55, with reductions of 0.5% applied for each month between benefit commencement and age 65.

Preretirement Death Benefits

Survivor's Benefit

For employees eligible for early retirement, a benefit is payable to a beneficiary for life equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect.

The employee's past contributions with interest serve as a minimum benefit upon death.

Spouse's Benefit

For employees who are vested but not yet eligible for early retirement, a benefit is payable to a surviving spouse equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.

The employee's past contributions with interest serve as a minimum benefit upon death.

Normal Form of Annuity

Life annuity. Benefits are paid to married participants on a reduced basis as a qualified joint and survivor annuity, unless elected otherwise.

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Optional Forms of Annuity

50% joint and survivor annuity, 75% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity options.

Employee Contributions

None are required or permitted since May 1, 1969. Interest is credited on accumulated amounts up to the date of retirement (or withdrawal, if earlier).

Benefit Offset

This plan will offset the November 30, 1985 benefits that are provided by Aetna nonparticipating annuities.

Minimum Benefit

There is a minimum benefit equal to the accrued benefit as of December 31, 1990, as determined under the plan existing on that date.

Benefit Accruals While on

Long-Term Disability

Employees on long-term disability continue to earn credited service and vesting service under the FMC Retirement Program. In addition, pensionable earnings are imputed during a period of disability. (Effective May 1, 2010, service accruals and imputed earnings will cease after 30 months for those disabled on or after May 1, 2010.)

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Definitions

Plan Year	January 1 to December 31.
Vesting Service	Elapsed time from date of hire to date of termination. A partial month of service is recognized as a full month.
Credited Service	Same as vesting service except no service is credited for certain leaves of absence.
Earnings	Regular compensation including overtime, administrative and discretionary bonuses, sales bonuses and sales commissions, and incentive compensation (earned during the plan year but paid after the end of the plan year). Earnings exclude hiring and stay bonuses, awards, deferred compensation, severance pay, accrued vacation and other special payments.
Final Average Earnings	The average of the highest consecutive 60 months of earnings out of the last 120 months of employment.
Covered Compensation	Covered compensation is the allowable 35-year average of the maximum earnings subject to Social Security tax. The 35-year period ends in the year the employee reaches Social Security retirement age. Each year as the Social Security wage base changes, the allowable covered compensation amount will also change.
Social Security Retirement Age	Based on year of birth as follows: Before 1938 Age 65 1938–1954 Age 66 After 1954 Age 67

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Summary of Plan Provisions—Baltimore Union Hourly

Participation

The location covers a closed group with no new participants.

Eligibility for Benefits

Normal Retirement

Age 65.

Early Retirement

Age 55 and 10 years of credited service.

Deferred Vested

Five years of vesting service.

Preretirement Death

Five years of vesting service.

Disability

Ten years of credited service.

Retirement Benefits

Normal Retirement

Monthly pension is \$39.50 times years of service.

Early Retirement

The benefit is computed in the same manner as the normal retirement benefit except for the following:

The benefit for employees retiring on or after age 62 with at least 20 years of credited service will be reduced 2% for each year that retirement precedes age 65.

The benefit for employees retiring prior to age 62 or with less than 20 years of credited service will be reduced by 4% for each year that retirement precedes age 65.

In addition, participants who retire at age 62 or later receive a supplemental benefit until age 65. The amount of the supplement is equal to the difference between the unreduced early retirement benefit and the benefit after reduction for early retirement.

Deferred Vested

The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.

Disability

The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Preretirement Death Benefit

If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.

Normal Form of Annuity

Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.

Optional Forms of Annuity

50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Summary of Plan Provisions—Buffalo Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Age 45 and 15 years of credited service.
Retirement Benefits	
Normal Retirement	Monthly pension is \$60.25 times years of service
Early Retirement	The monthly accrued benefit, reduced 4% for each year by which benefit commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Summary of Plan Provisions—Green River Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	With Supplement: Age 60 and 10 years of credited service. Without Supplement: Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	None.
Retirement Benefits	
Normal Retirement	Monthly pension is \$85.00 times years of service, subject to a minimum frozen benefit determined as of June 30, 2000 under the prior pay-related formula; effective July 1, 2015, \$86.25.
Early Retirement	The benefit is computed in the same manner as the normal retirement benefit except for the following: The benefit for employees with less than 30 years of credited service at retirement will be reduced by 3% for each year that retirement precedes age 62. The benefit for employees with at least 30 years of credited service at retirement will be reduced 2% for each year that retirement precedes age 62. In addition, participants who retire at age 60 or later before July 1, 2016 receive a supplemental benefit of \$600 per month, payable to age 65.
Deferred Vested	The accrued normal retirement benefit payable for life commencing at age 65. The benefit is payable as early as age 55, subject to the same reductions for early commencement described under the Early Retirement section above.

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Preretirement Death Benefits

If eligible for early retirement, the benefit payable to the spouse for life is equal to 100% of what the participant would have received had the participant retired on the day of his death with the 100% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 100% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 100% joint and survivor option in effect.

Normal Form of Annuity

Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity; if the spouse should die first, the benefit reverts to the original unreduced amount ("pop-up" annuity).

Optional Forms of Annuity

50% joint and survivor annuity, 50% joint and survivor "pop-up" annuity, and 100% joint and survivor "pop-up" annuity.

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Summary of Plan Provisions—Middleport Union Hourly

Participation	One year of credited service. Closed to new entrants effective February 1, 2013.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Ten years of credited service.
Retirement Benefits	
Normal Retirement	“Middleport non-grandfathered employees” (who would not have attained age 55 with 10 years of credited service by January 31, 2017): • Monthly pension is \$40.50 times years of credited service. Credited service for benefit accrual purposes is frozen as of March 31, 2013. “Middleport grandfathered employees” (who would have attained age 55 with at least 10 years of credited service by January 31, 2017): • Monthly pension is \$48.50 times years of service. • Monthly pension for retirements on or after February 1, 2013 but before February 1, 2016, after attaining age 62 with 10 years of credited service, will be calculated with a monthly pension multiplier of \$48.50. • Credited service for benefit accrual purposes is frozen as of January 31, 2017.
Early Retirement	The monthly accrued benefit, reduced 10% for the first year and 4% for each subsequent year, by which benefit commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Preretirement Death Benefit

If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.

Normal Form of Annuity

Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.

Optional Forms of Annuity

50% joint and survivor annuity and 100% joint and survivor annuity.

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Summary of Plan Provisions—Newark, DE Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	None.
Retirement Benefits	
Normal	Monthly pension is \$63.50 times the first 10 years of service, \$64.50 times the next 10 years of service, and \$65.50 times years of service in excess of 20.
Early	The monthly accrued benefit, reduced 4% for each year by which benefit commencement precedes age 65.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	None.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Summary of Plan Provisions—Spring Hill Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Age 40 and 10 years of credited service.
Retirement Benefits	
Normal Retirement	Monthly pension is \$38.50 times the first 10 years of service, \$39.50 times the next 10 years of service, and \$40.50 times years of service in excess of 20.
Early Retirement	The benefit for employees with less than 30 years of service at retirement will be reduced by 3% for each year that retirement precedes age 62. The benefit for employees with at least 30 years of service at retirement will be reduced by: (a) If benefits commence on or after age 60, 2% for each year that retirement precedes age 62. (b) If benefits commence prior to age 60, 3% for each year that commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
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Normal Form of Annuity

Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity; if the spouse should die first, the benefit reverts to the original unreduced amount ("pop-up" annuity).

Optional Forms of Annuity

50% joint and survivor annuity and 100% joint and survivor "pop-up" annuity.

Plan Changes Since the Prior Year

The funding valuation does not include any plan changes since the prior year.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Employer ID No: 94-0479804, Plan No: 047

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

December 31, 2024

Schedule 1

Security description	Shares / par value	Historical Cost	Fair value
Cash and short-term investments:			
Interest-bearing cash	2,815,000	\$ 823,128	\$ 823,128
** BNY Mellon Cash Reserve	—	23,884	23,884
Total cash and short-term investments		847,012	847,012
U.S. government securities and other instruments:			
U.S. Treasury Bond	189,038,796	127,161,430	120,394,419
U.S. Treasury Note	99,075,000	94,970,498	91,861,654
Other instruments:			
BAY AREA CA TOLL AUTH TOLL BRI	360,000	473,409	399,235
CALIFORNIA ST	1,035,000	1,346,619	1,226,156
CALIFORNIA ST HLTH FACS FING A	380,000	380,000	340,780
CALIFORNIA ST UNIV REVENUE	40,000	38,872	38,324
CCP OIS R SOFR	(4,200,000)	(12,156)	(20,675)
CCP_CDS. SP UL AMERICAN INTERN	100,000	2,122	1,431
CCP_CDS. SP UL AT&T INC. CME	500,000	5,830	5,984
CCP_CDS. SP UL ENBRIDGE INC. C	500,000	4,781	6,013
CCP_CDS. SP UL FORD MOTOR COMP	400,000	50,234	54,661
CCP_CDS. SP UL GE CME	200,000	1,777	2,598
CCP_CDS. SP UL GENERAL MOTORS	415,000	62,496	49,809
CCP_CDS. SP UL HESS CORPORATIO	300,000	—	3,770
CCP_CDS. SP UL THE BOEING COMP	200,000	—	1,448
CCP_CDS. SP UL VERIZON COMMUNI	1,000,000	1,130	17,188
CCP_CDS. SP UL AMERICAN INTERN	(100,000)	—	—
CCP_CDS. SP UL AT&T INC. CME	(500,000)	(530)	—
CCP_CDS. SP UL ENBRIDGE INC. C	(500,000)	—	—
CCP_CDS. SP UL FORD MOTOR COMP	(400,000)	—	—
CCP_CDS. SP UL GE CME	(200,000)	—	—
CCP_CDS. SP UL GENERAL MOTORS	(415,000)	—	—
CCP_CDS. SP UL HESS CORPORATIO	(300,000)	(2,304)	—
CCP_CDS. SP UL THE BOEING COMP	(200,000)	(489)	—
CCP_CDS. SP UL VERIZON COMMUNI	(1,000,000)	(1,664)	—
CCP_CDX. SP UL CDX.EM.40_V1 CM	200,000	—	(3,431)
CCP_CDX. SP UL CDX.EM.42 CME	100,000	—	(3,111)
CCP_CDX. SP UL CDX.NA.HY.43_V1	1,600,000	116,258	123,477
CCP_CDX. SP UL CDX.NA.IG.38 CM	100,000	—	1,636
CCP_CDX. SP UL CDX.NA.IG.39 CM	300,000	—	4,303
CCP_CDX. SP UL CDX.NA.IG.40 CM	300,000	2,647	6,458
CCP_CDX. SP UL CDX.NA.IG.40_V1	100,000	—	1,505
CCP_CDX. SP UL CDX.NA.IG.43 CM	40,400,000	893,442	893,554
CCP_CDX. SP UL CDX.EM.40_V1 CM	(200,000)	(6,824)	—
CCP_CDX. SP UL CDX.EM.42 CME	(100,000)	(2,890)	—
CCP_CDX. SP UL CDX.NA.HY.43_V1	(1,600,000)	—	—
CCP_CDX. SP UL CDX.NA.IG.38 CM	(100,000)	(699)	—
CCP_CDX. SP UL CDX.NA.IG.39 CM	(300,000)	(6,906)	—
CCP_CDX. SP UL CDX.NA.IG.40 CM	(300,000)	—	—

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Employer ID No: 94-0479804, Plan No: 047

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

December 31, 2024

Schedule 1

Security description	Shares / par value	Historical Cost	Fair value
CCP_CDX._SP UL CDX.NA.IG.40_V1	(100,000)	(1,019)	—
CCP_CDX._SP UL CDX.NA.IG.43 CM	(40,400,000)	—	—
CCP_IRS._R USD-SOFR-COMPOUND C	45,820,000	931,569	3,609,733
CCP_IRS._R USD-SOFR-COMPOUND C	(45,820,000)	(281,002)	—
CDS._SP UL FEDERATIVE REPUBLIC	300,000	—	(2,081)
CDS._SP UL NEXTERA ENERGY CAPI	200,000	4,324	1,492
CDS._SP UL UNITED MEXICAN STAT	500,000	—	(1,434)
CDS._SP UL FEDERATIVE REPUBLIC	(300,000)	(18,602)	—
CDS._SP UL NEXTERA ENERGY CAPI	(200,000)	—	—
CDS._SP UL UNITED MEXICAN STAT	(500,000)	(5,640)	—
CHICAGO IL TRANSIT AUTH SALES	178,324	247,910	196,437
CHILE GOVERNMENT INTERNATIONAL	415,000	352,215	344,236
CMWLTH FING AUTH PA	185,000	184,974	164,441
COMMIT TO PUR FNMA SF MTG	35,415,000	33,968,564	33,883,308
CXT._SP UL CDX.NA.HY.37	4,100,000	485,575	377,777
CXT._SP UL CDX.NA.HY.37	(4,100,000)	—	—
DALLAS TX AREA RAPID TRANSIT S	165,000	174,194	153,564
FHLMC POOL #SD-8367	369,134	369,221	364,634
FNMA POOL #0BM2003	12,127	12,610	11,245
FNMA POOL #0FM1107	16,261	16,967	15,075
GNMA II POOL #0787544	2,506,003	2,272,240	2,253,623
GNMA II POOL #0MA4003	1,675,668	1,476,550	1,470,197
GNMA II POOL #0MA7194	423,951	371,156	369,117
GNMA II POOL #0MA7257	386,972	350,633	347,709
GNMA II POOL #0MA8722	690,422	624,832	620,061
GNMA II POOL #0MA9483	282,947	247,932	245,439
GOLDEN ST TOBACCO SECURITIZATI	245,000	245,525	197,222
INDIANA ST FIN AUTH REVENUE	115,000	115,000	82,540
INDONESIA GOVERNMENT INTERNATI	915,000	891,742	792,766
ISRAEL GOVERNMENT INTERNATIONALA	180,000	171,655	164,547
LOS ANGELES CA CMNTY CLG DIST	70,000	83,013	77,876
LOS ANGELES CA DEPT OF ARPTS C	20,000	20,000	17,067
LOUISIANA ST GAS & FUELS TAX R	45,000	45,000	33,901
MARYLAND ST HLTH & HGR EDUCNTL	865,000	865,000	627,328
MASSACHUSETTS ST	70,000	68,600	69,611
MASSACHUSETTS ST SCH BLDG AUTH	45,000	46,347	45,638
MET WASHINGTON DC ARPTS AUTH D	85,000	103,830	100,656
MEXICO GOVERNMENT INTERNATIONALA	5,230,000	4,355,309	4,016,635
MICHIGAN ST FIN AUTH REVENUE	185,000	181,283	147,937
MICHIGAN ST UNIV REVENUES	300,000	300,000	220,986
MUNI ELEC AUTH OF GEORGIA	194,000	281,965	206,994
N TX TOLLWAY AUTH REVENUE	205,000	323,084	227,829
NEW JERSEY ST TURNPIKE AUTH TU	386,000	510,947	436,005
NEW YORK CITY NY MUNI WTR FIN	45,000	49,523	45,585
NEW YORK NY	275,000	284,464	265,478

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Employer ID No: 94-0479804, Plan No: 047

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

December 31, 2024

Schedule 1

Security description	Shares / par value	Historical Cost	Fair value
NEW YORK ST DORM AUTH ST PERSO	70,000	84,408	70,043
NEW YORK ST URBAN DEV CORP REV	165,000	168,127	166,629
OHIO UNIV GEN RECPTS ATHENS	155,000	178,010	140,652
OKLAHOMA ST DEV FIN AUTH	40,000	40,000	36,407
ORIENTAL REPUBLIC OF URUGUAY	255,000	253,261	232,045
PANAMA GOVERNMENT INTERNATIONA	377,000	287,873	227,939
PERUVIAN GOVERNMENT INTERNATIO	1,525,000	1,405,913	1,344,562
PHILIPPINE GOVERNMENT INTERNAT	1,410,000	1,395,146	1,344,791
PORT AUTH OF NEW YORK & NEW JE	665,000	594,400	508,159
REGL TRANSPRTN DIST CO SALES T	30,000	31,977	30,380
REPUBLIC OF POLAND GOVERNMENT	1,015,000	1,003,963	935,546
SALES TAX SECURITIZATION CORP	200,000	192,149	178,086
SAN ANTONIO TX ELEC & GAS REVE	160,000	167,280	160,130
SAN DIEGO CNTY CA REGL TRANSPR	110,000	114,299	111,608
SAN FRANCISCO CITY & CNTY CA P	50,000	74,183	55,349
SAUDI GOVERNMENT INTERNAT 144A	1,465,000	1,391,270	1,301,396
SOUTH CAROLINA ST PUBLIC SVC A	25,000	39,298	26,622
STATE OF ISRAEL	470,000	394,419	304,781
TEXAS NATURAL GAS SECURITIZTN	520,000	526,181	512,091
TEXAS ST	195,000	211,241	194,942
TEXAS ST A & M UNIV PERM UNIV	145,000	112,993	117,159
TURKIYE GOVERNMENT INTERNATION	400,000	393,828	373,436
UNIV OF CALIFORNIA CA RGTS MED	325,000	427,201	348,975
UNIV OF CALIFORNIA REVENUES	110,000	114,123	91,421
UNIV OF MICHIGAN MI	321,000	321,000	251,876
UNIV OF TEXAS TX UNIV REVENUES	65,000	41,346	38,782
UNIV OF VIRGINIA VA UNIV REVEN	70,000	94,155	73,720
US 10YR TREAS NTS FUTURE (CBT)	7	—	(23,242)
US 10YR ULTRA FUTURE (CBT)	221	—	(383,493)
US 2YR TREAS NTS FUT (CBT)	257	—	(18,004)
US 5YR TREAS NTS FUTURE (CBT)	155	—	(82,762)
US TREAS BD FUTURE (CBT)	(8)	—	30,835
US ULTRA BOND (CBT)	(586)	—	2,674,783
VARIATION MARGIN ON SWAPS	—	(5,031,210)	(5,031,210)
Total other instruments		59,099,479	61,696,721
Total U.S. government securities and other instruments		281,231,407	273,952,794
Corporate debt:			
Corporate debt instruments:			
7-ELEVEN INC 144A	600,000	597,702	347,184
ABBVIE INC	378,000	325,871	315,844
ABU DHABI NATIONAL ENERGY 144A	400,000	396,944	374,312
ADVENTIST HEALTH SYSTEM/WEST	60,000	59,463	60,412
AEP TEXAS INC	655,000	631,734	575,733
AEP TRANSMISSION CO LLC	60,000	57,505	44,563

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Employer ID No: 94-0479804, Plan No: 047

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

December 31, 2024

Schedule 1

Security description	Shares / par value	Historical Cost	Fair value
AERCAP IRELAND CAPITAL DAC / A	1,915,000	1,837,420	1,815,778
AES CORP/THE	200,000	199,880	201,066
AETNA INC	285,000	289,449	235,949
AIR CANADA 144A	200,000	200,750	194,322
AIR LEASE CORP	400,000	393,248	395,148
AKER BP ASA 144A	803,000	807,946	715,763
ALCON FINANCE CORP 144A	1,200,000	1,203,144	1,138,326
ALEXANDRIA REAL ESTATE EQUITIE	815,000	774,733	499,734
ALLSTATE CORP/THE	3,000	2,321	2,411
ALTICE FRANCE SA 144A	300,000	300,000	224,724
ALTRIA GROUP INC	254,000	215,209	197,664
AMAZON.COM INC	50,000	42,708	41,362
AMEREN ILLINOIS CO	285,000	284,459	281,306
AMERICA MOVIL SAB DE CV	170,000	198,710	174,724
AMERICAN AIRLINES INC/AAD 144A	300,000	300,000	299,343
AMERICAN ELECTRIC POWER CO INC	335,000	334,226	324,689
AMERICAN HOMES 4 RENT LP	500,000	475,290	488,120
AMERICAN INTERNATIONAL GROUP I	895,000	864,566	780,814
AMERICAN TOWER CORP	2,465,000	2,329,817	1,805,688
AMERICAN WATER CAPITAL CORP	532,000	532,499	459,384
AMFAM HOLDINGS INC 144A	300,000	300,000	181,446
AMGEN INC	8,359,000	8,139,568	7,439,574
AMR/AADVANTAGE 3/21 TL	140,000	138,600	143,548
ANGLO AMERICAN CAPITAL PL 144A	200,000	155,806	148,254
ANHEUSER-BUSCH INBEV WORLDWIDE	1,678,000	1,718,632	1,679,418
ANTARES HOLDINGS LP 144A	300,000	299,586	314,235
AON NORTH AMERICA INC	465,000	462,173	454,956
APPALACHIAN POWER CO	1,300,000	1,324,163	1,122,443
APTIV SWISS HOLDINGS LTD	825,000	585,033	541,150
ARCELORMITTAL SA	500,000	496,855	534,375
ARCH CAPITAL GROUP US INC	55,000	47,930	50,440
ARIZONA PUBLIC SERVICE CO	830,000	724,722	717,819
ARTHUR J GALLAGHER & CO	424,000	381,888	369,132
ASCENSION HEALTH	55,000	46,333	43,912
ASHTED CAPITAL INC 144A	300,000	299,736	303,633
ASSURED GUARANTY US HOLDINGS I	300,000	299,151	264,921
AT&T INC	15,500,000	14,022,063	11,412,558
AUTOZONE INC	900,000	921,546	941,841
AVOLON HOLDINGS FUNDING L 144A	701,000	707,793	649,960
BACARDI LTD / BACARDI-MAR 144A	270,000	269,717	261,768
BACARDI LTD 144A	300,000	297,570	268,998
BAE SYSTEMS PLC 144A	1,165,000	1,167,922	1,149,980
BANCO BILBAO VIZCAYA ARGENTARI	400,000	400,000	399,840

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BANCO MERCANTIL DEL NORTE 144A	200,000	200,000	192,826
BANK OF AMERICA CORP	505,000	505,000	493,006
BARCLAYS PLC	2,025,000	2,040,500	1,990,349
BARRICK INTERNATIONAL BAR 144A	62,000	75,571	65,292
BAT CAPITAL CORP	3,525,000	3,351,125	2,974,647
BAXALTA INC	40,000	39,831	36,862
BAXTER INTERNATIONAL INC	360,000	362,610	223,801
BAYER US FINANCE II LLC 144A	1,096,000	1,051,406	856,878
BAYER US FINANCE LLC 144A	195,000	197,442	196,911
BAYLOR SCOTT & WHITE HOLDINGS	155,000	155,000	98,670
BECTON DICKINSON & CO	126,000	111,530	108,389
BELL TELEPHONE CO OF CANADA OR	625,000	637,903	538,037
BERKSHIRE HATHAWAY ENERGY CO	200,000	208,172	210,510
BIO-RAD LABORATORIES INC	200,000	199,466	179,162
BLACK HILLS CORP	480,000	547,254	396,396
BLOCK FINANCIAL LLC	700,000	697,809	645,813
BNP PARIBAS SA 144A	820,000	815,000	770,308
BOEING CO/THE	7,471,000	7,021,051	6,468,143
BOSTON PROPERTIES LP	980,000	837,677	868,796
BOSTON SCIENTIFIC CORP	300,000	319,602	284,462
BPCE SA 144A	700,000	701,308	687,192
BRITISH TELECOMMUNICATIONS PLC	300,000	434,448	364,011
BROADCOM INC	610,000	608,737	588,705
BROADCOM INC 144A	4,983,000	4,609,462	4,207,736
BROOKLYN UNION GAS CO/THE 144A	145,000	145,000	150,533
CAIXABANK SA 144A	600,000	600,000	621,096
CAMERON LNG LLC 144A	105,000	105,000	87,163
CANADIAN NATURAL RESOURCES LTD	495,000	599,899	506,186
CANADIAN PACIFIC RAILWAY CO	1,542,000	1,554,270	1,328,302
CAPITAL ONE FINANCIAL CORP	500,000	484,115	491,010
CARDINAL HEALTH INC	370,000	346,647	338,344
CARGILL INC 144A	40,000	40,414	33,029
CARRIER GLOBAL CORP	381,000	402,334	367,035
CBRE SERVICES INC	120,000	117,809	123,769
CDW LLC / CDW FINANCE CORP	200,000	200,000	186,052
CENOVUS ENERGY INC	173,000	178,938	135,176
CENTENE CORP	200,000	200,000	189,146
CENTERPOINT ENERGY INC	152,000	151,390	146,806
CENTERPOINT ENERGY RESOURCES C	70,000	70,218	69,877
CHARTER COMMUNICATIONS OPERATI	7,535,000	6,850,260	5,856,862
CHEVRON CORP	72,000	49,579	47,727
CIGNA GROUP/THE	410,000	380,055	308,613
CITIGROUP INC	660,000	659,509	660,769

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CLECO CORPORATE HOLDINGS LLC	75,000	79,681	62,807
CLEVELAND ELECTRIC ILLUMI 144A	600,000	636,936	571,296
CMS ENERGY CORP	40,000	37,158	35,624
COCA-COLA CO/THE	465,000	461,414	449,311
COHERENT CORP 144A	200,000	200,000	190,858
COLUMBIA PIPELINES OPERAT 144A	330,000	333,076	349,274
COMCAST CORP	1,404,000	1,156,541	846,050
CONAGRA BRANDS INC	905,000	964,598	832,405
CONSOLIDATED EDISON CO OF NEW	735,000	736,103	665,992
CONSTELLATION BRANDS INC	80,000	66,221	62,126
CONSTELLATION ENERGY GENERATIO	880,000	879,537	878,943
CONTINENTAL RESOURCES INC 144A	100,000	114,193	98,798
COOPERATIEVE RABOBANK UA	45,000	61,781	44,951
COREBRIDGE FINANCIAL INC	112,000	96,001	93,499
CORNING INC	410,000	419,019	373,179
COSTAR GROUP INC 144A	200,000	199,842	173,866
COTERRA ENERGY INC	365,000	362,700	346,280
CRH AMERICA FINANCE INC 144A	500,000	494,795	415,610
CROWN CASTLE INC	1,227,000	990,683	861,896
CSX CORP	540,000	453,905	420,210
CVS HEALTH CORP	7,030,000	7,007,051	6,095,511
DCP MIDSTREAM OPERATING L 144A	2,000	2,226	2,149
DCP MIDSTREAM OPERATING LP	60,000	60,900	56,074
DELL INTERNATIONAL LLC / EMC C	392,000	408,822	396,934
DEUTSCHE BANK AG/NEW YORK NY	400,000	400,000	412,284
DEUTSCHE TELEKOM INTERNAT 144A	600,000	596,094	550,866
DEVON ENERGY CORP	1,575,000	1,572,953	1,464,700
DIAMOND SPORTS/SINCLAIR/REGION	3,647	3,336	3,102
DIAMONDBACK ENERGY INC	1,924,000	1,893,621	1,779,379
DICK'S SPORTING GOODS INC	220,000	157,543	161,110
DISCOVERY COMMUNICATIONS LLC	45,000	37,765	37,410
DOLLAR GENERAL CORP	50,000	38,719	36,819
DOMINION ENERGY INC	719,000	694,648	577,752
DOW CHEMICAL CO/THE	591,000	680,770	651,027
DT MIDSTREAM INC 144A	700,000	700,000	638,694
DUKE ENERGY CAROLINAS LLC	210,000	173,560	155,582
DUKE ENERGY CORP	3,430,000	3,191,032	2,651,012
DUKE ENERGY FLORIDA LLC	860,000	850,846	725,517
DUKE ENERGY OHIO INC	170,000	161,053	125,601
DUKE UNIVERSITY	65,000	43,766	40,444
DUPONT DE NEMOURS INC	1,531,000	1,636,300	1,528,338
EASTERN ENERGY GAS HOLDINGS LL	220,000	220,202	207,816
EASTMAN CHEMICAL CO	1,153,000	1,208,042	1,134,562

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ECOPETROL SA	245,000	243,630	236,273
ELECTRICITE DE FRANCE SA 144A	915,000	863,700	904,153
ELECTRONIC ARTS INC	700,000	696,262	439,341
ELEVANCE HEALTH INC	3,270,000	3,084,710	2,745,392
EMERA US FINANCE LP	1,263,000	1,224,539	1,046,913
ENBRIDGE ENERGY PARTNERS LP	307,000	369,411	345,247
ENBRIDGE INC	1,090,000	1,073,609	1,116,821
ENEL FINANCE AMERICA LLC 144A	400,000	395,076	270,620
ENEL FINANCE INTERNATIONAL 144A	400,000	393,516	395,888
ENERGY TRANSFER LP	4,535,000	4,666,456	4,229,919
ENI SPA 144A	1,630,000	1,669,046	1,602,684
ENTERGY ARKANSAS LLC	300,000	298,665	297,141
ENTERGY CORP	65,000	46,138	46,142
ENTERGY LOUISIANA LLC	300,000	277,821	267,246
ENTERGY MISSISSIPPI LLC	35,000	34,984	35,328
ENTERPRISE PRODUCTS OPERATING	200,000	198,780	172,366
EOG RESOURCES INC	385,000	385,744	377,535
EPR PROPERTIES	300,000	311,376	294,843
EQM MIDSTREAM PARTNERS LP 144A	400,000	400,000	376,172
EQUINIX INC	700,000	673,911	607,248
EQUITABLE HOLDINGS INC	400,000	400,000	403,804
ESSENTIAL PROPERTIES LP	300,000	299,400	255,450
ESSENTIAL UTILITIES INC	350,000	322,125	235,538
ESSEX PORTFOLIO LP	200,000	192,900	165,736
EVERGY KANSAS CENTRAL INC	65,000	45,143	43,181
EVERGY METRO INC	95,000	92,136	89,968
EVERSOURCE ENERGY	1,315,000	1,267,039	1,285,242
EXELON CORP	1,400,000	1,469,100	1,240,119
EXXON MOBIL CORP	115,000	116,590	76,741
FAIRFAX FINANCIAL HOLDINGS LTD	710,000	708,868	722,236
FEDEX CORP	2,664,000	2,496,829	2,167,296
FIDELITY NATIONAL INFORMATION	70,000	68,558	57,219
FIFTH THIRD BANCORP	740,000	740,000	698,752
FIRST AMERICAN FINANCIAL CORP	200,000	199,326	164,582
FIRSTENERGY CORP	95,000	81,649	81,023
FIRSTENERGY TRANSMISSION 144A	208,000	237,800	199,335
FISERV INC	290,000	306,331	237,127
FLEX INTERMEDIATE HOLDCO 144A	200,000	174,604	170,826
FLORIDA POWER & LIGHT CO	1,880,000	1,800,842	1,777,911
FORTIVE CORP	215,000	229,051	172,907
FOUNDRY JV HOLDCO LLC 144A	200,000	200,776	202,146
FS KKR CAPITAL CORP	300,000	299,046	271,689
GE HEALTHCARE TECHNOLOGIES INC	990,000	1,019,714	1,028,205

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GENERAL ELECTRIC CO	290,000	329,257	324,115
GENERAL MILLS INC	1,046,000	1,061,003	951,288
GENERAL MOTORS FINANCIAL CO IN	1,215,000	1,213,639	1,216,251
GILEAD SCIENCES INC	920,000	806,113	566,453
GLENCORE FUNDING LLC 144A	160,000	119,250	114,906
GLOBAL ATLANTIC FIN CO 144A	445,000	442,001	452,298
GLOBAL PAYMENTS INC	340,000	339,162	327,899
GLP CAPITAL LP / GLP FINANCING	900,000	896,732	905,785
GOLDMAN SACHS GROUP INC/THE	400,000	468,921	411,655
GOODMAN US FINANCE SIX LL 144A	400,000	398,208	385,944
GRUPO TELEVISA SAB	145,000	133,220	118,214
HA SUSTAINABLE INFRASTRUC 144A	300,000	297,795	291,942
HALEON US CAPITAL LLC	1,450,000	1,416,545	1,364,142
HARTFORD INSURANCE GROUP INC/T	220,000	269,663	218,576
HCA INC	2,650,000	2,346,151	2,081,653
HESS CORP	528,000	581,569	549,063
HEWLETT PACKARD ENTERPRISE CO	265,000	259,991	249,916
HSBC HOLDINGS PLC	560,000	560,000	546,263
HUMANA INC	977,000	980,505	900,224
HUNTINGTON INGALLS INDUSTRIES	395,000	394,937	394,293
HUNTSMAN INTERNATIONAL LLC	100,000	98,870	95,346
INDIANA MICHIGAN POWER CO	145,000	106,929	95,406
ING GROEP NV	200,000	200,000	200,804
INGERSOLL RAND INC	430,000	442,182	434,408
INTEL CORP	3,678,000	3,459,396	2,614,894
INTERNATIONAL FLAVORS & F 144A	325,000	235,820	232,105
INTERNATIONAL FLAVORS & FRAGRA	75,000	57,444	58,715
INTERNATIONAL PAPER CO	299,000	325,297	298,713
INTERPUBLIC GROUP OF COS INC/T	300,000	298,317	283,311
INTERSTATE POWER AND LIGHT CO	285,000	276,900	223,580
INTESA SANPAOLO SPA 144A	300,000	299,703	324,531
INVITATION HOMES OPERATING PAR	600,000	598,854	478,710
ITC HOLDINGS CORP	310,000	347,123	285,262
JAB HOLDINGS BV 144A	550,000	426,988	387,328
JBS USA HOLDING LUX SARL/ JBS	455,000	468,902	462,701
JOHN DEERE CAPITAL CORP	795,000	826,307	795,437
JOHNSON CONTROLS INTERNATIONAL	170,000	186,635	143,840
JP MORGAN MORTGAGE ACQ WMC1 M3	65,628	64,315	65,050
KEURIG DR PEPPER INC	1,110,000	1,062,000	1,057,836
KEYCORP	370,000	370,000	370,329
KEYSPAN GAS EAST CORP 144A	215,000	215,000	142,906
KILROY REALTY LP	200,000	199,914	153,032
KIMCO REALTY OP LLC	65,000	53,185	47,251

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KINDER MORGAN ENERGY PARTNERS	1,595,000	1,804,096	1,676,168
KINDER MORGAN INC	3,013,000	2,897,557	2,884,995
KRAFT HEINZ FOODS CO	1,162,000	1,055,697	1,023,924
KROGER CO/THE	1,295,000	1,322,410	1,197,332
LAS VEGAS SANDS CORP	300,000	299,607	302,046
LAZARD GROUP LLC	100,000	99,241	97,406
LBJ INFRASTRUCTURE GROUP 144A	105,000	105,000	70,604
LIBERTY MUTUAL GROUP INC 144A	170,000	106,463	104,900
LOCKHEED MARTIN CORP	1,300,000	1,296,207	1,285,904
LOWE'S COS INC	2,871,000	2,672,716	2,386,599
LYB INTERNATIONAL FINANCE III	723,000	620,442	521,418
MARATHON PETROLEUM CORP	360,000	306,068	286,609
MARTIN MARIETTA MATERIALS INC	50,000	49,003	47,239
MARVELL TECHNOLOGY INC	300,000	298,044	311,667
MASSACHUSETTS ELECTRIC CO 144A	195,000	200,215	194,019
MASSACHUSETTS INSTITUTE OF TEC	370,000	316,973	243,761
MCDONALD'S CORP	3,375,000	3,549,381	3,087,666
MELCO RESORTS FINANCE LTD 144A	200,000	200,000	190,756
METLIFE INC	60,000	93,184	80,072
MICRON TECHNOLOGY INC	300,000	300,000	202,986
MICROSOFT CORP	327,000	309,190	192,273
MOLSON COORS BEVERAGE CO	178,000	154,179	148,664
MONDELEZ INTERNATIONAL INC	254,000	197,069	180,937
MOODY'S CORP	225,000	222,303	201,341
MORGAN STANLEY	605,000	551,983	567,229
MOTIVA ENTERPRISES LLC 144A	60,000	74,681	62,494
MOTOROLA SOLUTIONS INC	700,000	698,614	599,718
MOUNT SINAI HOSPITAL/THE	110,000	85,772	72,262
MPLX LP	685,000	650,271	586,973
MYLAN INC	90,000	93,099	74,589
NASDAQ INC	1,513,000	1,347,854	1,347,461
NATIONAL GRID PLC	300,000	300,000	299,298
NATIONWIDE MUTUAL INSURAN 144A	450,000	650,104	505,214
NAVIENT PRIVATE ED DA A2A 144A	214,309	209,980	210,368
NESTLE HOLDINGS INC 144A	95,000	80,956	75,655
NEVADA POWER CO	685,000	745,702	709,898
NEW YORK STATE ELECTRIC & 144A	35,000	34,913	34,478
NEWMONT CORP	295,000	358,332	310,461
NEWMONT CORP / NEWCREST FINANC	100,000	99,476	80,790
NIAGARA MOHAWK POWER CORP 144A	40,000	39,874	39,330
NISOURCE INC	1,070,000	1,120,413	938,042
NISSAN MOTOR CO LTD 144A	1,600,000	1,600,000	1,540,528
NNN REIT INC	100,000	98,587	84,606

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NOMURA HOLDINGS INC	900,000	900,000	851,624
NORFOLK SOUTHERN CORP	1,751,000	1,508,114	1,296,737
NORTHROP GRUMMAN CORP	2,480,000	2,411,878	2,167,594
NORTHWESTERN UNIVERSITY	85,000	81,446	73,281
NUCOR CORP	255,000	252,617	189,003
NUMERICABLE / YPSO / ALTICE 1/	94,314	91,956	75,427
NUVEEN LLC 144A	95,000	94,871	96,201
NVIDIA CORP	405,000	403,497	371,069
NVR INC	200,000	199,620	180,536
NXP BV / NXP FUNDING LLC / NXP	735,000	577,761	538,396
OCCIDENTAL PETROLEUM CORP	1,435,000	1,457,432	1,432,169
OCI NV 144A	100,000	99,834	100,835
OGLETHORPE POWER CORP	1,160,000	1,119,750	1,007,228
OGLETHORPE POWER CORP 144A	75,000	74,802	73,678
ONCOR ELECTRIC DELIVERY C 144A	110,000	110,035	106,962
ONCOR ELECTRIC DELIVERY CO LLC	72,000	78,823	63,233
ONEMAIN FINANCE CORP	100,000	100,083	101,796
ONEOK INC	3,637,000	3,559,551	3,398,848
ONEOK INC 144A	200,000	200,000	202,002
ONEOK PARTNERS LP	115,000	110,156	114,623
ORACLE CORP	11,164,000	10,283,521	8,666,180
O'REILLY AUTOMOTIVE INC	125,000	124,728	121,349
OTIS WORLDWIDE CORP	1,445,000	1,426,853	1,247,436
OWENS CORNING	940,000	950,545	950,338
PACIFIC GAS AND ELECTRIC CO	6,964,000	6,610,750	6,107,303
PACIFICORP	985,000	919,747	840,032
PARAMOUNT GLOBAL	1,235,000	1,077,330	1,016,788
PARKER-HANNIFIN CORP	175,000	174,629	173,136
PERNOD RICARD INTERNATION 144A	215,000	209,410	127,785
PERUSAHAAN PERSEROAN PERS 144A	500,000	493,983	357,442
PETROLEOS MEXICANOS	960,000	958,266	745,549
PHILLIPS 66 CO	1,305,000	1,276,668	1,264,361
PLAINS ALL AMERICAN PIPELINE L	370,000	395,969	376,871
PRINCIPAL FINANCIAL GROUP INC	40,000	41,963	35,284
PROSUS NV 144A	300,000	299,976	193,944
PUBLIC SERVICE CO OF COLORADO	60,000	54,013	55,776
PUBLIC SERVICE ENTERPRISE GROU	495,000	494,089	412,300
QUEST DIAGNOSTICS INC	510,000	508,006	496,082
RCKT MORTGAGE TRUST 2 A2 144A	236,452	223,633	188,700
REGENERON PHARMACEUTICALS INC	77,000	50,633	45,467
RENESAS ELECTRONICS CORP 144A	500,000	500,000	473,570
REPUBLIC SERVICES INC	1,390,000	1,373,458	1,180,663
REYNOLDS AMERICAN INC	270,000	256,237	257,475

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ROGERS COMMUNICATIONS INC	680,000	673,708	539,685
ROPER TECHNOLOGIES INC	1,275,000	1,263,441	1,240,991
ROYALTY PHARMA PLC	1,965,000	1,617,924	1,323,174
RTX CORP	5,065,000	4,961,076	4,193,233
SABAL TRAIL TRANSMISSION 144A	235,000	253,068	207,235
SABINE PASS LIQUEFACTION LLC	200,000	199,488	193,732
SAMMONS FINANCIAL GROUP I 144A	400,000	399,116	418,084
SAN DIEGO GAS & ELECTRIC CO	600,000	595,173	500,283
SANDS CHINA LTD	400,000	398,900	395,540
SANTANDER UK GROUP HOLDINGS PL	1,000,000	967,606	966,944
SCRIPPS ESCROW II INC 144A	200,000	200,000	147,008
SEAGATE HDD CAYMAN	50,400	62,911	56,796
SEASONED LOANS STRUCTURE 3 A1C	252,160	255,103	234,020
SEMPRA	1,220,000	1,173,640	1,171,911
SHERWIN-WILLIAMS CO/THE	715,000	658,078	509,734
SMURFIT KAPPA TREASURY UL 144A	365,000	365,580	364,127
SOCIETE GENERALE SA 144A	760,000	760,367	760,909
SOLVENTUM CORP 144A	720,000	720,053	706,503
SOUTHERN CALIFORNIA EDISON CO	215,000	214,712	220,065
SOUTHERN CO GAS CAPITAL CORP	1,683,000	1,634,391	1,362,709
SOUTHERN CO/THE	1,470,000	1,393,713	1,320,519
SOUTHERN COPPER CORP	245,000	299,906	258,375
SOUTHERN POWER CO	280,000	279,314	268,946
SOUTHWESTERN ELECTRIC POWER CO	550,000	560,639	369,055
SOUTHWESTERN PUBLIC SERVICE CO	300,000	297,774	303,606
SPECTRA ENERGY PARTNERS LP	174,000	134,074	143,211
STARBUCKS CORP	2,210,000	2,111,835	1,859,363
STARWOOD PROPERTY TRUST I 144A	100,000	100,000	96,511
STRYKER CORP	940,000	936,751	907,549
STUDIO CITY FINANCE LTD 144A	200,000	200,000	180,914
SUBURBAN PROPANE PARTNERS 144A	200,000	200,000	178,289
SUNCOR ENERGY INC	777,000	731,060	594,315
SYSCO CORP	635,000	681,223	608,139
SYSTEM ENERGY RESOURCES INC	35,000	34,919	34,281
TAKEDA PHARMACEUTICAL CO LTD	1,860,000	1,804,369	1,478,681
TAMPA ELECTRIC CO	40,000	33,828	35,642
TAPESTRY INC	45,000	44,939	43,756
TARGA RESOURCES CORP	280,000	278,742	259,646
TD SYNEX CORP	400,000	397,632	336,400
TEACHERS INSURANCE & ANNU 144A	400,000	393,896	320,539
TELEFONICA EMISIONES SA	1,470,000	1,431,282	1,292,996
TENNESSEE GAS PIPELINE CO 144A	200,000	199,602	179,304
TEXAS EASTERN TRANSMISSIO 144A	170,000	168,152	131,036

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TEXAS INSTRUMENTS INC	55,000	49,499	44,740
THE CAMPBELL'S COMPANY	700,000	687,292	620,877
TIME WARNER CABLE LLC	905,000	958,479	792,894
T-MOBILE USA INC	7,865,000	7,442,291	6,505,804
TOYOTA AUTO LOAN EXT 1A A 144A	995,000	994,742	1,003,418
TRANSCANADA PIPELINES LTD	1,340,000	1,416,482	1,319,368
TRUIST FINANCIAL CORP	2,040,000	1,963,803	1,976,210
TRUST FIBRA UNO 144A	600,000	599,088	467,868
TYSON FOODS INC	655,000	611,624	618,732
UNION PACIFIC CORP	300,000	254,574	211,766
UNITED PARCEL SERVICE INC	60,000	44,654	42,325
UNITEDHEALTH GROUP INC	55,000	66,470	59,666
UNUM GROUP	260,000	252,891	206,522
UTAH ACQUISITION SUB INC	300,000	296,088	252,858
VALE OVERSEAS LTD	840,000	833,397	805,527
VALERO ENERGY CORP	185,000	132,166	124,899
VENTAS REALTY LP	300,000	311,199	291,895
VERIZON COMMUNICATIONS IN 144A	190,000	190,359	180,918
VERIZON COMMUNICATIONS INC	11,541,000	10,735,023	8,469,513
VIATRIS INC	320,000	277,077	230,159
VICI PROPERTIES LP	500,000	494,134	492,807
VIRGIN MEDIA SECURED FINA 144A	400,000	407,000	375,180
VISTRA OPERATIONS CO LLC 144A	400,000	399,400	430,356
VODAFONE GROUP PLC	1,717,000	1,717,777	1,613,365
WALGREENS BOOTS ALLIANCE INC	200,000	186,040	193,580
WARNERMEDIA HOLDINGS INC	3,846,000	3,267,557	2,904,377
WASTE CONNECTIONS INC	295,000	277,091	184,357
WASTE MANAGEMENT INC	135,000	83,523	78,596
WEC ENERGY GROUP INC	1,060,000	1,059,153	967,621
WELLS FARGO & CO	80,000	71,622	70,477
WELLTOWER OP LLC	412,000	410,421	385,928
WESTINGHOUSE AIR BRAKE TECHNOL	400,000	399,556	396,120
WESTLAKE CORP	115,000	96,366	72,644
WEYERHAEUSER CO	200,000	198,924	190,850
WHISTLER PIPELINE LLC 144A	425,000	423,967	426,309
WILLIAMS COS INC/THE	1,745,000	1,717,338	1,581,395
WILLIS NORTH AMERICA INC	959,000	969,659	883,375
WOODSIDE FINANCE LTD	200,000	199,389	188,537
WOODSIDE FINANCE LTD 144A	400,000	399,268	387,508
XCEL ENERGY INC	385,000	357,646	356,022
ZOETIS INC	1,259,000	1,262,479	1,077,570
Total corporate debt instruments		312,274,881	279,895,741
Corporate debt instruments - preferred:			
ABBOTT LABORATORIES	1,016,000	1,096,691	963,028
ABBVIE INC	8,152,000	8,065,352	7,258,327

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ACCENTURE CAPITAL INC	165,000	164,828	156,819
ADVANCED MICRO DEVICES INC	55,000	55,000	46,036
AEP TEXAS INC	90,000	89,771	90,579
AEP TRANSMISSION CO LLC	710,000	666,472	562,866
AERCAP IRELAND CAPITAL DAC / A	315,000	277,118	301,537
AFLAC INC	90,000	76,045	70,654
AIB GROUP PLC 144A	870,000	870,000	883,709
AIR PRODUCTS AND CHEMICALS INC	111,000	110,776	97,924
ALABAMA POWER CO	1,300,000	1,349,161	1,108,956
ALIBABA GROUP HOLDING LTD	505,000	483,215	385,827
ALLSTATE CORP/THE	293,000	275,988	265,817
ALPHABET INC	190,000	117,945	105,442
ALTRIA GROUP INC	2,075,000	1,970,537	1,892,141
AMAZON.COM INC	4,180,000	3,780,974	2,848,467
AMEREN ILLINOIS CO	455,000	418,150	324,705
AMERICA MOVIL SAB DE CV	110,000	158,126	116,020
AMERICAN EXPRESS CO	3,450,000	3,261,984	3,373,854
AMERICAN HONDA FINANCE CORP	1,300,000	1,307,849	1,240,642
AMERICAN TRANSMISSION SYS 144A	125,000	139,869	114,626
AMERICAN WATER CAPITAL CORP	105,000	104,748	83,554
ANALOG DEVICES INC	95,000	70,422	67,286
ANHEUSER-BUSCH COS LLC	50,000	52,992	54,183
ANHEUSER-BUSCH COS LLC / ANHEU	2,326,000	2,256,703	2,155,194
ANHEUSER-BUSCH INBEV FINANCE I	465,000	427,320	428,822
ANHEUSER-BUSCH INBEV WORLDWIDE	1,305,000	1,256,222	1,200,459
AON CORP / AON GLOBAL HOLDINGS	992,000	856,843	703,871
APPLE INC	4,904,000	4,622,734	3,688,215
APPLIED MATERIALS INC	145,000	158,528	127,612
ARCHER-DANIELS-MIDLAND CO	85,000	103,257	71,091
ASTRAZENECA PLC	632,000	709,276	587,622
ATMOS ENERGY CORP	75,000	74,792	67,782
AVALONBAY COMMUNITIES INC	1,480,000	1,487,632	1,382,647
AVISTA CORP	135,000	110,991	110,819
BALTIMORE GAS AND ELECTRIC CO	260,000	247,855	219,893
BANK OF AMERICA CORP	14,248,000	13,463,441	12,675,388
BANK OF NEW YORK MELLON CORP/T	1,655,000	1,655,000	1,698,924
BANK OF NOVA SCOTIA/THE	1,260,000	1,258,891	1,260,302
BARRICK PD AUSTRALIA FINANCE P	15,000	15,764	15,162
BAYLOR SCOTT & WHITE HOLDINGS	490,000	362,858	311,924
BERKSHIRE HATHAWAY ENERGY CO	880,000	1,083,478	895,062
BERKSHIRE HATHAWAY FINANCE COR	1,251,000	1,040,233	871,646
BETH ISRAEL LAHEY HEALTH INC	95,000	95,000	58,001
BG ENERGY CAPITAL PLC 144A	900,000	982,902	839,817
BHP BILLITON FINANCE USA LTD	800,000	811,435	755,230
BLACKROCK FUNDING INC	1,599,000	1,592,858	1,544,650

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BLACKSTONE HOLDINGS FINAN 144A	300,000	296,916	208,545
BMW VEHICLE LEASE TRUST 2 1 A3	26,972	26,971	26,991
BOEING CO/THE	30,000	32,260	31,618
BON SECOURS MERCY HEALTH INC	105,000	73,482	69,792
BP CAPITAL MARKETS AMERICA INC	3,340,000	3,011,824	2,503,262
BPCE SA 144A	250,000	252,433	247,820
BRISTOL-MYERS SQUIBB CO	4,778,000	4,636,645	3,924,090
BROOKFIELD FINANCE INC	240,000	199,573	192,126
BROWN UNIVERSITY	140,000	97,367	92,959
BROWN-FORMAN CORP	115,000	102,828	100,615
BURLINGTON NORTHERN SANTA FE L	3,160,000	3,263,092	2,791,812
BX COMMERCIAL MORT VLT5 A 144A	335,000	340,025	335,027
CAMDEN PROPERTY TRUST	970,000	967,932	895,059
CAMERON LNG LLC 144A	200,000	200,000	165,092
CANADIAN NATIONAL RAILWAY CO	765,000	746,287	667,970
CARGILL INC 144A	355,000	392,437	290,602
CARLYLE FINANCE LLC 144A	500,000	499,570	474,955
CASE WESTERN RESERVE UNIVERSIT	225,000	224,598	210,445
CATERPILLAR FINANCIAL SERVICES	250,000	249,323	246,128
CATERPILLAR INC	160,000	133,074	129,004
CENTERPOINT ENERGY HOUSTON ELE	595,000	543,666	488,579
CHARLES SCHWAB CORP/THE	1,950,000	1,949,071	1,957,160
CHILE ELECTRICITY LUX MPC 144A	289,500	289,523	291,900
CHUBB CORP/THE	205,000	232,800	220,912
CHUBB INA HOLDINGS LLC	955,000	919,439	909,773
CIGNA GROUP/THE	1,935,000	1,900,546	1,690,621
CISCO SYSTEMS INC	1,895,000	1,922,994	1,876,225
CITIGROUP INC	5,175,000	4,900,575	4,542,757
CME GROUP INC	8,000	8,029	8,009
COCA-COLA CO/THE	1,510,000	1,489,939	1,384,035
COCA-COLA FEMSA SAB DE CV	40,000	53,172	37,346
COMCAST CORP	9,453,000	8,651,817	6,980,275
COMMONSPIRIT HEALTH	560,000	511,365	429,134
COMMONWEALTH BANK OF AUST 144A	400,000	400,000	368,048
COMMONWEALTH EDISON CO	2,121,000	1,957,142	1,629,973
CONOCOPHILLIPS CO	2,298,000	2,272,107	2,065,123
CONSOLIDATED EDISON CO OF NEW	4,124,000	4,270,241	3,494,069
CONSUMERS 2023 SECURITIZATION	346,327	346,293	348,710
COOPERATIEVE RABOBANK UA	255,000	251,726	247,704
COSERV SECURITIZATION 202 144A	566,322	566,314	558,977
CSL FINANCE PLC 144A	265,000	266,647	231,569
CSX CORP	1,049,000	973,729	840,762
DANAHER CORP	195,000	124,045	118,821

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DEERE & CO	40,000	26,201	26,164
DH EUROPE FINANCE II SARL	388,000	341,926	302,683
DIAGEO CAPITAL PLC	565,000	562,006	575,554
DLLAA 2023-1 LLC 1A A3 144A	160,000	159,991	162,394
DLLST 2024-1 LLC 1A A3 144A	160,000	159,989	160,744
DOMINION ENERGY SOUTH CAROLINA	380,000	416,444	351,377
DTE ELECTRIC CO	250,000	184,968	177,248
DUKE ENERGY CAROLINAS LLC	1,072,000	998,248	897,533
DUKE ENERGY FLORIDA LLC	625,000	634,371	558,261
DUKE ENERGY INDIANA LLC	1,133,000	1,089,082	872,567
DUKE ENERGY PROGRESS LLC	1,810,000	1,776,986	1,423,575
EASTERN GAS TRANSMISSION & STO	155,000	176,340	113,167
EATON CORP	1,000,000	999,290	940,290
ECOLAB INC	476,000	438,649	284,266
EDVESTINU PRIVATE EDU A A 144A	235,218	229,398	233,033
EIG PEARL HOLDINGS SARL 144A	200,000	145,250	154,798
ELI LILLY & CO	2,090,000	2,044,184	1,889,850
ENERGY TRANSFER LP	181,000	169,108	163,474
ENTERGY ARKANSAS LLC	205,000	170,288	135,455
ENTERGY LOUISIANA LLC	1,030,000	1,025,259	908,571
ENTERGY MISSISSIPPI LLC	120,000	102,910	89,202
ENTERGY TEXAS INC	165,000	164,555	146,512
ENTERPRISE PRODUCTS OPERATING	5,033,000	5,267,394	4,755,561
EOG RESOURCES INC	131,000	134,416	122,619
EQUINIX INC	545,000	542,133	502,277
EQUINOR ASA	1,010,000	909,542	842,055
ERP OPERATING LP	1,535,000	1,529,225	1,438,715
ESTEE LAUDER COS INC/THE	45,000	37,761	36,834
EVERGY KANSAS CENTRAL INC	195,000	200,753	158,151
EVERSOURCE ENERGY	160,000	169,726	163,954
EXXON MOBIL CORP	1,181,000	1,079,085	908,132
FIRSTENERGY PENNSYLVANIA ELECT	70,000	86,018	72,456
FLORIDA POWER & LIGHT CO	908,000	900,382	793,684
FMR LLC 144A	265,000	347,508	291,336
FRED HUTCHINSON CANCER CENTER	145,000	145,000	133,111
GEORGETOWN UNIVERSITY/THE	120,000	120,047	77,287
GEORGIA POWER CO	1,578,000	1,450,352	1,321,773
GILEAD SCIENCES INC	1,951,000	1,932,085	1,773,247
GLAXOSMITHKLINE CAPITAL INC	290,000	343,486	314,334
GLENCORE FUNDING LLC 144A	530,000	517,878	515,038
GOLDMAN SACHS GROUP INC/THE	12,165,000	11,837,792	11,247,396
GREENSAIF PIPELINES BIDCO 144A	590,000	590,000	586,722
GUARDIAN LIFE GLOBAL FUND 144A	1,635,000	1,633,366	1,585,853

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HALLIBURTON CO	259,000	268,743	228,011
HCA INC	50,000	52,782	47,765
HEALTH CARE SERVICE CORP 144A	150,000	149,537	145,440
HERSHEY CO/THE	425,000	404,537	273,867
HOME DEPOT INC/THE	3,532,000	3,536,145	2,855,297
HONEYWELL INTERNATIONAL INC	1,710,000	1,704,782	1,596,568
HORMEL FOODS CORP	135,000	104,999	87,815
HSBC HOLDINGS PLC	6,455,000	6,522,442	6,471,743
HYUNDAI CAPITAL AMERICA 144A	545,000	544,052	546,564
IBM INTERNATIONAL CAPITAL PTE	1,400,000	1,382,207	1,317,938
INDIANA MICHIGAN POWER CO	300,000	298,284	236,829
INDIANA UNIVERSITY HEALTH INC	110,000	74,032	68,979
ING GROEP NV	300,000	300,000	310,665
INTERCONTINENTAL EXCHANGE INC	3,330,000	3,038,556	2,622,887
INTERNATIONAL BUSINESS MACHINE	1,374,000	1,260,159	1,061,587
INTUIT INC	310,000	303,076	304,026
INVITATION HOMES 2 SFR1 A 144A	773,675	742,367	734,480
JOHNSON & JOHNSON	1,307,000	1,260,734	1,029,323
JOHNSONVILLE AERODERIVATIVE CO	305,000	305,000	292,913
JPMORGAN CHASE & CO	14,150,000	13,038,418	11,939,390
KAISER FOUNDATION HOSPITALS	1,250,000	1,194,002	882,856
KENTUCKY UTILITIES CO	280,000	302,920	234,543
KENVUE INC	835,000	820,870	777,031
KIMBERLY-CLARK CORP	272,000	298,085	270,635
KIMCO REALTY OP LLC	65,000	74,220	51,173
KKR GROUP FINANCE CO VII 144A	200,000	198,948	140,476
KLA CORP	361,000	349,483	312,799
KRAFT HEINZ FOODS CO	310,000	267,095	251,032
LAM RESEARCH CORP	250,000	227,923	181,126
LEGG MASON INC	200,000	205,004	195,856
LELAND STANFORD JUNIOR UNIVERS	175,000	133,005	122,812
LINDE INC/CT	80,000	63,987	41,711
LOCKHEED MARTIN CORP	2,688,000	2,578,561	2,271,302
LOUISIANA LOCAL GOVERNMENT A1	227,995	227,995	229,172
LOUISIANA LOCAL GOVERNMENT A3	410,000	410,000	388,090
LOUISIANA LOCAL GOVERNMENT A4	405,000	405,000	377,181
LOUISVILLE GAS AND ELECTRIC CO	315,000	314,408	293,679
LSEGA FINANCING PLC 144A	200,000	199,004	149,092
MARSH & MCLENNAN COS INC	3,170,000	3,124,039	3,039,984
MASS GENERAL BRIGHAM INC	393,000	396,925	256,374
MASSMUTUAL GLOBAL FUNDING 144A	1,780,000	1,787,432	1,803,122
MASTERCARD INC	795,000	798,492	651,102
MAYO CLINIC	200,000	204,948	129,164

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MERCK & CO INC	3,360,000	2,872,731	2,417,054
MERCK SHARP & DOHME CORP	105,000	114,732	108,735
META PLATFORMS INC	4,535,000	4,501,277	4,370,657
METHODIST HOSPITAL/THE	100,000	93,719	61,888
METLIFE INC	379,000	368,623	362,055
METROPOLITAN LIFE GLOBAL 144A	745,000	692,392	696,051
MICROSOFT CORP	4,277,000	3,971,191	2,829,123
MIDAMERICAN ENERGY CO	1,200,000	1,219,128	1,072,405
MILL CITY MORTGAGE GS2 A1 144A	54,101	54,442	52,019
MISSISSIPPI POWER CO	292,000	240,241	216,782
MITSUBISHI UFJ FINANCIAL GROUP	145,000	145,000	145,251
MIZUHO FINANCIAL GROUP INC	200,000	200,000	170,880
MOODY'S CORP	40,000	27,820	26,640
MORGAN STANLEY	7,325,000	6,819,510	6,528,742
MORGAN STANLEY BANK NA	365,000	365,000	366,146
NARRAGANSETT ELECTRIC CO/ 144A	65,000	64,100	63,837
NATIONAL RURAL UTILITIES COOPE	555,000	562,215	485,876
NATIONWIDE FINANCIAL SERV 144A	100,000	99,508	73,462
NATURE CONSERVANCY/THE	40,000	40,284	31,937
NATWEST GROUP PLC	900,000	900,000	897,450
NAVIENT PRIVATE ED BA A2A 144A	39,061	41,014	38,724
NAVIENT PRIVATE EDU CA A2 144A	95,441	98,215	93,106
NAVIENT PRIVATE EDUC DA A 144A	43,566	44,186	40,562
NAVIENT PRIVATE EDUCA A A 144A	29,926	29,921	26,964
NAVIENT STUDENT LO BA A1A 144A	130,272	130,272	133,589
NAVIENT STUDENT LO BA A2A 144A	76,672	80,578	74,494
NESTLE CAPITAL CORP 144A	60,000	58,452	56,590
NESTLE HOLDINGS INC 144A	110,000	89,789	83,163
NEVADA POWER CO	351,000	394,125	321,747
NEW ENGLAND POWER CO 144A	695,000	691,419	676,469
NEW YORK AND PRESBYTERIAN HOSP	175,000	203,732	133,705
NEW YORK LIFE INSURANCE C 144A	75,000	102,513	83,179
NEW YORK STATE ELECTRIC & 144A	100,000	99,841	102,254
NEXTERA ENERGY CAPITAL HOLDING	400,000	399,804	367,688
NIKE INC	225,000	206,194	168,544
NORTHERN NATURAL GAS CO 144A	300,000	299,949	236,778
NORTHERN STATES POWER CO/MN	565,000	539,493	380,382
NORTHWESTERN MUTUAL GLOBA 144A	1,685,000	1,685,631	1,672,814
NOVANT HEALTH INC	345,000	345,000	225,930
NOVARTIS CAPITAL CORP	1,050,000	1,053,553	923,472
NVIDIA CORP	790,000	713,039	606,953
OHIO EDISON CO	75,000	100,402	82,745
ONCOR ELECTRIC DELIVERY C 144A	1,040,000	1,038,014	1,029,922

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ONCOR ELECTRIC DELIVERY CO LLC	1,230,000	1,073,006	935,791
OWENS CORNING	770,000	707,823	714,914
PACIFIC GAS AND ELECTRIC CO	634,000	488,056	502,902
PACIFIC LIFE GLOBAL FUNDI 144A	1,620,000	1,593,235	1,596,272
PACIFICORP	840,000	847,044	707,910
PAYPAL HOLDINGS INC	870,000	874,391	857,941
PEACEHEALTH OBLIGATED GROUP	135,000	129,336	97,703
PECO ENERGY CO	1,395,000	1,309,291	1,106,332
PEPSICO INC	1,699,000	1,470,027	1,413,018
PFIZER INC	1,160,000	1,132,938	944,208
PFIZER INVESTMENT ENTERPRISES	4,353,000	4,295,762	4,124,213
PG&E ENERGY RECOVERY FUNDING L	105,000	79,971	73,693
PG&E RECOVERY FUNDING LLC	650,000	649,967	646,018
PG&E WILDFIRE RECOVERY FUNDING	1,475,000	1,462,330	1,363,558
PHILIP MORRIS INTERNATIONAL IN	4,304,000	4,252,333	4,163,369
PHILLIPS 66	200,000	188,696	186,502
PHILLIPS 66 CO	35,000	34,968	33,081
PNC FINANCIAL SERVICES GROUP I	1,635,000	1,635,000	1,618,600
POLAR TANKERS INC 144A	75,481	96,409	77,766
POTOMAC ELECTRIC POWER CO	90,000	74,718	74,471
PPL ELECTRIC UTILITIES CORP	115,000	128,721	94,296
PRECISION CASTPARTS CORP	45,000	37,631	36,234
PRESIDENT AND FELLOWS OF HARVA	60,000	37,816	36,301
PROGRESSIVE CORP/THE	285,000	295,736	229,736
PROLOGIS LP	2,526,000	2,417,897	2,299,874
PROVIDENCE ST JOSEPH HEALTH OB	300,000	300,000	299,787
PRUDENTIAL FINANCIAL INC	1,328,000	1,215,527	1,002,650
PUBLIC SERVICE CO OF COLORADO	689,000	739,463	537,907
PUBLIC SERVICE CO OF NEW HAMPS	260,000	252,875	233,044
PUBLIC SERVICE ELECTRIC AND GA	1,285,000	1,293,073	1,152,221
PUBLIC SERVICE ENTERPRISE GROU	300,000	299,517	299,376
PUBLIC STORAGE OPERATING CO	122,000	120,361	116,168
PUGET SOUND ENERGY INC	1,600,000	1,672,252	1,401,491
QATARENERGY 144A	400,000	400,000	273,800
QUALCOMM INC	1,442,000	1,422,982	1,337,072
RAYMOND JAMES FINANCIAL INC	60,000	65,991	43,513
REALTY INCOME CORP	550,000	545,312	543,789
REGENCY CENTERS LP	100,000	99,661	84,678
RGA GLOBAL FUNDING 144A	400,000	398,396	404,256
RIO TINTO FINANCE USA LTD	600,000	597,377	430,331
RIO TINTO FINANCE USA PLC	615,000	606,136	569,945
ROCHE HOLDINGS INC 144A	605,000	576,434	432,736
ROCKEFELLER FOUNDATION/THE	90,000	58,600	54,517

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S&P GLOBAL INC	1,075,000	1,045,299	959,226
SAFEHOLD GL HOLDINGS LLC	300,000	296,871	305,622
SALESFORCE INC	1,285,000	1,031,841	840,097
SAN DIEGO GAS & ELECTRIC CO	230,000	190,569	185,208
SANTOS FINANCE LTD 144A	300,000	298,782	318,522
SAUDI ARABIAN OIL CO 144A	875,000	855,579	816,736
SBNA AUTO LEASE TRUS B A3 144A	245,000	244,964	248,045
SC JOHNSON & SON INC 144A	350,000	394,944	297,805
SCHLUMBERGER INVESTMENT SA	242,000	237,963	237,538
SHELL FINANCE US INC	3,487,000	3,081,717	2,803,100
SHELL INTERNATIONAL FINANCE BV	666,000	591,311	460,676
SIERRA PACIFIC POWER CO	445,000	444,360	445,788
SIMON PROPERTY GROUP LP	757,000	723,446	645,952
SMB PRIVATE EDUCA PTA A2A 144A	402,979	358,494	373,610
SOUTHERN CALIFORNIA EDISON CO	4,582,000	4,319,657	3,699,204
SOUTHERN CALIFORNIA GAS CO	965,000	942,040	774,685
SOUTHWESTERN PUBLIC SERVICE CO	510,000	483,414	358,240
STANDARD CHARTERED PLC 144A	1,000,000	1,000,000	1,047,649
STATE STREET CORP	1,085,000	1,085,000	1,116,676
SUMITOMO MITSUI FINANCIAL GROU	740,000	744,491	747,412
SUMITOMO MITSUI TRUST BAN 144A	100,000	99,908	99,902
SUTTER HEALTH	317,000	317,000	249,942
SYSCO CORP	55,000	40,951	37,045
TAMPA ELECTRIC CO	210,000	181,966	172,842
TARGET CORP	187,000	250,040	160,635
TEACHERS INSURANCE & ANNU 144A	45,000	38,143	36,061
TEXAS ELECTRIC MARKET STA 144A	426,084	426,078	412,074
TEXAS INSTRUMENTS INC	710,000	694,776	651,693
THERMO FISHER SCIENTIFIC INC	245,000	236,057	197,717
THOMAS JEFFERSON UNIVERSITY	88,000	88,000	61,415
TORONTO-DOMINION BANK/THE	1,355,000	1,352,304	1,299,852
TOTALENERGIES CAPITAL INTERNAT	1,210,000	1,186,182	946,882
TOTALENERGIES CAPITAL SA	2,353,000	2,356,634	2,225,938
TOWD POINT MORTGA HY3 A1A 144A	19,623	19,646	20,051
TOWD POINT MORTGAGE 4 A1 144A	128,644	129,891	122,375
TOYOTA AUTO LOAN EXT 1A A 144A	1,660,000	1,659,486	1,685,547
TOYOTA MOTOR CREDIT CORP	1,200,000	1,199,652	1,203,696
TRANE TECHNOLOGIES FINANCING L	1,260,000	1,311,133	1,203,149
TRAVELERS COS INC/THE	316,000	262,641	234,411
TSMC ARIZONA CORP	1,185,000	1,098,782	1,053,480
TWDC ENTERPRISES 18 CORP	75,000	87,140	62,894
UBS AG/LONDON	100,000	87,102	85,121
UBS GROUP AG	60,000	67,346	53,781
UBS GROUP AG 144A	4,170,000	4,115,578	4,115,618

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Employer ID No: 94-0479804, Plan No: 047

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

December 31, 2024

Schedule 1

Security description	Shares / par value	Historical Cost	Fair value
UMASS MEMORIAL HEALTH CARE OBL	110,000	110,000	99,858
UNILEVER CAPITAL CORP	65,000	64,364	62,622
UNION ELECTRIC CO	1,165,000	1,189,981	1,026,790
UNION PACIFIC CORP	3,015,000	2,937,359	2,255,946
UNITED PARCEL SERVICE INC	181,000	191,493	159,689
UNITEDHEALTH GROUP INC	10,793,000	10,410,621	9,479,678
UNIVERSITY OF CHICAGO/THE	275,000	263,735	181,552
UNIVERSITY OF SOUTHERN CALIFOR	305,000	263,381	246,114
US BANCORP	2,715,000	2,714,213	2,732,674
VIRGINIA ELECTRIC AND POWER CO	2,032,000	1,918,799	1,668,156
VISA INC	495,000	483,604	410,449
WALMART INC	585,000	558,311	503,914
WALT DISNEY CO/THE	2,192,000	2,030,103	1,712,326
WASHINGTON UNIVERSITY/THE	95,000	95,000	68,581
WASTE MANAGEMENT INC	2,030,000	2,146,980	1,955,576
WELLS FARGO & CO	10,490,000	10,174,611	9,453,703
WILLIAM MARSH RICE UNIVERSITY	60,000	50,229	47,485
WISCONSIN ELECTRIC POWER CO	380,000	379,924	344,504
WYETH LLC	85,000	99,203	89,553
XCEL ENERGY INC	67,000	66,423	66,754
Total corporate debt instruments - preferred		341,448,053	309,165,762
Total corporate debt		653,722,934	589,061,503
Investment contracts with insurance company:			
Prudential – cash	—	9,954,882	9,954,882
Prudential Contract – U.S. Treasury bonds and notes	56,021,291	48,961,564	52,628,162
Prudential Contract – agencies	2,233,807	1,932,700	2,049,434
Prudential Contract – U.S. Municipal	7,715,588	7,819,684	6,942,566
Prudential Contract – utilities	7,187,852	7,388,089	6,704,518
Prudential Contract – investment grade group	27,354,409	29,845,547	26,356,996
Total investment contracts with insurance company		105,902,466	104,636,558
Registered investment companies:			
DREYFUS TREASURY SECURITIES CM	38,242,531	38,242,531	38,242,531
PAPS LONG DURATION CREDIT BOND	822,872	7,851,294	7,578,651
PIMCO FDS	160,654	1,609,272	1,609,272
PIMCO FDS PAC INVT MGMT SER	390,453	4,586,328	4,529,253
Total registered investment companies		52,289,425	51,959,707
Total investment assets		\$1,094,001,511	\$1,020,457,574

** Represents a party-in-interest to the Plan.

The above information was certified as complete and accurate by the Plan trustee, The Bank of New York Mellon Corporation.

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	\$ 24,323,936	January 1, 2023	14	\$ 2,321,544
Shortfall	\$ 11,012,482	January 1, 2024	15	\$ 1,001,919

Schedule SB Attachment (Form 5500) —2024 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the unlimited expected rate of return on assets from 4.75 percent to 4.50 percent.

This change was made to better reflect the anticipated plan experience and does not reduce the funding shortfall; as such, approval of the Commissioner is not required.