

Form 5500-SF

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

This form is required to be filed 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-SF.**

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 single-employer plan a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MEP. Other plans must attach a list of participating employer information in accordance with the form instructions.)
- 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** Check box if filing under: Form 5558 automatic extension DFVC program
 special extension (enter description)
- D** If the plan is a collectively-bargained plan, check here ▶
- 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 MACGREGOR USA INC. SALARIED PENSION PLAN | 1b Three-digit plan number (PN) ▶ | 002 |
| | 1c Effective date of plan | 01/01/1994 |
| 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) MACGREGOR USA INC. 400 ROTARY STREET HAMPTON, VA 23661 | 2b Employer Identification Number (EIN) | 46-3622213 |
| | 2c Sponsor's telephone number | 757-367-9655 |
| | 2d Business code (see instructions) | 332900 |
| 3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor. | 3b Administrator's EIN | |
| | 3c Administrator's telephone number | |
| 4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report. a Sponsor's name c Plan Name | 4b EIN | |
| | 4d PN | |
| 5a Total number of participants at the beginning of the plan year | 5a | 15 |
| b Total number of participants at the end of the plan year | 5b | 14 |
| c(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) | 5c(1) | |
| c(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | 5c(2) | |
| d(1) Total number of active participants at the beginning of the plan year | 5d(1) | 3 |
| d(2) Total number of active participants at the end of the plan year | 5d(2) | 2 |
| e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested | 5e | 0 |

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, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, 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. | 10/08/2025 | KATHERINE ROSENTHAL |
| | 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 |

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) Yes No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) Yes No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? Yes No Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year: 558517. (See instructions.)

| Part III Financial Information | | | |
|------------------------------------------------------------------------------------------------------|--------------|------------------------------|------------------------|
| 7 Plan Assets and Liabilities | | (a) Beginning of Year | (b) End of Year |
| a Total plan assets | 7a | 1251969 | 1170590 |
| b Total plan liabilities | 7b | | |
| c Net plan assets (subtract line 7b from line 7a) | 7c | 1251969 | 1170590 |
| 8 Income, Expenses, and Transfers for this Plan Year | | (a) Amount | (b) Total |
| a Contributions received or receivable from: | | | |
| (1) Employers | 8a(1) | 21000 | |
| (2) Participants | 8a(2) | | |
| (3) Others (including rollovers) | 8a(3) | | |
| b Other income (loss) | 8b | 122677 | |
| c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b) | 8c | | 143677 |
| d Benefits paid (including direct rollovers and insurance premiums to provide benefits) | 8d | 225056 | |
| e Certain deemed and/or corrective distributions (see instructions) . | 8e | | |
| f Administrative service providers (salaries, fees, commissions) | 8f | | |
| g Other expenses | 8g | | |
| h Total expenses (add lines 8d, 8e, 8f, and 8g) | 8h | | 225056 |
| i Net income (loss) (subtract line 8h from line 8c) | 8i | | -81379 |
| j Transfers to (from) the plan (see instructions) | 8j | | |

| Part IV Plan Characteristics | |
|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9a | If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions: 1A 3H 1I |
| b | If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions: |

| Part V Compliance Questions | | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|-----------|---------------|
| 10 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) | 10a | | X | |
| b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.) | 10b | | X | |
| c Was the plan covered by a fidelity bond? | 10c | X | | 3000000 |
| d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | 10d | | X | |
| e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.) | 10e | | X | |
| f Has the plan failed to provide any benefit when due under the plan? | 10f | | X | |
| g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.) | 10g | | X | |
| h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | 10h | | | |
| i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3 | 10i | | | |

Part VI Pension Funding Compliance

11 Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and lines 11a and b below.) If this is a defined contribution pension plan, leave line 11 blank and complete line 12 below. Yes No

a Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 **11a** 0

b PBGC missed contribution reporting requirements. If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, 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 _____

12 Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? Yes No
(If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.) If this is a defined benefit pension plan, leave line 12 blank and complete line 11 above.

a 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 letter ruling granting the waiver. Month Day Year

If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.

b Enter the minimum required contribution for this plan year **12b**

c Enter the amount contributed by the employer to the plan for this plan year **12c**

d Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount) **12d**

e Will the minimum funding amount reported on line 12d be met by the funding deadline?..... Yes No N/A

Part VII Plan Terminations and Transfers of Assets

13a Has a resolution to terminate the plan been adopted in any plan year? Yes No

a If "Yes," enter the amount of any plan assets that reverted to the employer this year..... **13a**

b Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? Yes No

c 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.)

| 13c(1) Name of plan(s): | 13c(2) EIN(s) | 13c(3) PN(s) |
|-------------------------|---------------|--------------|
| | | |

Part VIII IRS Compliance Questions

14a 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

14b 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

15 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 _____.

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

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

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

| | | |
|-------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| A Name of plan <u>MACGREGOR USA INC. SALARIED PENSION PLAN</u> | B Three-digit plan number (PN) ▶ | <u>002</u> |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>MACGREGOR USA INC.</u> | D Employer Identification Number (EIN) <u>46-3622213</u> | |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500 | |

Part I Basic Information

| | | | |
|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------|
| 1 | Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u> | | |
| 2 | Assets: | | |
| | a Market value | 2a | <u>1251969</u> |
| | b Actuarial value | 2b | <u>1251969</u> |
| 3 | Funding target/participant count breakdown | (1) Number of participants | (2) Vested Funding Target |
| | a For retired participants and beneficiaries receiving payment | <u>10</u> | <u>1216899</u> |
| | b For terminated vested participants | <u>2</u> | <u>83283</u> |
| | c For active participants | <u>3</u> | <u>160137</u> |
| | d Total | <u>15</u> | <u>1460319</u> |
| 4 | If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/> | | |
| | a Funding target disregarding prescribed at-risk assumptions | 4a | |
| | b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | 4b | |
| 5 | Effective interest rate | 5 | <u>4.96 %</u> |
| 6 | Target normal cost | | |
| | a Present value of current plan year accruals | 6a | <u>0</u> |
| | b Expected plan-related expenses | 6b | <u>0</u> |
| | c Target normal cost | 6c | <u>0</u> |

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

| | | | |
|------------------|-----------------------------------------------------------------------------|---------------------|----------------------------------------|
| SIGN HERE | | | |
| | Signature of actuary | <u>09/23/2025</u> | Date |
| | <u>RACHEL A. BATTAH</u> | <u>23-06672</u> | Most recent enrollment number |
| | <u>MERCER</u> | <u>614-227-5500</u> | Telephone number (including area code) |
| | <u>325 JOHN H. MCCONNELL BOULEVARD SUITE 350 COLUMBUS, OH 43215</u> | | |
| | Address of the firm | | |

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

| Part 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 | 0 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | | |
| 9 | Amount remaining (line 7 minus line 8) | 0 | 0 |
| 10 | Interest on line 9 using prior year's actual return of <u>14.59</u> % | 0 | 0 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| a | Present value of excess contributions (line 38a from prior year) | | 400 |
| b(1) | Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.11</u> % | | 20 |
| b(2) | Interest on line 38b from prior year Schedule SB, using prior year's actual return | | |
| c | Total available at beginning of current plan year to add to prefunding balance | | 420 |
| 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 | 0 |

| Part III Funding Percentages | | | |
|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---------|
| 14 | Funding target attainment percentage | 14 | 85.73 % |
| 15 | Adjusted funding target attainment percentage | 15 | 85.73 % |
| 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 | 80.00 % |
| 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 |
| 03/12/2024 | 21000 | 0 | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | Totals ▶ | 18(b) 21000 | 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 20804 |
| 20 | Quarterly contributions and liquidity shortfalls: | |
| a | Did the plan have a "funding shortfall" for the prior year? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| b | If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 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 |
| 0 | 0 | 0 |
| | | (4) 4th |
| | | 0 |

| | | | | |
|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------------------|-----------------------------------------------------|
| 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 % | <input type="checkbox"/> 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) | <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute | | | |

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

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

| | | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------|---------------|-----------------|
| Part VIII Minimum Required Contribution For Current Year | | | | |
| 31 Target normal cost and excess assets (see instructions): | | | | |
| a Target normal cost (line 6c) | | | | 31a 0 |
| b Excess assets, if applicable, but not greater than line 31a | | | | 31b 0 |
| 32 Amortization installments: | Outstanding Balance | | Installment | |
| a Net shortfall amortization installment | 208350 | | 20523 | |
| 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 20523 |
| | Carryover balance | Prefunding balance | Total balance | |
| 35 Balances elected for use to offset funding requirement | | | 0 | |
| 36 Additional cash requirement (line 34 minus line 35) | | | | 36 20523 |
| 37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) | | | | 37 20804 |
| 38 Present value of excess contributions for current year (see instructions) | | | | |
| a Total (excess, if any, of line 37 over line 36) | | | | 38a 281 |
| b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances..... | | | | 38b |
| 39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) | | | | 39 0 |
| 40 Unpaid minimum required contributions for all years | | | | 40 0 |

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

Schedule SB, line 26 — Schedule of Active Participants

| Attained age | Years of credited service at date of plan freeze (December 31, 2006) | | | | | | | | | | |
|--------------|----------------------------------------------------------------------|-----|-----|-------|-------|-------|-------|-------|-------|---------|-------|
| | Under 1 | 1–4 | 5–9 | 10–14 | 15–19 | 20–24 | 25–29 | 30–34 | 35–39 | 40 & up | Total |
| Under 25 | | | | | | | | | | | |
| 25–29 | | | | | | | | | | | |
| 30–34 | | | | | | | | | | | |
| 35–39 | | | | | | | | | | | |
| 40–44 | | | | | | | | | | | |
| 45–49 | | | | | | | | | | | |
| 50–54 | | | | | | | | | | | |
| 55–59 | | | 1 | | | | | | | | 1 |
| 60–64 | | 1 | 1 | | | | | | | | 2 |
| 65–69 | | | | | | | | | | | |
| 70 & up | | | | | | | | | | | |
| Total | | 1 | 2 | | | | | | | | 3 |

In each cell, the top number is the count of active participants for each age/service combination.

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

Actuarial assumptions for January 1, 2024 funding valuation

| Discount rate sponsor elections | | |
|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| • Segment rates or full yield curve | Segment | |
| • Look-back months | 4 | |
| | Stabilized | Nonstabilized |
| • First 5 years | 4.75% | 3.62% |
| • Next 15 years | 4.87% | 4.46% |
| • Over 20 years | 5.59% | 4.52% |
| | <p>Rationale: Given the segment rate and look-back election made by the plan sponsor, the stabilized and nonstabilized rates are prescribed by IRC Section 430 and relevant regulations.</p> | |
| Mortality sponsor elections | | |
| • Healthy and disabled participants | <p>Section 430(h)(3) prescribed separate generational annuitant and non-annuitant mortality tables as outlined in Internal Revenue Bulletin 2023-46 and Federal Register 2023-23267. These tables are based on the Pri-2012 mortality tables projected with generational mortality improvements using scale MP-2021 (with IRS limitations on mortality improvement applied).</p> <p>Rationale: Given the mortality election made by the plan sponsor, the mortality rates are prescribed by IRC Section 430 and relevant regulations.</p> | |
| 417(e) lump sums | <p>Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and currently year 417 (e) unisex mortality.</p> <p>Rationale: These are the IRC Section 430 prescribed rates and IRC Section 417 (e) mortality tables. The valuation methodology is prescribed by the IRS.</p> | |
| Other economic assumptions | | |
| • Salary increases | N/A | |
| • Flat-dollar benefit increases | N/A | |
| • Social Security wage base | N/A | |
| • Inflation | N/A | |
| • Expected investment return | N/A | |
| • Expenses | Administrative expenses are paid by the employer. | |

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

| Demographic assumptions | | | |
|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|------------------------------------|
| • Withdrawal | None; Not applicable since all active participants are retirement eligible. | | |
| • Disability incidence | None | | |
| • Retirement age | Percentage | | |
| | Attained age | Less than 30 years of service | 30 years of service or more |
| | 55 | 5% | 5% |
| | 56 | 5% | 5% |
| | 57 | 5% | 5% |
| | 58 | 5% | 5% |
| | 59 | 5% | 5% |
| | 60 | 10% | 10% |
| | 61 | 10% | 10% |
| | 62 | 10% | 100% |
| | 63 | 10% | 100% |
| | 64 | 10% | 100% |
| | 65 and above | 100% | 100% |
| | <p>Rationale: The retirement rates are based on broadly accepted models of participant behavior, adjusted to reflect potential increases in working years consistent with potential increases in life spans. Annual review of the experience of the plan has shown these tables produce a reasonable approximation of the retirement rate experience in the plan. The expectation is that future patterns and circumstances of the employer will not differ significantly.</p> | | |
| • Benefit commencement age for | | | |
| – Current vested deferred | 65 | | |
| • Spouse assumptions | Male participants | Female participants | |
| – Percentage married | 80% | 80% | |
| – Spouse age difference | 4 years younger | 4 years older | |
| Form of payment | Lump sum | Life annuity | |
| • Active retirements | 100% | 0% | |
| • Future deaths | 100% | 0% | |
| • Current vested deferred | 0% | 100% | |
| Unpredictable contingent event assumptions | N/A | | |

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

Actuarial methods for funding

Asset methods

The asset valuation method is the fair market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual is the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

| | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small> | Single-Employer Defined Benefit Plan Actuarial Information <small>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).</small> ▶ File as an attachment to Form 5500 or 5500-SF. | <small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|

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

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

| | | |
|-------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| A Name of plan MACGREGOR USA INC. SALARIED PENSION PLAN | B Three-digit plan number (PN) ▶ | 002 |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF MACGREGOR USA INC. | D Employer Identification Number (EIN) 46-3622213 | |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500 | |

Part I Basic Information

| | | | |
|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------|
| 1 | Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u> | | |
| 2 | Assets: | | |
| | a Market value | 2a | 1,251,969 |
| | b Actuarial value | 2b | 1,251,969 |
| 3 | Funding target/participant count breakdown | (1) Number of participants | (2) Vested Funding Target |
| | a For retired participants and beneficiaries receiving payment | 10 | 1,216,899 |
| | b For terminated vested participants | 2 | 83,283 |
| | c For active participants | 3 | 160,137 |
| | d Total | 15 | 1,460,319 |
| 4 | If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/> | | |
| | a Funding target disregarding prescribed at-risk assumptions | 4a | |
| | b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | 4b | |
| 5 | Effective interest rate | 5 | 4.96% |
| 6 | Target normal cost | | |
| | a Present value of current plan year accruals | 6a | 0 |
| | b Expected plan-related expenses | 6b | 0 |
| | c Target normal cost | 6c | 0 |

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

| | | |
|------------------|---------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| SIGN HERE | Signature of actuary | <u>09/23/2025</u> Date |
| | <u>RACHEL A. BATTAH</u> Type or print name of actuary | <u>2306672</u> Most recent enrollment number |
| | <u>MERCER</u> Firm name | <u>614-227-5500</u> Telephone number (including area code) |
| | <u>325 JOHN H. MCCONNELL BOULEVARD</u> <u>SUITE 350</u> <u>COLUMBUS OH 43215</u> Address of the firm | |

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

| Part 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 | 0 |
| 8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | | |
| 9 Amount remaining (line 7 minus line 8) | 0 | 0 |
| 10 Interest on line 9 using prior year's actual return of <u>14.59%</u> | 0 | 0 |
| 11 Prior year's excess contributions to be added to prefunding balance: | | |
| a Present value of excess contributions (line 38a from prior year) | | 400 |
| b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.11%</u> | | 20 |
| b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return | | |
| c Total available at beginning of current plan year to add to prefunding balance | | 420 |
| 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 | 0 |

| Part III Funding Percentages | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|--------|
| 14 Funding target attainment percentage | 14 | 85.73% |
| 15 Adjusted funding target attainment percentage | 15 | 85.73% |
| 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 | 80.00% |
| 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 | |
|--------------------------|-----------------------------------|---------------------------------|--------------------------|-----------------------------------|---------------------------------|---|
| 03/12/2024 | 21,000 | 0 | | | | |
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| Totals ▶ | | | 18(b) | 21,000 | 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 | 20,804 |

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 | 0 |

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% | <input type="checkbox"/> 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) | <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute | | | |

Part VI Miscellaneous Items

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

| | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|-------------------|--------------------|
| 31 Target normal cost and excess assets (see instructions): | | | |
| a Target normal cost (line 6c)..... | 31a | 0 | |
| b Excess assets, if applicable, but not greater than line 31a | 31b | 0 | |
| 32 Amortization installments: | Outstanding Balance | | Installment |
| a Net shortfall amortization installment | 208,350 | | 20,523 |
| 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 | 20,523 | |
| | | Carryover balance | Prefunding balance |
| 35 Balances elected for use to offset funding requirement | | | 0 |
| 36 Additional cash requirement (line 34 minus line 35)..... | 36 | 20,523 | |
| 37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)..... | 37 | 20,804 | |
| 38 Present value of excess contributions for current year (see instructions) | | | |
| a Total (excess, if any, of line 37 over line 36) | 38a | 281 | |
| b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances | 38b | | |
| 39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)..... | 39 | 0 | |
| 40 Unpaid minimum required contributions for all years | 40 | 0 | |

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

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

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

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 62.

| (A) Retirement age | (B) Retirement percent | (C) Lx | (D) Number of employees expected to retire (B) x (C) | (E) (A) x (D) |
|-----------------------|---------------------------|-----------|------------------------------------------------------------|------------------|
| 55 | 5.0% | 10,000 | 500 | 27,500 |
| 56 | 5.0% | 9,500 | 475 | 26,600 |
| 57 | 5.0% | 9,025 | 451 | 25,707 |
| 58 | 5.0% | 8,574 | 429 | 24,882 |
| 59 | 5.0% | 8,145 | 407 | 24,013 |
| 60 | 10.0% | 7,738 | 774 | 46,440 |
| 61 | 10.0% | 6,964 | 696 | 42,456 |
| 62 | 10.0% | 6,268 | 627 | 38,874 |
| 63 | 10.0% | 5,641 | 564 | 35,532 |
| 64 | 10.0% | 5,077 | 508 | 32,512 |
| 65 | 100.0% | 4,569 | 4,569 | 296,985 |
| Total | | | 10,000 | 621,501 |
| Average | | | | 62.15 |

Weighted Average Retirement Age: 62

The weighted average retirement age is the total for column E divided by the total for column D, rounded to the nearest integral age. It should be noted that while only integral values are shown in the table, the full content of each cell, including decimal portions, is used in the calculations. This calculation has been done using ultimate rates for a participant with less than 30 years of service at time of retirement.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial assumptions for January 1, 2024 funding valuation**

| Discount rate sponsor elections | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| • Segment rates or full yield curve | Segment | |
| • Look-back months | 4 | |
| | Stabilized | Nonstabilized |
| • First 5 years | 4.75% | 3.62% |
| • Next 15 years | 4.87% | 4.46% |
| • Over 20 years | 5.59% | 4.52% |
| Rationale: Given the segment rate and look-back election made by the plan sponsor, the stabilized and nonstabilized rates are prescribed by IRC Section 430 and relevant regulations. | | |
| Mortality sponsor elections | | |
| • Healthy and disabled participants | Section 430(h)(3) prescribed separate generational annuitant and non-annuitant mortality tables as outlined in Internal Revenue Bulletin 2023-46 and Federal Register 2023-23267. These tables are based on the Pri-2012 mortality tables projected with generational mortality improvements using scale MP-2021 (with IRS limitations on mortality improvement applied). Rationale: Given the mortality election made by the plan sponsor, the mortality rates are prescribed by IRC Section 430 and relevant regulations. | |
| 417(e) lump sums | Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and currently year 417 (e) unisex mortality. Rationale: These are the IRC Section 430 prescribed rates and IRC Section 417 (e) mortality tables. The valuation methodology is prescribed by the IRS. | |
| Other economic assumptions | | |
| • Salary increases | N/A | |
| • Flat-dollar benefit increases | N/A | |
| • Social Security wage base | N/A | |
| • Inflation | N/A | |
| • Expected investment return | N/A | |
| • Expenses | Administrative expenses are paid by the employer. | |

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

• **Withdrawal** None; Not applicable since all active participants are retirement eligible.

• **Disability incidence** None

| Retirement age | Percentage | |
|----------------|-------------------------------|-----------------------------|
| | Less than 30 years of service | 30 years of service or more |
| Attained age | | |
| 55 | 5% | 5% |
| 56 | 5% | 5% |
| 57 | 5% | 5% |
| 58 | 5% | 5% |
| 59 | 5% | 5% |
| 60 | 10% | 10% |
| 61 | 10% | 10% |
| 62 | 10% | 100% |
| 63 | 10% | 100% |
| 64 | 10% | 100% |
| 65 and above | 100% | 100% |

Rationale: The retirement rates are based on broadly accepted models of participant behavior, adjusted to reflect potential increases in working years consistent with potential increases in life spans. Annual review of the experience of the plan has shown these tables produce a reasonable approximation of the retirement rate experience in the plan. The expectation is that future patterns and circumstances of the employer will not differ significantly.

• **Benefit commencement age for**

– Current vested deferred 65

• **Spouse assumptions** **Male participants** **Female participants**

– Percentage married 80% 80%

– Spouse age difference 4 years younger 4 years older

Form of payment **Lump sum** **Life annuity**

• Active retirements 100% 0%

• Future deaths 100% 0%

• Current vested deferred 0% 100%

Unpredictable contingent event assumptions N/A

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial methods for funding****Asset methods**

The asset valuation method is the fair market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual is the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions**

| | |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Effective date and plan year | Original plan: January 1, 1994 Restated plan: January 1, 2012 Plan year: Calendar year |
| Status of the plan | The plan is frozen as of December 31, 2006. |
| Significant events that occurred during the year | To the best of our knowledge, there were no significant events during the year. |
| Definitions | |
| Eligibility | Each non-union employee who was a Participant on October 31, 1992 or as of the effective date shall become a participant as of that date. Any other non-union employee becomes a participant on their employment date or transfer date. Former Employees of Atlas Marine Services became Participants on January 1, 2002. No new participants are allowed in the plan after December 31, 2006. |
| Employee contributions | None |
| Service | Continuous employment with the corporation (including service with Abex Corporation). Effective December 31, 2006, service considered for benefit amount purposes only is frozen as of that date. A participant will continue to earn service for benefit eligibility purposes only after December 31, 2006. |
| Compensation | Prior to January 1, 1994 – Total cash remuneration, including overtime, commissions, and incentive compensation, but excluding other forms of irregular payments. Post January 1, 1994 – W-2. |
| Average annual compensation | Participant's highest average compensation during any 60 consecutive months during the last 120 months. Effective December 31, 2006, a participant's average annual compensation may not include compensation earned after December 31, 2006. |
| Actuarial equivalence | Interest: 7.0% per annum Mortality: 1971 Group Annuity Mortality Table for males with a two year setback. |
| Lump sum actuarial equivalence | Interest: Segmented interest rates for the December preceding the valuation date. Mortality: Applicable mortality for lump sum payments under PPA as of the valuation date. |
| Normal retirement | |
| Eligibility | Participants are eligible for Normal Retirement on their 65th birthday. |
| Benefit | Benefit payable for life of the participant equal to (a) + (b) but not less than (c) or (d): (a) 1.05% of Average Annual Compensation times Years of Credited Service not in excess of 30 years. (b) 0.45% of Average Annual Compensation in excess of Covered Compensation times years of Credited Service to a maximum of 30 years. (c) The participants accrued benefit under the prior plan in effect December 31, 1989. |

Schedule SB, Part V — Summary of Plan Provisions

| | |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>(d) The participants accrued benefit under the Prior Plan Formula in effect December 31, 1995.</p> <p>Participants who are due benefits from Abex Corporation, ASEA Hagglands, Inc., and ABB Power Generation, Inc. will have the above benefit offset by their accrued benefit under these plans to yield a net benefit due.</p> <p>Benefit amounts are frozen as of December 31, 2006.</p> |
| Early retirement | |
| Eligibility | Participants are eligible for Early Retirement after attainment of age 55 and completion of 10 years of continuous service. Certain grandfathered participants are eligible to retire after age plus service equals or exceeds 75. |
| Benefit | <p>The above benefit reduced by 1/3 of 1% for each month the benefit commencement date precedes Normal Retirement.</p> <p>However, for a participant who retires with more than 30 years of service, the benefit is reduced by 1/3 of 1% for each month the benefit commencement date precedes the participants 62nd birthday. (Certain grandfathered participants get their reduction calculated from their 60th birthday.)</p> <p>Effective May 1, 2017, a participant who remains in employment may elect to receive an unreduced, in-service distribution upon attainment of age 62.</p> |
| Deferred vested | |
| Eligibility | A participant who separates from service before Early Retirement Age with a 100% vested benefit is eligible for Deferred vested retirement. |
| Benefit | <p>The above Normal Retirement benefit commencing on the date the participant would have attained Normal Retirement Age; provided, however, if the participant separates with at least 10 years of service, the benefit may commence at any time following the attainment of age 60 or when the Participant's age plus service equals 75 or more (but not earlier than 55). If a participant elects to commence the benefit before Normal Retirement Age, the Normal Retirement benefit will be reduced by ½ of 1% for each month the commencement date precedes the Normal Retirement Date.</p> <p>Effective December 31, 2006 all benefits accrued as of that date were 100% vested on December 31, 2006.</p> |
| Disability | |
| Eligibility | Termination of employment as the result of total disability. |
| Benefit | A participant who is disabled prior to Normal Retirement shall receive a benefit at Normal Retirement assuming the participant continued to earn Credited Service at the rate of compensation in effect on the date of disability through that period, but no later than December 31, 2006. |
| Pre-retirement death | |
| Eligibility | Death before retirement benefits commencement with a surviving spouse. |
| Benefit prior to early retirement | The eligible surviving spouse of a vested participant will receive benefits payable at the participant's earliest retirement date or immediately if the participant was eligible for retirement on the date of death. The pension will equal one half of the pension due the participant had he or she terminated on the day before death and elected a 50% Joint & Survivorship at the first eligible age. |
| Form of benefits | |

Schedule SB, Part V — Summary of Plan Provisions

| | |
|-------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Automatic form for unmarried participants | Life annuity |
| Automatic form for married participants | 50% Joint & Survivor annuity |
| Optional forms | Lump sum Life annuity 50%, 75% or 100% Joint & Survivor annuity Social Security leveling option |
| Optional form conversion factors | 417(e) assumptions for social security level income option and lump sums; 7.0% and 1971 GAM table for males setback two years for all other payment forms. |
| Miscellaneous | |
| Maximum compensation | Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is frozen at the 2006 level since the plan was frozen as of December 31, 2006. |
| Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000. |

Benefits included or excluded

Unless noted below, all benefits provided by the plan, as restated effective January 1, 2012, are included in this valuation.

- **Most recent plan amendments included:** All provisions incorporated in the 2012 restatement are included because it was adopted by the valuation date and is effective by the end of the plan year. The most recent plan amendment, effective May 1, 2017, is included as it was adopted prior to the valuation date.
- **Plan amendments excluded:** None
- **Late retirement increases:**
 - *Active participants:* Active participants over normal retirement age are valued including the late retirement actuarial increase. There are currently no active participants over age 65.
 - *Deferred vested participants:* Current deferred vested participants are assumed to retire at Normal Retirement.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Schedule SB, Part V — Summary of Plan Provisions**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.
- **IRC Section 415(b) benefit limitations:** The limitations of Internal Revenue Code Section 415(b) have been incorporated into our calculations.

Plan provision changes since prior valuation

Mortality and interest for lump sum actuarial equivalence were updated from 2023 to 2024.

Maximum benefit amounts under IRS rules were updated from 2023 to 2024.

Schedule SB, line 26 — Schedule of Active Participants

| Attained age | Years of credited service at date of pan freeze (December 31, 2006) | | | | | | | | | | Total |
|--------------|---------------------------------------------------------------------|-----|-----|-------|-------|-------|-------|-------|-------|---------|-------|
| | Under 1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40 & up | |
| Under 25 | | | | | | | | | | | |
| 25-29 | | | | | | | | | | | |
| 30-34 | | | | | | | | | | | |
| 35-39 | | | | | | | | | | | |
| 40-44 | | | | | | | | | | | |
| 45-49 | | | | | | | | | | | |
| 50-54 | | | | | | | | | | | |
| 55-59 | | | 1 | | | | | | | | 1 |
| 60-64 | | 1 | 1 | | | | | | | | 2 |
| 65-69 | | | | | | | | | | | |
| 70 & up | | | | | | | | | | | |
| Total | | 1 | 2 | | | | | | | | 3 |

In each cell, the top number is the count of active participants for each age/service combination.

Schedule SB, line 32 — Schedule of Amortization Bases

The total shortfall amortization charge is the sum of the individual shortfall amortization installment for each plan year since the IRC Section 430 changes made by ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than \$0.

| Shortfall bases | | | | |
|------------------|---------------------|-----------------|------------------|----------|
| Year established | Outstanding balance | Years remaining | 2024 Installment | |
| 2023 | \$ 351,257 | 14 | \$ | 33,525 |
| 2024 | (142,907) | 15 | | (13,002) |
| Total | \$ 208,350 | | \$ | 20,523 |

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

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 62.

| (A) Retirement age | (B) Retirement percent | (C) Lx | (D) Number of employees expected to retire (B) x (C) | (E) (A) x (D) |
|-----------------------|---------------------------|-----------|------------------------------------------------------------|------------------|
| 55 | 5.0% | 10,000 | 500 | 27,500 |
| 56 | 5.0% | 9,500 | 475 | 26,600 |
| 57 | 5.0% | 9,025 | 451 | 25,707 |
| 58 | 5.0% | 8,574 | 429 | 24,882 |
| 59 | 5.0% | 8,145 | 407 | 24,013 |
| 60 | 10.0% | 7,738 | 774 | 46,440 |
| 61 | 10.0% | 6,964 | 696 | 42,456 |
| 62 | 10.0% | 6,268 | 627 | 38,874 |
| 63 | 10.0% | 5,641 | 564 | 35,532 |
| 64 | 10.0% | 5,077 | 508 | 32,512 |
| 65 | 100.0% | 4,569 | 4,569 | 296,985 |
| Total | | | 10,000 | 621,501 |
| Average | | | | 62.15 |

Weighted Average Retirement Age: 62

The weighted average retirement age is the total for column E divided by the total for column D, rounded to the nearest integral age. It should be noted that while only integral values are shown in the table, the full content of each cell, including decimal portions, is used in the calculations. This calculation has been done using ultimate rates for a participant with less than 30 years of service at time of retirement.

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions**

| | |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Effective date and plan year | Original plan: January 1, 1994 Restated plan: January 1, 2012 Plan year: Calendar year |
| Status of the plan | The plan is frozen as of December 31, 2006. |
| Significant events that occurred during the year | To the best of our knowledge, there were no significant events during the year. |
| Definitions | |
| Eligibility | Each non-union employee who was a Participant on October 31, 1992 or as of the effective date shall become a participant as of that date. Any other non-union employee becomes a participant on their employment date or transfer date. Former Employees of Atlas Marine Services became Participants on January 1, 2002. No new participants are allowed in the plan after December 31, 2006. |
| Employee contributions | None |
| Service | Continuous employment with the corporation (including service with Abex Corporation). Effective December 31, 2006, service considered for benefit amount purposes only is frozen as of that date. A participant will continue to earn service for benefit eligibility purposes only after December 31, 2006. |
| Compensation | Prior to January 1, 1994 – Total cash remuneration, including overtime, commissions, and incentive compensation, but excluding other forms of irregular payments. Post January 1, 1994 – W-2. |
| Average annual compensation | Participant's highest average compensation during any 60 consecutive months during the last 120 months. Effective December 31, 2006, a participant's average annual compensation may not include compensation earned after December 31, 2006. |
| Actuarial equivalence | Interest: 7.0% per annum Mortality: 1971 Group Annuity Mortality Table for males with a two year setback. |
| Lump sum actuarial equivalence | Interest: Segmented interest rates for the December preceding the valuation date. Mortality: Applicable mortality for lump sum payments under PPA as of the valuation date. |
| Normal retirement | |
| Eligibility | Participants are eligible for Normal Retirement on their 65th birthday. |
| Benefit | Benefit payable for life of the participant equal to (a) + (b) but not less than (c) or (d): (a) 1.05% of Average Annual Compensation times Years of Credited Service not in excess of 30 years. (b) 0.45% of Average Annual Compensation in excess of Covered Compensation times years of Credited Service to a maximum of 30 years. (c) The participants accrued benefit under the prior plan in effect December 31, 1989. |

Schedule SB, Part V — Summary of Plan Provisions

(d) The participants accrued benefit under the Prior Plan Formula in effect December 31, 1995.

Participants who are due benefits from Abex Corporation, ASEA Hagglunds, Inc., and ABB Power Generation, Inc. will have the above benefit offset by their accrued benefit under these plans to yield a net benefit due.

Benefit amounts are frozen as of December 31, 2006.

Early retirement

Eligibility Participants are eligible for Early Retirement after attainment of age 55 and completion of 10 years of continuous service. Certain grandfathered participants are eligible to retire after age plus service equals or exceeds 75.

Benefit The above benefit reduced by 1/3 of 1% for each month the benefit commencement date precedes Normal Retirement.
However, for a participant who retires with more than 30 years of service, the benefit is reduced by 1/3 of 1% for each month the benefit commencement date precedes the participants 62nd birthday. (Certain grandfathered participants get their reduction calculated from their 60th birthday.)
Effective May 1, 2017, a participant who remains in employment may elect to receive an unreduced, in-service distribution upon attainment of age 62.

Deferred vested

Eligibility A participant who separates from service before Early Retirement Age with a 100% vested benefit is eligible for Deferred vested retirement.

Benefit The above Normal Retirement benefit commencing on the date the participant would have attained Normal Retirement Age; provided, however, if the participant separates with at least 10 years of service, the benefit may commence at any time following the attainment of age 60 or when the Participant's age plus service equals 75 or more (but not earlier than 55). If a participant elects to commence the benefit before Normal Retirement Age, the Normal Retirement benefit will be reduced by ½ of 1% for each month the commencement date precedes the Normal Retirement Date.
Effective December 31, 2006 all benefits accrued as of that date were 100% vested on December 31, 2006.

Disability

Eligibility Termination of employment as the result of total disability.

Benefit A participant who is disabled prior to Normal Retirement shall receive a benefit at Normal Retirement assuming the participant continued to earn Credited Service at the rate of compensation in effect on the date of disability through that period, but no later than December 31, 2006.

Pre-retirement death

Eligibility Death before retirement benefits commencement with a surviving spouse.

Benefit prior to early retirement The eligible surviving spouse of a vested participant will receive benefits payable at the participant's earliest retirement date or immediately if the participant was eligible for retirement on the date of death. The pension will equal one half of the pension due the participant had he or she terminated on the day before death and elected a 50% Joint & Survivorship at the first eligible age.

Form of benefits

Schedule SB, Part V — Summary of Plan Provisions

| | |
|-------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Automatic form for unmarried participants | Life annuity |
| Automatic form for married participants | 50% Joint & Survivor annuity |
| Optional forms | Lump sum Life annuity 50%, 75% or 100% Joint & Survivor annuity Social Security leveling option |
| Optional form conversion factors | 417(e) assumptions for social security level income option and lump sums; 7.0% and 1971 GAM table for males setback two years for all other payment forms. |
| Miscellaneous | |
| Maximum compensation | Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is frozen at the 2006 level since the plan was frozen as of December 31, 2006. |
| Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000. |

Benefits included or excluded

Unless noted below, all benefits provided by the plan, as restated effective January 1, 2012, are included in this valuation.

- **Most recent plan amendments included:** All provisions incorporated in the 2012 restatement are included because it was adopted by the valuation date and is effective by the end of the plan year. The most recent plan amendment, effective May 1, 2017, is included as it was adopted prior to the valuation date.
- **Plan amendments excluded:** None
- **Late retirement increases:**
 - *Active participants:* Active participants over normal retirement age are valued including the late retirement actuarial increase. There are currently no active participants over age 65.
 - *Deferred vested participants:* Current deferred vested participants are assumed to retire at Normal Retirement.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Schedule SB, Part V — Summary of Plan Provisions**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.
- **IRC Section 415(b) benefit limitations:** The limitations of Internal Revenue Code Section 415(b) have been incorporated into our calculations.

Plan provision changes since prior valuation

Mortality and interest for lump sum actuarial equivalence were updated from 2023 to 2024.

Maximum benefit amounts under IRS rules were updated from 2023 to 2024.

Schedule SB, line 32 — Schedule of Amortization Bases

The total shortfall amortization charge is the sum of the individual shortfall amortization installment for each plan year since the IRC Section 430 changes made by ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than \$0.

| Shortfall bases | | | | |
|------------------|---------------------|-----------------|------------------|--|
| Year established | Outstanding balance | Years remaining | 2024 Installment | |
| 2023 | \$ 351,257 | 14 | \$ 33,525 | |
| 2024 | (142,907) | 15 | (13,002) | |
| Total | \$ 208,350 | | \$ 20,523 | |