

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

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.) [x] a single-employer plan [] a DFE (specify) ____
B This return/report is: [] the first return/report [] the final return/report [] an amended return/report [] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. []
D Check box if filing under: [x] Form 5558 [] automatic extension [] the DFVC program [] special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. []

Part II Basic Plan Information—enter all requested information

1a Name of plan REVISION ENERGY INC. EMPLOYEE STOCK OWNERSHIP 401(K) PLAN
1b Three-digit plan number (PN) 002
1c Effective date of plan 10/01/2017
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) REVISION ENERGY INC. PO BOX 6 LIBERTY, ME 04949
2b Employer Identification Number (EIN) 82-2934561
2c Plan Sponsor's telephone number 207-589-4171
2d Business code (see instructions) 238220

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

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

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

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

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN
	3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN
	4d PN

5 Total number of participants at the beginning of the plan year	5	533
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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)	475
	6a(2)	441
	6b	1
	6c	72
	6d	514
	6e	0
	6f	514
	6g(1)	398
	6g(2)	492
	6h	4

7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	
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8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2A 2E 2F 2H 2I 2J 2K 2P 2Q 2T 3I 3D

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) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> 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 0

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

A Name of plan REVISION ENERGY INC. EMPLOYEE STOCK OWNERSHIP 401(K) PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 REVISION ENERGY INC.	D Employer Identification Number (EIN) 82-2934561	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

COMMONWEALTH FINANCIAL NETWORK

29 SAWYER RD., ONE
UNIVERSITY OFFICE PARK
WALTHAM, MA 02453

04-2675571

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	INVESTMENT ADVISOR	38908	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	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 REVISION ENERGY INC. EMPLOYEE STOCK OWNERSHIP 401(K) PLAN	B Three-digit plan number (PN) 002
C Plan sponsor's name as shown on line 2a of Form 5500 REVISION ENERGY INC.	D Employer Identification Number (EIN) 82-2934561

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

		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	29423	0
(2) Participant contributions	1b(2)	56619	0
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(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)	12122598	16556628
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	42119900	35856764
(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	54328540	52413392
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	17467	17157
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	17467	17157
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	54311073	52396235

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)	938407	
(B) Participants.....	2a(1)(B)	1916677	
(C) Others (including rollovers).....	2a(1)(C)	486018	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		3341102
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		0
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	-5973230	
(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)		1903112
c Other income	2c		2100
d Total income. Add all income amounts in column (b) and enter total	2d		-726916

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1148313	
(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)		1148313
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		701
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	38908	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		38908
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1187922

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-1914838
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: **BAKER NEWMAN NOYES**

(2) EIN: **01-0494526**

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.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	2382
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
e Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
l Has the plan failed to provide any benefit when due under the plan?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.	<input type="checkbox"/>	<input type="checkbox"/>	

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 _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	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 <u>REVISION ENERGY INC. EMPLOYEE STOCK OWNERSHIP 401(K) PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>REVISION ENERGY INC.</u>	D Employer Identification Number (EIN) <u>82-2934561</u>	

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): 82-2934561

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	
---	--

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 12 / 29 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q704390A.

BAKER
NEWMAN
NOYES

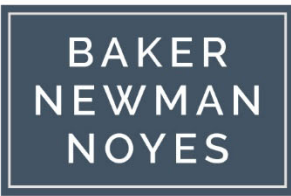
ReVision Energy, Inc.
Employee Stock Ownership 401(k) Plan

Financial Statements and Schedules

Years Ended December 31, 2024 and 2023
With Independent Auditors' Report

Baker Newman & Noyes LLC
MAINE | MASSACHUSETTS | NEW HAMPSHIRE
800.244.7444 | www.bnn CPA.com





INDEPENDENT AUDITORS' REPORT

The Plan Administrator and Participants
ReVision Energy, Inc. Employee Stock Ownership 401(k) Plan

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

We have performed audits of the financial statements of the ReVision Energy, Inc. Employee Stock Ownership 401(k) Plan (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 (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' 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.

Emphasis of Matter – Significant Concentration

As disclosed in Note 6 to the financial statements, the fair value of the Plan's investment in ReVision Energy, Inc. common stock, representing approximately 68 and 78 percent of the Plan's assets as of December 31, 2024 and 2023, respectively, has been determined by an independent appraiser in the absence of readily determinable fair market value. Because of the inherent uncertainty of valuation, the value may differ significantly from the value that would have been used had a ready market for the investments existed, and the differences could be material. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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 U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024 and Schedule of Delinquent Participant Contributions 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

The Plan Administrator
ReVision Energy, Inc. Employee Stock Ownership 401(k) Plan

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The 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).

Baker Newman & Wojes LLC

Portland, Maine
October 7, 2025

**REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2024 and 2023

	Participant Directed 401(k)	Nonparticipant Directed Allocated	Nonparticipant Directed Unallocated	Total
<u>2024</u>				
Assets:				
Investments at fair value:				
Investment in ReVision Energy, Inc. common stock	\$ —	\$6,699,774	\$29,156,990	\$35,856,764
Mutual funds	<u>16,556,628</u>	<u>—</u>	<u>—</u>	<u>16,556,628</u>
Total investments, at fair value	16,556,628	6,699,774	29,156,990	52,413,392
Total assets	16,556,628	6,699,774	29,156,990	52,413,392
Liabilities:				
Note payable to ReVision Energy, Inc.	<u>—</u>	<u>—</u>	<u>17,157</u>	<u>17,157</u>
Total liabilities	<u>—</u>	<u>—</u>	<u>17,157</u>	<u>17,157</u>
Net assets available for benefits	<u>\$16,556,628</u>	<u>\$6,699,774</u>	<u>\$29,139,833</u>	<u>\$52,396,235</u>
<u>2023</u>				
Assets:				
Investments at fair value:				
Investment in ReVision Energy, Inc. common stock	\$ —	\$6,932,209	\$35,187,691	\$42,119,900
Mutual funds	<u>12,122,598</u>	<u>—</u>	<u>—</u>	<u>12,122,598</u>
Total investments, at fair value	12,122,598	6,932,209	35,187,691	54,242,498
Receivables:				
Participant contributions	56,619	—	—	56,619
Employer contributions	<u>29,423</u>	<u>—</u>	<u>—</u>	<u>29,423</u>
Total receivables	<u>86,042</u>	<u>—</u>	<u>—</u>	<u>86,042</u>
Total assets	12,208,640	6,932,209	35,187,691	54,328,540
Liabilities:				
Note payable to ReVision Energy, Inc.	<u>—</u>	<u>—</u>	<u>17,467</u>	<u>17,467</u>
Total liabilities	<u>—</u>	<u>—</u>	<u>17,467</u>	<u>17,467</u>
Net assets available for benefits	<u>\$12,208,640</u>	<u>\$6,932,209</u>	<u>\$35,170,224</u>	<u>\$54,311,073</u>

See accompanying notes.

**REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN**

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Years ended December 31, 2024 and 2023

	Participant Directed 401(k)	Nonparticipant Directed Allocated	Nonparticipant Directed Unallocated	Total
<u>2024</u>				
Changes to net assets attributable to:				
Net depreciation in fair value of ReVision Energy, Inc. common stock	\$ —	\$ (948,506)	\$ (5,024,724)	\$ (5,973,230)
Net appreciation in fair value of participant-directed 401(k) investments	1,574,124	—	—	1,574,124
Dividends and interest	331,088	—	—	331,088
Allocation of 2,709 shares of ReVision Energy, Inc. common stock, at fair value	—	1,005,977	—	1,005,977
Employer contributions	937,396	—	1,011	938,407
Participants' contributions	1,916,677	—	—	1,916,677
Rollover contributions	486,018	—	—	486,018
Total additions (deductions)	<u>5,245,303</u>	<u>57,471</u>	<u>(5,023,713)</u>	<u>279,061</u>
Deductions from net assets attributable to:				
Benefits paid to participants	969,001	179,312	—	1,148,313
Administrative expenses	38,908	—	—	38,908
Interest expense	—	—	701	701
Allocation of 2,709 shares of ReVision Energy, Inc. common stock, at fair value	—	—	1,005,977	1,005,977
Total deductions	<u>1,007,909</u>	<u>179,312</u>	<u>1,006,678</u>	<u>2,193,899</u>
Net increase (decrease)	4,237,394	(121,841)	(6,030,391)	(1,914,838)
Transfers from ESOP into 401(k)	110,594	(110,594)	—	—
Net assets available for benefits, beginning of year	<u>12,208,640</u>	<u>6,932,209</u>	<u>35,170,224</u>	<u>54,311,073</u>
Net assets available for benefits, end of year	<u>\$16,556,628</u>	<u>\$6,699,774</u>	<u>\$29,139,833</u>	<u>\$52,396,235</u>
<u>2023</u>				
Changes to net assets attributable to:				
Net appreciation in fair value of ReVision Energy, Inc. common stock	\$ —	\$1,171,727	\$ 7,398,511	\$ 8,570,238
Net appreciation in fair value of participant-directed 401(k) investments	1,541,032	—	—	1,541,032
Dividends and interest	241,234	—	—	241,234
Allocation of 2,709 shares of ReVision Energy, Inc. common stock, at fair value	—	1,173,559	—	1,173,559
Other income	2,788	—	—	2,788
Employer contributions	727,717	—	1,010	728,727
Participants' contributions	1,540,748	—	—	1,540,748
Rollover contributions	250,785	—	—	250,785
Total additions	<u>4,304,304</u>	<u>2,345,286</u>	<u>7,399,521</u>	<u>14,049,111</u>
Deductions from net assets attributable to:				
Benefits paid to participants	447,767	209,823	—	657,590
Administrative expenses	28,652	—	—	28,652
Interest expense	—	—	711	711
Allocation of 2,709 shares of ReVision Energy, Inc. common stock, at fair value	—	—	1,173,559	1,173,559
Total deductions	<u>476,419</u>	<u>209,823</u>	<u>1,174,270</u>	<u>1,860,512</u>
Net increase	3,827,885	2,135,463	6,225,251	12,188,599
Transfers from ESOP into 401(k)	96,316	(96,316)	—	—
Net assets available for benefits, beginning of year	<u>8,284,439</u>	<u>4,893,062</u>	<u>28,944,973</u>	<u>42,122,474</u>
Net assets available for benefits, end of year	<u>\$12,208,640</u>	<u>\$6,932,209</u>	<u>\$35,170,224</u>	<u>\$54,311,073</u>

See accompanying notes.

REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

1. Plan Description and Basis of Presentation

The following brief description of the ReVision Energy, Inc. Employee Stock Ownership 401(k) Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan Document for complete information.

ReVision Energy, Inc. (the Company) established the Plan as of October 1, 2017. The Company was formed in October 2017, for the purpose of purchasing a contracting business from ReVision Energy, LLC, a related party. The Plan operates as an employee stock ownership plan (ESOP) and as a defined contribution 401(k) plan covering substantially all employees of ReVision Energy, Inc. The Plan is designed to comply with Section 4975(e)(7) and 401(a) and the regulations thereunder of the Internal Revenue Code (IRC) of 1986, as amended and is subject to the applicable provisions of the *Employee Retirement Income Security Act of 1974* (ERISA). The Plan holds and administers both the employer issued stock held by the ESOP and the participant-directed 401(k) investment accounts.

The ESOP component of the Plan is a leveraged employee stock ownership plan. The Plan uses contributions from the Company, as well as proceeds from loans from the Company, to purchase shares of stock in accordance with the Plan. On October 1, 2017, the Plan purchased 100,000 shares of Company common stock, representing 100% of all Company shares outstanding, for \$20,000 (\$0.20 per share) using the proceeds of an exempt note from the Company. Any shares purchased through the proceeds from notes are held in a trust established by the Plan and considered unallocated. The borrowing is to be repaid by Company contributions to the trust. As the Plan makes each payment of principal on the note, an appropriate percentage of stock, as determined by the Trustee, is allocated to eligible participants' accounts in accordance with applicable regulations under the Code and as defined by the Plan. Accordingly, the financial statements of the Plan present separately the assets and liabilities of the ESOP component of the Plan and changes in net assets available for the ESOP component of the plan benefits pertaining to:

- 1) The accounts of participants with rights in allocated stock (Allocated); and
- 2) Stock not yet allocated to participants (Unallocated).

Effective January 1, 2024, the Plan was restated and adopted a non-standardized pre-approved plan document sponsored by Transition Finance Strategies LLC.

On December 29, 2022, the *SECURE 2.0 Act of 2022* (SECURE 2.0) was enacted to help improve retirement savings. The SECURE 2.0 Act made wide-ranging changes, both mandatory and elective, to qualified plans and its provisions have various effective dates. Significant provisions include the following:

- increase the required minimum distribution (RMD) age from 72 to 73, effective January 1, 2023, and to age 75, effective January 1, 2033,
- reduce the excise tax for failure to take RMDs from 50 percent to 25 percent of the RMD amount that was not taken, beginning January 1, 2023, and
- require all catch-up contributions for participants with compensation of more than \$145,000 (indexed for inflation) to be designated as Roth 401(k) contributions beginning after December 31, 2023.

REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

1. Plan Description and Basis of Presentation (Continued)

On August 25, 2023, the Internal Revenue Service announced a 2-year administrative transition period with respect to the requirement under section 603 of the SECURE 2.0 Act that catch-up contributions made on behalf of certain eligible participants be designated as Roth contributions.

The Plan will incorporate changes in its Plan document and administration to the extent required by the SECURE 2.0 Act.

Eligibility

Employees of the Company are eligible to participate in the Plan upon completion of one year of service and attainment of age 18 (age 21 through December 31, 2023). A year of service is defined as 1,000 hours of service during the Plan year. An employee shall become a participant in the Plan on the first day of the quarter coincident with or next following completion of the eligibility requirements. Participants will share in Company ESOP contributions for any Plan year during which they are employed on the last day of the Plan year and have completed 1,000 hours of service.

The SECURE Act expanded eligibility for certain long-term part-time (LTPT) employees. Effective January 1, 2024, part-time employees who have completed at least 500 hours of service in the three most recent consecutive years (2021 – 2023) are eligible to participate in the plan. Effective January 1, 2025, the requirement is being reduced from three to the two most recent consecutive years (2023 – 2024).

Contributions

The Company is obligated to make contributions to the Plan in amounts sufficient to allow the Plan to satisfy currently maturing obligations under any loan used by the Plan to acquire shares of the Company's common stock.

A participant may elect to contribute pretax compensation or post-tax Roth compensation, as defined in the Plan, up to the Internal Revenue Service (IRS) maximum allowable amount. A participant may also elect to have a certain eligible portion of their accounts considered in-plan Roth conversions and converted to a designated Roth account maintained for the benefit of the participant. The Company's matching contribution is 100% of the first 3% and 50% of the next 2% of compensation that a participant defers. The matching contribution formula complies with the Safe Harbor provisions of the IRC. Employer matching contributions are recorded in the same period as the corresponding participant contributions.

The Company may also make discretionary profit sharing contributions to the Plan. There were no employer profit sharing contributions during 2024 or 2023.

REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

1. Plan Description and Basis of Presentation (Continued)

Payment of Benefits

Distributions from the ESOP are allowed when a participant reaches normal retirement age of 65, dies, becomes permanently disabled or otherwise terminates employment with the Company. If a participant terminates service due to retirement, disability or death, they are entitled to elect to commence distribution of the vested account balance within one year following the retirement, disability or death. Participants are entitled to elect to commence distribution of their vested account balance within five years of severance of employment for any other reasons. If no election is made by the participant, distributions shall commence within sixty days of the Plan year end in which the participant becomes eligible for the distribution. Distributions of vested balances in excess of \$5,000 require written consent by the participant. Participants may receive the value of their benefits as installments over a fixed number of years up to five or, at the Company's discretion, as a lump sum distribution provided the Company has sufficient liquidity. The Company may also, at its discretion, cause the diversification of all or a portion of the ESOP accounts of participants whose benefits are eligible for distribution. Diversifications made in this manner are transferred to participants' 401(k) accounts to be invested in accordance with the participants' investment directions.

The 401(k) component of the Plan provides benefits to participants upon death, disability, retirement or termination of employment. Benefits will be paid to the participant in a lump-sum payment, non-recurring partial payments or by transfer to another qualifying plan. The Plan provides for the automatic cash-out of separated employees with account balances up to \$5,000 (\$1,000 through December 31, 2023).

Participants are permitted to take in-service distributions from their 401(k) accounts upon attaining normal retirement age.

Participants are permitted to take hardship withdrawals from their 401(k) accounts provided they meet certain criteria.

Voting Rights

The Trustee shall vote all shares of Company stock held by the Plan with respect to all corporate matters upon which Company shareholders are entitled or permitted to vote. Notwithstanding the foregoing, each participant is entitled to exercise voting rights attributable to the shares allocated to their account with respect to the approval or disapproval of any corporate merger or consolidation, recapitalization, reclassification, liquidation, dissolution, or sale of substantially all Company assets.

Plan Termination

The Company reserves the right to terminate the Plan at any time, subject to provisions of ERISA. Upon such termination of the Plan, the accounts of participants shall be fully vested and the interest of each participant in the trust fund will be distributed to such participant or their beneficiary at the time prescribed by the Plan terms and the IRC.

REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

1. Plan Description and Basis of Presentation (Continued)

Participant Accounts

ESOP Provisions

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each Plan year with a share of the employer contributions, dividends and forfeitures of terminated participants' nonvested accounts. Only those participants who are eligible employees of the Company as of the last day of the Plan year will receive an allocation. Allocations of contributions and forfeitures are based on a participant's allocation factor, which is a function of an employee's service with the Company. Dividends on allocated shares are applied to note payments and allocated proportionately to participants' accounts or distributed to participants in cash. Dividends on unallocated shares are applied to note payments. Plan earnings are allocated proportionately to participants' accounts based on the value of such accounts as of the beginning of the year. Share repurchases by the Company as a result of distributions are not allocated to participant accounts until recontributed by the Company.

The Plan's provisions allow for the conversion of cash held by active participants in exchange for an equivalent value of Company stock, held by terminated participants, based on the most recent appraised fair value of the stock.

401(k) Provisions

Each participant's account is credited with the participant's contributions and allocations of (a) the Company's matching contribution and (b) Plan earnings. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. The Plan does not allow for participant loans.

Vesting

ESOP Provisions

All contributions and benefits attributable to ESOP accounts shall vest in accordance with the schedule set out below:

<u>Years of Vesting Services</u>	<u>Percentage Vested</u>
< 3	0%
≥ 3	100%

If a participant's employment with the Company ends due to retirement, permanent disability or death, they will be considered fully vested in the balances in their account. If severance of employment occurs for any other reason, vesting will be based on total years of service with the Company.

REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

1. Plan Description and Basis of Presentation (Continued)

401(k) Provisions

Participants are immediately vested in their contributions and the employer matching contributions.

The Plan's vesting schedule for discretionary profit sharing Company contributions is as follows:

<u>Years of Vesting Service</u>	<u>Vesting Percentage</u>
Less than 1 years	0%
1 years but less than 2	20
2 years but less than 3	40
3 years but less than 4	60
4 years but less than 5	80
5 years or more	100

Put Option

Under federal income tax regulations, employer stock that is held by the Plan and its participants and is not readily tradable on an established market or is subject to trading limitations must include a put option which is described more fully in the Plan agreement. The put option is a right to demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the fair market value of the stock. The Company can pay for the purchase with interest over a period of five years. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company common stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25 percent of their allocated shares, less any shares previously diversified. In the sixth year, the percentage increases to 50 percent. Participants who elect to diversify have the option to transfer amounts eligible for diversification to their participant-directed 401(k) account, or to receive a distribution in cash.

Forfeitures

Forfeitures of ESOP balances are allocated to eligible participants using the same allocation formula as the allocation of shares of common stock for the Plan year. Forfeitures of terminated nonvested share balances allocated to participants totaled approximately \$3,100 and \$35,000 during 2024 and 2023, respectively.

REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

1. Plan Description and Basis of Presentation (Continued)

Forfeitures of 401(k) balances attributable to the nonvested portion of employer contributions may be used to pay Plan expenses or reduce future employer contributions. There were no forfeitures used for these purposes during 2024 or 2023. Forfeitures of 401(k) balances available at December 31, 2024 and 2023 were approximately \$6,500 and \$6,100, respectively.

2. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and Uncertainties

The 401(k) component of the Plan provides for investment options in mutual funds. Investment securities are exposed to various risks, such as interest rate, market and credit risks. The ESOP component of the Plan consists primarily of the Company's common stock, which is exposed to similar risks, as well as valuation assumptions based on earnings, cash flows and/or other such techniques. Due to the level of risk associated with investment securities, it is at least reasonably possible that changes in the values of the Plan's investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

Investment Valuation and Income Recognition

Investments in mutual funds are reported at fair value. Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at the measurement date. Purchases and sales of mutual funds are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

The shares of Company common stock are valued at fair value as determined by an independent third-party appraisal. The per share fair value at December 31, 2024 and 2023 was \$371.28 and \$433.13, respectively.

Net appreciation (depreciation) of Company common stock represents the change in fair value during the year as determined by the independent appraisal. Net appreciation (depreciation) of mutual funds includes gains and losses on investments bought and sold as well as held during the year.

REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

2. Summary of Significant Accounting Policies (Continued)

Distributions to Participants

Distributions to participants are recorded when paid.

Contributions

Contributions from participants are recorded during the period in which the Company makes payroll deductions. Employer discretionary profit sharing and matching contributions are recorded in the same period as the wages or related participant contributions.

Employer ESOP contributions are recorded when amounts are declared by the Plan Sponsor.

Administrative Expenses

Administrative expenses are paid by the Plan to the extent they are not paid by the Company.

Subsequent Events

The Plan has evaluated subsequent events through October 7, 2025, the date the financial statements were available to be issued.

3. Information Certified

The Plan's participant-directed 401(k) investments, net appreciation in fair value of participant-directed 401(k) investments, interest and dividends, and participant-directed 401(k) investment transactions as of and for the years ended December 31, 2024 and 2023, were obtained from information provided to the Plan Administrator and certified as complete and accurate by Ascensus, LLC, as an authorized representative of Ascensus Trust Company and Newport Trust Company, the trustees of the 401(k) assets of the Plan. Accordingly, as permitted under Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information certified by Ascensus, LLC, except for comparing such information certified by Ascensus, LLC to information included in the Plan's financial statements. The Plan's investments in Company common stock and related transactions have been audited.

4. Administration of ESOP Assets and ESOP Investment Information

The Plan's ESOP assets, which consist principally of shares of the Company common stock, are held by the ESOP Trustee. The ESOP Trustee also administers the payment of interest and principal on the loans, which is reimbursed to the Plan through contributions as determined by the Company.

Company contributions to the ESOP are maintained in a checking account and managed by the ESOP Trustee, which invests cash received and makes distributions to participants.

**REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN**

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

4. Administration of ESOP Assets and ESOP Investment Information (Continued)

The Plan's ESOP investments at December 31 are presented in the following table.

	2024		2023	
	<u>Allocated</u>	<u>Unallocated</u>	<u>Allocated</u>	<u>Unallocated</u>
Investment in ReVision Energy, Inc. common stock:				
Number of shares	<u>18,045.0724</u>	<u>78,530.9984</u>	<u>16,004.9167</u>	<u>81,240.4830</u>
Cost	\$ <u>3,609</u>	\$ <u>15,706</u>	\$ <u>3,201</u>	\$ <u>16,248</u>
Fair value	\$ <u>6,699,774</u>	\$ <u>29,156,990</u>	\$ <u>6,932,209</u>	\$ <u>35,187,691</u>
Fair value per share	\$ <u>371.28</u>	\$ <u>371.28</u>	\$ <u>433.13</u>	\$ <u>433.13</u>

5. Tax Status

Effective January 1, 2024, the Plan adopted a non-standardized pre-approved plan sponsored by Transition Finance Strategies LLC for which the Internal Revenue Service (IRS) has issued a favorable opinion letter, dated December 29, 2020 as to the plan's qualified status. The IRS determined that the previous plan document in effect through December 31, 2023, was qualified as tax-exempt by letter dated November 30, 2018. The plan opinion letters have been relied upon by the Plan. The Plan Administrator believes that the Plan is currently designed and is being operated in compliance with the requirements of the Internal Revenue Code.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by a plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that, more likely than not, would not be sustained upon examination by the IRS. The Plan Administrator has evaluated the Plan's tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no material uncertain tax positions that require adjustment to the financial statements. Therefore, no provision or liability for income taxes has been included 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.

REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

6. Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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

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

The fair value of mutual funds is based on the quoted market price of units held by the Plan at year end.

The fair value of the Company common stock held by the Plan is valued at fair value based upon an independent appraisal. The appraisal was based on income and market valuation techniques, including the direct equity method of valuation under the income approach and the completed transaction method under the market approach. The income approach was relied upon for the final opinion of value as there were not sufficient comparables under the market approach.

The appraiser also considered the impact of an appreciation rights and option plan for key employees for equivalent to 40,178 and 36,297 shares at December 31, 2024 and 2023, respectively.

**REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN**

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

6. Fair Value Measurements (Continued)

The appraiser calculated value based on the income method utilizing a 5% discount for lack of marketability to determine a value for all Company shares of \$371.28 and \$433.13 per share at December 31, 2024 and 2023, respectively.

The valuation process for Company common stock involves management's selection of an independent appraiser under a formal contract. Management accumulates the data for the appraiser from Company records, including the financial statements of the Company. The appraiser prepares a preliminary report which Company management, along with the ESOP trustee, reviews in detail, discusses and approves.

The preceding valuation method may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2024 and 2023:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
<u>2024</u>				
ReVision Energy, Inc. common stock	\$ —	\$ —	\$35,856,764	\$35,856,764
Mutual funds	<u>16,556,628</u>	<u>—</u>	<u>—</u>	<u>16,556,628</u>
Total	<u>\$16,556,628</u>	<u>\$ —</u>	<u>\$35,856,764</u>	<u>\$52,413,392</u>
<u>2023</u>				
ReVision Energy, Inc. common stock	\$ —	\$ —	\$42,119,900	\$42,119,900
Mutual funds	<u>12,122,598</u>	<u>—</u>	<u>—</u>	<u>12,122,598</u>
Total	<u>\$12,122,598</u>	<u>\$ —</u>	<u>\$42,119,900</u>	<u>\$54,242,498</u>

**REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN**

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

6. Fair Value Measurements (Continued)

The table below sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the years ended December 31:

	<u>Investment in Sponsor Company Common Stock</u>	
	<u>2024</u>	<u>2023</u>
Balance, beginning of year	\$42,119,900	\$33,855,801
Unrealized (depreciation) appreciation in fair value of Company common stock	(5,973,230)	8,570,238
Distributions	(179,312)	(209,823)
Redemptions to facilitate transfers to participant-directed 401(k) accounts	<u>(110,594)</u>	<u>(96,316)</u>
Balance, end of year	<u>\$35,856,764</u>	<u>\$42,119,900</u>

7. Notes Payable to Company

In 2017, the Plan purchased shares of the Company common stock and entered into a note payable agreement with the Company. This note payable is due in yearly installments of \$1,011, including interest at 4% through September 30, 2057. The outstanding balance on the note payable was \$17,157 and \$17,467 at December 31, 2024 and 2023, respectively. The note payable is collateralized by unallocated shares of the Company common stock.

The scheduled amortization of the loans is as follows:

2025	\$ 326
2026	339
2027	352
2028	366
2029	381
Thereafter	<u>15,393</u>
	<u>\$17,157</u>

The Company is obligated to make contributions to the Plan which equal the amount necessary to enable the Plan to make its regularly scheduled payments of principal and interest due on its term loans.

REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

8. Party-in-Interest Transactions

The Plan paid administrative expenses to its trustees and investment advisor of \$38,908 and \$28,652 during the years ended December 31, 2024 and 2023, respectively, which qualify as party-in-interest transactions. Various 401(k) investments are invested in Vanguard mutual funds, which qualify as party-in-interest, as Vanguard serves as the Plan's 401(k) recordkeeper. Vanguard has retained Ascensus to provide these services on its behalf.

The Plan invests in Company common stock and has indebtedness and related interest expense to the Company, which qualify as party-in-interest transactions.

**REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN**

SCHEDULE OF ASSETS HELD (AT END OF YEAR)

EIN: 82-2934561

Plan #002

December 31, 2024

(a) <u>Lessor or Similar Party</u>	(b) <u>Identity of Issue, Borrower,</u>	(c) <u>Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	American Funds EuroPacific Gr R6	Mutual Fund	\$ **	\$ 92,502
	American Funds Washington Mutual R6	Mutual Fund	**	156,468
	Calvert Balanced Fund R6	Mutual Fund	**	80,856
	Calvert Short Duration Income Fund	Mutual Fund	**	3,238
	Green Century Balanced Fund	Mutual Fund	**	414,380
	Impax Ellevest Global Women's Leadership Inv	Mutual Fund	**	154,201
	Impax Global Environmental Mrkts Inv	Mutual Fund	**	251,414
	Impax Small Cap Inv	Mutual Fund	**	87,895
	Nuveen Core Impact Bond Fund	Mutual Fund	**	11,503
	Parnassus Core Equity Fund	Mutual Fund	**	505,775
	Parnassus Mid Cap Fund	Mutual Fund	**	36,791
	RBC BlueBay Global High Yield Bond Fund	Mutual Fund	**	41,003
	Trillium ESG Global Equity Fund Inv	Mutual Fund	**	281,006
*	Vanguard 500 Index Adm	Mutual Fund	**	1,034,318
*	Vanguard Cash Reserves Federal MM Inv	Mutual Fund	**	46,298
*	Vanguard Emerging Mkts Stock Idx Adm	Mutual Fund	**	134,290
*	Vanguard Growth Index Adm	Mutual Fund	**	431,775
*	Vanguard Mid Cap Index Adm	Mutual Fund	**	321,970
*	Vanguard Real Estate Index Adm	Mutual Fund	**	68,610
*	Vanguard Small-Cap Index Adm	Mutual Fund	**	259,968
*	Vanguard Target Retirement 2020 Inv	Mutual Fund	**	11,215
*	Vanguard Target Retirement 2025 Inv	Mutual Fund	**	312,901
*	Vanguard Target Retirement 2030 Inv	Mutual Fund	**	397,588
*	Vanguard Target Retirement 2035 Inv	Mutual Fund	**	1,236,139
*	Vanguard Target Retirement 2040 Inv	Mutual Fund	**	811,045
*	Vanguard Target Retirement 2045 Inv	Mutual Fund	**	2,751,462
*	Vanguard Target Retirement 2050 Inv	Mutual Fund	**	1,978,998
*	Vanguard Target Retirement 2055 Inv	Mutual Fund	**	2,754,399
*	Vanguard Target Retirement 2060 Inv	Mutual Fund	**	798,947
*	Vanguard Target Retirement 2065 Inv	Mutual Fund	**	142,323
*	Vanguard Target Retirement 2070 Inv	Mutual Fund	**	25,110

**REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN**

SCHEDULE OF ASSETS HELD (AT END OF YEAR) (CONTINUED)

EIN: 82-2934561
Plan #002

December 31, 2024

(a) <u>Lessor or Similar Party</u>	(b) Identity of Issue, Borrower, <u>Lessor or Similar Party</u>	(c) Description of Investment Including Maturity Date, Rate of Interest, <u>Collateral, Par or Maturity Value</u>	(d) <u>Cost</u>	(e) Current <u>Value</u>
*	Vanguard Target Retirement Income Inv	Mutual Fund	\$ **	\$ 9,537
*	Vanguard Total Bond Market Index Adm	Mutual Fund	**	157,925
*	Vanguard Total Intl Bond Index Adm	Mutual Fund	**	16,886
*	Vanguard Total Intl Stock index Adm	Mutual Fund	**	212,079
*	Vanguard Total Stock Market Index Adm	Mutual Fund	**	525,813
*	ReVision Energy, Inc.	96,576.07 shares of common stock	19,315	<u>35,856,764</u>
				<u>\$52,413,392</u>

** Cost information has been omitted as these investments are participant directed.

* Represents party-in-interest to the Plan.

The above information, other than the Company common stock, has been certified by Ascensus, LLC, as agent for Ascensus Trust Company and Newport Trust Company, trustees of the 401(k) assets, as complete and accurate.

**REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN**

SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

EIN #: 82-2934561

Plan #: 002

Year Ended December 31, 2024

<u>Plan Year</u>	<u>Participant Contributions Transferred Late to the Plan</u>	<u>Total That Constitute Nonexempt Prohibited Transactions</u>			<u>Total Fully Corrected Outside VFCP</u>
		<u>Contributions Not Corrected</u>	<u>Contributions Pending Correction Outside VFCP</u>	<u>Contributions Pending Correction in VFCP</u>	
2023	\$ 2,382	\$ –	\$ –	\$ –	\$ 2,382

Late participant loan repayments are included: Yes X No

**REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN**

SCHEDULE OF ASSETS HELD (AT END OF YEAR)

EIN: 82-2934561

Plan #002

December 31, 2024

(a) <u>Lessor or Similar Party</u>	(b) <u>Identity of Issue, Borrower, or Similar Party</u>	(c) <u>Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	American Funds EuroPacific Gr R6	Mutual Fund	\$ **	\$ 92,502
	American Funds Washington Mutual R6	Mutual Fund	**	156,468
	Calvert Balanced Fund R6	Mutual Fund	**	80,856
	Calvert Short Duration Income Fund	Mutual Fund	**	3,238
	Green Century Balanced Fund	Mutual Fund	**	414,380
	Impax Ellevest Global Women's Leadership Inv	Mutual Fund	**	154,201
	Impax Global Environmental Mrkts Inv	Mutual Fund	**	251,414
	Impax Small Cap Inv	Mutual Fund	**	87,895
	Nuveen Core Impact Bond Fund	Mutual Fund	**	11,503
	Parnassus Core Equity Fund	Mutual Fund	**	505,775
	Parnassus Mid Cap Fund	Mutual Fund	**	36,791
	RBC BlueBay Global High Yield Bond Fund	Mutual Fund	**	41,003
	Trillium ESG Global Equity Fund Inv	Mutual Fund	**	281,006
*	Vanguard 500 Index Adm	Mutual Fund	**	1,034,318
*	Vanguard Cash Reserves Federal MM Inv	Mutual Fund	**	46,298
*	Vanguard Emerging Mkts Stock Idx Adm	Mutual Fund	**	134,290
*	Vanguard Growth Index Adm	Mutual Fund	**	431,775
*	Vanguard Mid Cap Index Adm	Mutual Fund	**	321,970
*	Vanguard Real Estate Index Adm	Mutual Fund	**	68,610
*	Vanguard Small-Cap Index Adm	Mutual Fund	**	259,968
*	Vanguard Target Retirement 2020 Inv	Mutual Fund	**	11,215
*	Vanguard Target Retirement 2025 Inv	Mutual Fund	**	312,901
*	Vanguard Target Retirement 2030 Inv	Mutual Fund	**	397,588
*	Vanguard Target Retirement 2035 Inv	Mutual Fund	**	1,236,139
*	Vanguard Target Retirement 2040 Inv	Mutual Fund	**	811,045
*	Vanguard Target Retirement 2045 Inv	Mutual Fund	**	2,751,462
*	Vanguard Target Retirement 2050 Inv	Mutual Fund	**	1,978,998
*	Vanguard Target Retirement 2055 Inv	Mutual Fund	**	2,754,399
*	Vanguard Target Retirement 2060 Inv	Mutual Fund	**	798,947
*	Vanguard Target Retirement 2065 Inv	Mutual Fund	**	142,323
*	Vanguard Target Retirement 2070 Inv	Mutual Fund	**	25,110

**REVISION ENERGY, INC.
EMPLOYEE STOCK OWNERSHIP 401(K) PLAN**

SCHEDULE OF ASSETS HELD (AT END OF YEAR) (CONTINUED)

EIN: 82-2934561
Plan #002

December 31, 2024

(a) <u>Lessor or Similar Party</u>	(b) Identity of Issue, Borrower, <u>Lessor or Similar Party</u>	(c) Description of Investment Including Maturity Date, Rate of Interest, <u>Collateral, Par or Maturity Value</u>	(d) <u>Cost</u>	(e) Current <u>Value</u>
*	Vanguard Target Retirement Income Inv	Mutual Fund	\$ **	\$ 9,537
*	Vanguard Total Bond Market Index Adm	Mutual Fund	**	157,925
*	Vanguard Total Intl Bond Index Adm	Mutual Fund	**	16,886
*	Vanguard Total Intl Stock index Adm	Mutual Fund	**	212,079
*	Vanguard Total Stock Market Index Adm	Mutual Fund	**	525,813
*	ReVision Energy, Inc.	96,576.07 shares of common stock	19,315	<u>35,856,764</u>
				<u>\$52,413,392</u>

** Cost information has been omitted as these investments are participant directed.

* Represents party-in-interest to the Plan.

The above information, other than the Company common stock, has been certified by Ascensus, LLC, as agent for Ascensus Trust Company and Newport Trust Company, trustees of the 401(k) assets, as complete and accurate.