

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: EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN
1b Three-digit plan number (PN): 002
1c Effective date of plan: 01/01/1994
2a Plan sponsor's name (employer, if for a single-employer plan): EASTMAN CHEMICAL COMPANY
2b Employer Identification Number (EIN): 62-1539359
2c Plan Sponsor's telephone number: 423-229-2000
2d Business code (see instructions): 325100

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.

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor INVESTMENT PLAN COMMITTEE - IPCO PO BOX 511 KINGSPORT, TN 37662	3b Administrator's EIN 62-1615364 3c Administrator's telephone number 423-229-2000
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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
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5 Total number of participants at the beginning of the plan year	5	15910
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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	6a(1)	10535
a(2) Total number of active participants at the end of the plan year	6a(2)	10253
b Retired or separated participants receiving benefits.....	6b	706
c Other retired or separated participants entitled to future benefits	6c	4300
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	15259
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	84
f Total. Add lines 6d and 6e	6f	15343
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	15455
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	14882
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	0

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:
 2E 2F 2G 2J 2O 2K 2R 2S 2T

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)

<p>a Pension Schedules</p> <p>(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)</p> <p>(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary</p> <p>(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary</p> <p>(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____</p> <p>(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)</p>	<p>b General Schedules</p> <p>(1) <input checked="" type="checkbox"/> H (Financial Information)</p> <p>(2) <input type="checkbox"/> I (Financial Information – Small Plan)</p> <p>(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u></p> <p>(4) <input checked="" type="checkbox"/> C (Service Provider Information)</p> <p>(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)</p> <p>(6) <input type="checkbox"/> G (Financial Transaction Schedules)</p>
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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 EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 EASTMAN CHEMICAL COMPANY	D Employer Identification Number (EIN) 62-1539359	

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65 71	RECORDKEEPER	417581	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	12180	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

MERCER INVESTMENTS LLC

30-0282430

(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?
16 27	INVESTMENT ADVISOR	112688	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)

MERCER INVESTMENTS LLC

62-1539359

(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	37500	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

MERCER

13-2834414

(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	37500	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)

MCGUIRE WOODS LLP

54-0505857

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	ATTORNEY/LEGAL	29697	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

a Name: ARMANINO, LLP	b EIN: 94-6214841
c Position: PLAN ACCOUNTANT	
d Address: 6 CITYPLACE DRIVE, SUITE 900 ST. LOUIS, MO 63141	e Telephone: 314-983-1200

Explanation: REQUEST FOR PROPOSALS TO CHECK THE MARKET

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 <hr/> 2024 <hr/> 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>EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>EASTMAN CHEMICAL COMPANY</u>	D Employer Identification Number (EIN) <u>62-1539359</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIDELITY CONTRAFUND COMMINGLED POOL</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY MANAGEMENT TRUST COMPANY</u>		
c EIN-PN <u>04-3022712-133</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>178988594</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>STRATEGIC COMPLETION NON-LENDABLE F</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.</u>		
c EIN-PN <u>46-3525011-142</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1872653</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>PRUDENTIAL CORE PLUS BOND FUND</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL TRUST COMPANY</u>		
c EIN-PN <u>23-6994310-165</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>55035275</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TARGET RETIREMENT INCOME TRUST 1</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083968-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>45056289</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TARGET RETIREMENT 2070 TRUST 1</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>87-7035538-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4409660</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TARGET RETIREMENT 2020 TRUST 1</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083983-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>46653661</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TARGET RETIREMENT 2025 TRUST 1</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083981-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>122668146</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2030 TRUST 1		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083979-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 229921415

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2035 TRUST 1		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083977-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 185428609

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2040 TRUST 1		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083975-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 155754402

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2045 TRUST 1		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083973-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 126968049

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2050 TRUST 1		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083969-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 156045964

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2055 TRUST 1		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 27-6715074-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 100270183

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2060 TRUST 1		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 45-3799212-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 68156840

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2065 TRUST 1		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 82-6190443-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 18246124

a Name of MTIA, CCT, PSA, or 103-12 IE: LOOMIS SAYLES SMALL/MID CAP GROWTH		
b Name of sponsor of entity listed in (a): LOOMIS SAYLES TRUST COMPANY		
c EIN-PN 84-6391546-016	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 69327335

a Name of MTIA, CCT, PSA, or 103-12 IE: ARROWSTREET INTL EQUITY ACWI EX US		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY - ARROWSTREET		
c EIN-PN 61-6553401-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 65387458

a Name of MTIA, CCT, PSA, or 103-12 IE: **HOTCHKIS & WILEY SMALL CAP DIV V**

b Name of sponsor of entity listed in (a): **WILMINGTON TRUST, N.A.**

c EIN-PN 38-7264533-696	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 42122218
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a Name of MTIA, CCT, PSA, or 103-12 IE: **SPARTAN 500 INDEX POOL**

b Name of sponsor of entity listed in (a): **GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC**

c EIN-PN 82-6293122-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 435928133
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a Name of MTIA, CCT, PSA, or 103-12 IE: **SPARTAN GLOBAL EX US INDEX POOL**

b Name of sponsor of entity listed in (a): **GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC**

c EIN-PN 82-6293122-005	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 28011164
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a Name of MTIA, CCT, PSA, or 103-12 IE: **SPARTAN EXTENDED MARKET INDEX POOL**

b Name of sponsor of entity listed in (a): **GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC**

c EIN-PN 82-6293122-010	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 77175591
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

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

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

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

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

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

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

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

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 EASTMAN CHEMICAL COMPANY	D Employer Identification Number (EIN) 62-1539359

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

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	52834032	55794190
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	4162835	3787094
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	5114878	5617194
(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)	110803929	121901941
(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)	49371746	49844834
(9) Value of interest in common/collective trusts	1c(9)	2137109145	2213427763
(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)	765537917	169870431
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	0	658453354

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	268314795	265688326
(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	3393249277	3544385127
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	2780591	2381521
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	2780591	2381521
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	3390468686	3542003606

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)	80762338	
(B) Participants.....	2a(1)(B)	125244502	
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		206006840
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	186944	
(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)	3740423	
(F) Other.....	2b(1)(F)	11752048	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		15679415
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	9639463	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	3600686	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		13240149
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	96872073	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	88137101	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		8734972
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	9807018	
(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)		262662270
(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)		71748135
c Other income	2c		25076602
d Total income. Add all income amounts in column (b) and enter total	2d		612955401

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	460712412	
(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)		460712412
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		73103
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	417581	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	187688	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	29697	
(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)		634966
j Total expenses. Add all expense amounts in column (b) and enter total	2j		461420481

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		151534920
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: CROWE LLP

(2) EIN: 35-0921680

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

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

A Name of plan <u>EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP 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>EASTMAN CHEMICAL COMPANY</u>	D Employer Identification Number (EIN) <u>62-1539359</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): 04-3022712

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 ___/___/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.

EASTMAN

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D. C. 20549**

FORM 11-K

(Mark
One)

ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE
ACT OF 1934

For the fiscal year ended December 31, 2024

OR

TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES
EXCHANGE ACT OF 1934

For the transition period from _____ to _____

Commission file number 1-12626

A. Full Title of the plan and the address of the plan, if different from that of the issuer named below:

EASTMAN INVESTMENT AND EMPLOYEE STOCK OWNERSHIP PLAN

B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

**EASTMAN CHEMICAL COMPANY
200 S. Wilcox Drive
Kingsport, Tennessee 37662**

Eastman Investment and Employee Stock Ownership Plan

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Note A: Other supplemental schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

INDEPENDENT AUDITOR'S REPORT

To the Participants and Investment Plan Committee of the
Eastman Investment and Employee Stock Ownership Plan
Kingsport, Tennessee

Opinion on the 2024 Financial Statements

We have audited the financial statements of Eastman Investment and Employee Stock Ownership Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statement of net assets available for benefits as of December 31, 2024, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024, and the changes in its net assets available for benefits for the year then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion on the 2024 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2024 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 audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the 2024 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Auditor's Responsibilities for the Audit of the 2024 Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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.

2024 Supplemental Schedules Required by ERISA

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of Schedule H, Line 4i- Schedule of Assets (Held at End of Year) is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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.

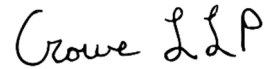
In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Other Matter

Auditor's Report on the 2023 Financial Statements

The 2023 financial statements of Eastman Investment and Employee Stock Ownership Plan were audited by predecessor auditors whose report dated June 27, 2024, expressed an unmodified opinion on those financial statements and included an other-matter paragraph that provided an opinion that the information in the 2023 supplemental schedule was fairly stated in all material respects in relation to the financial statements as a whole.

A handwritten signature in black ink that reads "Crowe LLP". The letters are cursive and somewhat stylized.

Crowe LLP

New York, New York
June 27, 2025

Eastman Investment and Employee Stock Ownership Plan
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023
(in thousands)

	2024			2023		
	Participant Directed	Non- participant Directed	Total	Participant Directed	Non- participant Directed	Total
Assets						
Investments at fair value	\$ 2,783,486	\$ 171,827	\$ 2,955,313	\$ 2,538,279	\$ 171,070	\$ 2,709,349
Investments at contract value	479,647	—	479,647	577,532	—	577,532
Total investments	3,263,133	171,827	3,434,960	3,115,811	171,070	3,286,881
Receivables:						
Plan sponsor contributions	40,331	15,463	55,794	37,871	14,962	52,833
Notes receivable from participants	49,845	—	49,845	49,372	—	49,372
Other receivables	2,229	1,557	3,786	2,623	1,540	4,163
Total assets	<u>3,355,538</u>	<u>188,847</u>	<u>3,544,385</u>	<u>3,205,677</u>	<u>187,572</u>	<u>3,393,249</u>
Liabilities						
Other liabilities	812	1,570	2,382	1,254	1,526	2,780
Total liabilities	<u>812</u>	<u>1,570</u>	<u>2,382</u>	<u>1,254</u>	<u>1,526</u>	<u>2,780</u>
Net assets available for benefits	<u>\$ 3,354,726</u>	<u>\$ 187,277</u>	<u>\$ 3,542,003</u>	<u>\$ 3,204,423</u>	<u>\$ 186,046</u>	<u>\$ 3,390,469</u>

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

Eastman Investment and Employee Stock Ownership Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2024
(in thousands)

	2024		
	Participant Directed	Non- participant Directed	Total
Additions to net assets:			
Investment income			
Interest	\$ 11,852	\$ —	\$ 11,852
Dividends	6,174	6,311	12,485
Net appreciation in fair value of investments	373,547	5,324	378,871
Net investment gain	391,573	11,635	403,208
Interest income from notes receivable	3,740	—	3,740
Participant contributions	125,245	—	125,245
Plan sponsor contributions	65,299	15,463	80,762
Total additions	585,857	27,098	612,955
Deductions from net assets:			
Distributions to and withdrawals by participants	444,682	16,104	460,786
Administrative expenses	635	—	635
Total deductions	445,317	16,104	461,421
Net increase in net assets	140,540	10,994	151,534
Transfers from non-participant directed	9,763	(9,763)	—
Net assets available for benefits at beginning of year	3,204,423	186,046	3,390,469
Net assets available for benefits at end of year	\$ 3,354,726	\$ 187,277	\$ 3,542,003

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

Eastman Investment and Employee Stock Ownership Plan

Notes to Financial Statements

1. DESCRIPTION OF PLAN

The Eastman Investment and Employee Stock Ownership Plan (the "Plan") is a defined contribution plan of a controlled group of corporations consisting of Eastman Chemical Company and certain of its wholly-owned subsidiaries operating in the United States ("Eastman", the "Company" or the "Plan Sponsor"). The Plan is organized pursuant to Sections 401(a), 401(k), and 4975(e)(7) of the Internal Revenue Code ("IRC"). All United States employees of Eastman, with the exception of certain limited service and special program employees, and employees covered by a collective bargaining agreement with the Company, unless the collective bargaining agreement or the Plan specifically provides for participation, are eligible to participate in the Plan on their first day of employment with Eastman. The Plan was adopted by Eastman, the Plan Sponsor, on January 1, 1994, and is subject to the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan is administered by the Investment Plan Committee ("IPCO"), which is the Plan Administrator and is comprised of Eastman employees. The Plan has trusts that are administered by the Fidelity Management Trust Company (the "Trustee"). The trusts include the Eastman Chemical Trust and the Eastman Stock Ownership Plan ("ESOP") Trust.

Funds in the Plan's forfeiture account can be applied to reduce future contributions by the Company as well as cover the Plan's administrative expenses. The balance of the forfeiture account was \$274,774 and \$246,466 as of December 31, 2024, and 2023, respectively. After year-end, additional forfeitures were credited to the Plan in early 2025, increasing the available forfeiture balance to approximately \$279,000. In 2025, the Plan Administrator applied the entire \$279,000 balance toward reducing the Company's 2024 Retirement Savings Contribution ("RSC") obligation.

On or after January 1, 2007, each eligible employee hired by the Company will, in addition to the RSC, be automatically enrolled as a participant in the Eastman Investment Plan ("EIP") portion of the Plan. The RSC is an annual contribution made by the Company equal to 5% of a participant's eligible Company Compensation. Participants will be deemed to have elected to defer 7% of their qualifying compensation each pay period to the EIP portion of the Plan unless they affirmatively decline, or they elect to contribute a percentage other than 7%. Each participant will also be eligible to receive a matching contribution from the Company equal to 50% of the first 7% of their pay that they contribute to the Plan each pay period. Plan participants with a collective bargaining agreement will be eligible to receive a matching contribution from the Company equal to 100% of the first 7% of their pay that they contribute to the Plan each pay period. Participants may elect to enroll in an automatic annual increase program with an increase to deferral rates each year until the participant's deferral reaches 40%. Their contributions will be invested in a Vanguard Target Date Fund that has a target retirement date closest to the year in which the participant reaches age 65 until changed by the participant.

For additional information regarding the Plan, see the complete Plan documents.

Eastman Investment and Employee Stock Ownership Plan Notes to Financial Statements

Contributions and Vesting

Contributions to the Plan are made through two separate provisions: (1) deferral of qualifying compensation and (2) contributions by the Plan Sponsor of cash or its common stock to the participants' accounts as determined by the Compensation and Management Development Committee of the Board of Directors of Eastman.

Participant contributions represent qualifying compensation and other qualifying employee bonuses withheld from participating employees by Eastman and contributed to the Plan. Contributions are invested in the Plan's funds as directed by the participants, with the exception of the ESOP Fund, subject to ERISA funding limitations. The Plan has accrued Company contributions for participant-directed funds of \$40.3 million and for the non-participant-directed ESOP Fund of \$15.5 million at December 31, 2024.

The Plan includes a salary deferral provision allowing eligible employees to defer up to 40% of their qualifying compensation, as defined in the Plan, up to the statutory limit of \$23,000 for 2024 and \$22,500 for 2023, as permitted by the IRC. For the catch-up salary deferral, an eligible employee who attained the age of 50 before the close of the calendar year was allowed to defer up to an additional \$7,500 in 2024 and 2023 of their qualifying compensation, as defined in the Plan, subject to certain IRC limitations. Plan Sponsor contributions are also subject to certain other limitations. Participants' salary deferrals are contributed to the Plan by Eastman on behalf of the participants. The Plan's Trustee invests amounts contributed to the Plan, as designated by the participant, in one or more of the following: common stock of Eastman, various mutual funds, or interest in a guaranteed investment contract fund (see Note 4, "Investments", and Note 5, "Synthetic Investment Contracts"). Participants may transfer amounts among the funds on any business day. Additionally, participants may diversify amounts from their ESOP Fund account within the Plan (see Note 8, "Diversification from ESOP Fund"). Each participant is at all times 100% vested in their account, with the exception of amounts transferred from other plans, which may continue to be subject to the former plans' vesting requirements, as applicable.

The Plan requires that the RSC be contributed either to the employee's ESOP Fund accounts for the employee's first five RSC contributions or into other Plan funds, as directed by the participant, for participants with more than five RSC contributions. For participants with more than five RSC contributions, the RSC is allocated to participant-directed funds in accordance with each participant's investment elections at such time as the RSC is made.

Plan Sponsor contributions may be paid at any time during the plan year and subsequent to such plan year through the due date for filing the Company's federal income tax return, including any extensions. Contributions may be paid to the ESOP Trust. No contributions in the 2024 plan year were made in shares of Eastman common stock. Allocations to the participants' accounts from the Company contribution account will be made each plan year to participants who are eligible employees on the date designated by the Company. Participants are not permitted to make contributions to the ESOP Trust.

Employees may elect to transfer, into any of the Plan's fund options, balances received from (1) lump sum payouts from the Eastman Retirement Assistance Plan, Solutia Employees' Pension Plan, or Sterling Chemicals Pension Plan, qualified defined benefit plans also sponsored by Eastman Chemical Company, (2) a former employer's 401(a) and 401(k) plan, or (3) an employee's individual retirement account containing amounts received from a qualified defined contribution plan under Section 401(a) and 401(k) of the IRC. All rollover contributions into the Plan must meet the applicable IRC requirements. Employees' rollover contributions were \$11.0 million in 2024.

Eastman Investment and Employee Stock Ownership Plan
Notes to Financial Statements

Notes Receivable from Participants

The Plan Trustee makes loans to participants in accordance with Plan provisions. The loans are reflected as notes receivable from participants. Notes receivable from participants are accounted for as a transfer from the fund directed by the participant to the Notes Receivable from Participants Fund. The principal portion of participant repayments reduces the Notes Receivable from Participants Fund receivable. The principal and interest repaid are directed to funds to which the participant's current contributions are directed; the principal is accounted for as a transfer and the interest accounted for as income in the fund to which the participant's current contributions are directed. The Notes Receivable from Participants Fund's net assets and other changes in net assets are included in the participant-directed funds in the Statements of Net Assets Available for Benefits and Statements of Changes in Net Assets Available for Benefits, respectively.

The IPCO may grant a note receivable (loan) of at least \$1,000 to a participant provided that the aggregate of the participant's notes receivable does not exceed the lesser of (1) \$50,000 reduced by the excess, if any, of (a) the participant's highest notes receivable balance from the preceding 12 months over (b) the outstanding total notes receivable balance from the Plan on the date on which the notes receivable was made, or (2) 50% of the non-forfeitable portion of the participant's account. Additional limitations on the availability of loans may apply to individuals who are categorized as "insiders" for purposes of federal securities laws. In accordance with the Plan provisions, the rate of interest on new participant notes receivable approximates current market rates. The term of any notes receivable from participants is determined by IPCO and will not exceed five years. Notes receivable from participants transferred to the Plan from acquisitions carry terms applicable under that plan and may have terms that exceed five years. Notes receivable from participants are valued at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Interest income earned on notes receivable from participants is credited directly to the participants' accounts and was approximately \$3.7 million in 2024. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024, or 2023. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan is reduced, and a benefit payment is recorded. At December 31, 2024, \$49.8 million in notes receivable from participants were outstanding with interest rates ranging from 4.25% to 9.50% and various maturity dates through January 2030. At December 31, 2023, \$49.4 million in notes receivable from participants were outstanding with interest rates ranging from 4.25% to 9.50% and various maturity dates through December 2028.

Distributions

Distributions from the Plan require the approval of IPCO or its designee and are made under the following circumstances:

- Upon attaining age 59½, a participant may elect to receive a lump sum cash distribution of their total or partial account value while still actively employed.
- Upon separation of service from Eastman for any reason other than death, the full value of a participant's account is distributed in a lump sum payment for participants whose account value is less than or equal to \$1,000. Separated participants with accounts in excess of \$1,000 may elect either (1) to defer distribution until a later date, but in no event later than April 1 of the calendar year following the year a participant attains age 73 or (2) to receive an immediate lump-sum distribution of the participant's account or, at the election of the participant, distributions in monthly or annual installments. Participants with balances in the Eastman Stock Fund or the ESOP Fund may elect a lump sum distribution in Eastman common stock.

Eastman Investment and Employee Stock Ownership Plan Notes to Financial Statements

- In the event of death, the value of a participant's account is paid in a lump sum if the designated beneficiary is not the surviving spouse or if the account value is less than or equal to \$1,000. If the beneficiary is a surviving spouse and the participant account value exceeds \$1,000, payment will be made in either a lump-sum amount or, at the election of the surviving spouse, in monthly or annual installments.
- Required minimum distributions must commence no later than April 1 of the calendar year following the year a participant attains age 73, unless the participant is still actively employed with the Company. This is in accordance with the required minimum distribution rules under Section 401(a)(9) of the IRC. The Plan requires participants to receive minimum distributions as prescribed by these rules to comply with federal tax regulations.
- Approval of hardship withdrawals will only be granted in order to meet obligations relating to the payment of substantial out-of-pocket medical expenses, the purchase of a primary residence, the payment of tuition or other post-secondary educational expenses, or payments to prevent eviction or foreclosure. They are also granted for payment of funeral or burial expenses for a deceased parent, spouse, beneficiary or dependent of the participant, or payment of expenses for repair of damage to the participant's principal residence that would qualify as casualty losses under the IRC. Hardship withdrawals may not exceed the value of the participant's accounts in the Plan on the date of withdrawal.
- The Trustee is authorized to honor qualified domestic relations orders issued and served in accordance with Section 414(p) of the IRC.

Investment of ESOP Fund

ESOP Fund assets are invested primarily in Eastman common stock. Additionally, at the discretion of IPCO, assets may also be invested in various other securities or maintain positions in cash.

Investment assets can be acquired by the ESOP Fund in three ways:

- The Company may make a direct contribution of cash to the ESOP Fund, which would then be used to purchase Eastman common stock or other securities.
- The Company may contribute shares of Eastman common stock directly to the ESOP Fund.
- The Company may direct the Trustee to obtain a loan to purchase securities (i.e., leveraged ESOP). Until the loan is repaid, securities acquired with the respective loan proceeds are not available to be allocated to participants' accounts and are maintained in a "Loan Suspense Account". On the last day of each plan year, a proportionate share of securities relating to loan amounts that have been repaid will be transferred out of the Loan Suspense Account and allocated to the accounts of ESOP Fund participants. The ESOP Fund currently is not a leveraged ESOP.

Dividends Attributable to the ESOP Fund

IPCO may direct that Eastman common stock dividends attributable to the non-participant directed ESOP Fund be (a) allocated to the accounts of participants, (b) paid in cash to the participants on a non-discriminatory basis, or (c) paid by the Company directly to participants. Alternatively, dividends received from Eastman common stock maintained in the Loan Suspense Account may be applied to reduce the related loan balance.

Eastman Investment and Employee Stock Ownership Plan Notes to Financial Statements

Dividends paid in cash from the ESOP Fund are generally taxable to participants in the year received. To be eligible to request a hardship loan from the Plan, participants must elect to receive ESOP dividends in cash. This election must comply with Plan terms and applicable IRS regulations.

Allocations to Participants' ESOP Fund Accounts

Separate participant accounts are established to reflect each participant's interest in the ESOP Fund and are maintained under the unit value method of accounting. The ESOP Fund account maintained for each participant consists of:

- Plan Sponsor contributions made or invested in shares of Eastman common stock.
- Shares of Eastman common stock in the ESOP Fund include those purchased with assets from the spin-off from Eastman Kodak Company as well as those acquired through the release of funds from a loan in the Loan Suspense Account.
- An allocable share of short-term interest and money market funds held in the ESOP Fund for the purpose of paying expenses and for similar purposes.
- After-tax contributions transferred to the ESOP Fund pursuant to the spin-off from Eastman Kodak Company (such after-tax contributions are no longer permitted under the ESOP provisions).

The number of units allocated to a participant's account in any year is based on the ratio of the participant's compensation to the total compensation of all eligible employees entitled to share in the allocation for that plan year. In any year in which a Company contribution is made, a participant's allocation will not be less than one share of stock.

Federal law limits the total annual contributions that may be made on a participant's behalf to all defined contribution and defined benefit plans offered by the Company. Participants will be notified if their total annual contribution is limited by this legal maximum.

2. SUMMARY OF ACCOUNTING POLICIES

The following accounting policies, which conform to accounting principles generally accepted in the United States of America ("GAAP"), have been used consistently in the preparation of the Plan's financial statements.

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Policy and Valuation

The Plan's investments are stated at fair value except for its fully benefit-responsive investment contract, which is valued at contract value (see Note 5, "Synthetic Investment Contracts"). If available, quoted market prices are used to value investments. IPCO determines the Plan's valuation policies utilizing

Eastman Investment and Employee Stock Ownership Plan
Notes to Financial Statements

information provided by Fidelity Investments and the Director of Global Treasury Operations and Investments (see Note 6, "Fair Value Measurement", for discussion of fair value measurements).

For investments in the ESOP Fund and the Eastman Stock Fund, the Trustee may keep any portion of participant and Plan Sponsor contributions temporarily in cash or liquid investments as it may deem advisable. All dividends, interest or gains derived from investment in each fund are reinvested in the respective fund by the Trustee.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is accrued when earned. Dividend income is recorded at the ex-dividend date.

The Plan presents in the Statements of Changes in Net Assets Available for Benefits the net appreciation (depreciation) in the fair value of its investments which consists of the realized gains or losses and the unrealized appreciation (depreciation) on those investments.

Payments to Participants

Benefit payments to participants are recorded when paid.

3. RISKS AND UNCERTAINTIES

The Plan includes investments in common stock, mutual funds, collective investment trusts, and bonds, which are generally exposed to various risks, such as significant global events, interest rate fluctuations, credit risk, and overall market volatility. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the financial statements. Included in investments at December 31, 2024, and 2023 are shares of the Plan Sponsor's common stock amounting to approximately \$266 million and \$268 million, respectively. This investment represents 7.7% and 8.2% of total investments at December 31, 2024 and 2023, respectively. A significant decline in the market value of the Plan Sponsor's stock would significantly affect the net assets available for benefits.

4. INVESTMENTS

At December 31, 2024 and 2023, the Plan's assets were invested in common stock, mutual funds, collective investment trusts, and a Managed Income Fund, which includes synthetic investment contracts (see Note 5, "Synthetic Investment Contracts"), as well as bonds. Subject to certain limitations, participants are provided the option of directing their contributions among the investment options. The Plan also holds an interest in the non-participant directed Eastman ESOP Fund, which invests in Eastman Chemical Company common stock and short-term interest funds. The following table presents the Plan's investments by type at December 31, 2024 and 2023, respectively.

(in thousands)	2024	2023
Cash and Cash Equivalents	\$ 5,617	\$ 5,115
Common stock - Eastman Chemical Company	265,688	268,315
Common stock - other	121,904	110,804
Mutual funds	169,871	620,431
Collective investment trusts	2,213,427	1,559,577
Managed Income Fund	479,647	577,532
Self-directed brokerage account - mutual funds	178,806	145,107
Total	\$ 3,434,960	\$ 3,286,881

Eastman Investment and Employee Stock Ownership Plan
Notes to Financial Statements

The following investment options, which invest primarily in common stock of the Plan Sponsor, were available to participants in 2024 and 2023:

Eastman Stock Fund

This participant-directed fund is primarily comprised of Eastman common stock. Purchases and sales of Eastman common stock are generally conducted on the open market, as selected by Plan participants. During 2024, the Trustee purchased 394,100 shares of Eastman common stock for the fund at an average price of \$95.09 per share and sold 449,760 shares of Eastman common stock for the fund at an average price of \$100.81 per share. Dividends paid from the Eastman Stock Fund totaled \$3.3 million in 2024.

Eastman ESOP Fund

This non-participant directed fund primarily consists of Eastman common stock. Purchases and sales of Eastman common stock are generally conducted on the open market, on behalf of its participants and as directed by the Plan's guidelines. During 2024, the Trustee purchased 228,000 shares of Eastman common stock for the fund at an average price of \$86.07 per share and sold 250,169 shares of Eastman common stock for the fund at an average price of \$96.90 per share. Participants can elect to have the dividends paid in cash or reinvested back into the Eastman ESOP Fund.

Eastman Investment and Employee Stock Ownership Plan
Notes to Financial Statements

5. SYNTHETIC INVESTMENT CONTRACTS

The Plan invests in the Managed Income Fund (the "Fund"), which invests in synthetic investment contracts, totaling \$480 million and \$578 million at December 31, 2024 and 2023, respectively. The term "synthetic" investment contract is used to describe a variety of investment contracts under which a Plan retains ownership of the invested assets or owns units of an account or trust which holds the invested assets. A synthetic investment contract, also referred to as a "wrap" contract, is negotiated with an independent financial institution. Under the terms of these investment contracts, the contract issuer ensures the Plan's ability to pay eligible employee benefits at book value. The investment performance of a synthetic investment contract may be a function of the investment performance of the invested assets. Participants may redeem interest in this daily and there is no notice period on these redemptions.

A wrap contract is an agreement by another party, such as a bank or insurer, to make payments to the Fund in certain circumstances. Wrap contracts are designed to allow a stable value fund, such as the Fund, to maintain a constant net asset value ("NAV") and to protect the Fund in extreme circumstances. In a typical wrap contract, the wrap issuer agrees to pay the Fund the difference between the contract value and the market value of the covered assets once the market value has been totally exhausted. Though relatively unlikely, this could happen if the Fund experiences significant redemptions (redemption of most of the Fund's shares) during a time when the market value of the Fund's covered assets are below their contract value and market value is ultimately reduced to zero. If that occurs, the wrap issuer agrees to pay the Fund an amount sufficient to cover shareholder redemptions and certain other payments (such as fund expenses), provided all the terms of the wrap contract have been met. Purchasing wrap contracts is similar to buying insurance, in that the Fund pays a relatively small amount to protect against a relatively unlikely event (the redemption of most of the shares of the Fund). Fees paid by the Fund for wrap contracts are a component of the Fund's expenses.

Wrap contracts accrue interest using a formula called the "crediting rate". Wrap contracts use the crediting rate formula to convert market value changes in the covered assets into income distributions in order to minimize the difference between the market and contract value of the covered assets over time. Using the crediting rate formula, an estimated future market value is calculated by compounding the Fund's current market value at the Fund's current yield to maturity for a period equal to the Fund's duration. The crediting rate is the discount rate that equates the estimated future market value with the Fund's current contract value. Crediting rates are reset quarterly. The wrap contracts provide a guarantee that the crediting rate will not fall below zero percent.

The crediting rate, and hence the Fund's return, may be affected by many factors, including purchases and redemptions by shareholders. The precise impact on the Fund depends on whether the market value of the covered assets is higher or lower than the contract value of those assets. If the market value of the covered assets is higher than their contract value, the crediting rate will ordinarily be higher than the yield of the covered assets. Under these circumstances, cash from new investors will tend to lower the crediting rate and the Fund's return, and redemptions by existing shareholders will tend to increase the crediting rate and the Fund's return.

Eastman Investment and Employee Stock Ownership Plan Notes to Financial Statements

The Fund and the wrap contracts purchased by the Fund are designed to pay all participant-initiated transactions at contract value. Participant-initiated transactions are those transactions allowed by the underlying defined contribution plan (typically, this would include withdrawals for benefits, loans, or transfers to non-competing funds within the Plan). However, the wrap contracts limit the ability of the Fund to transact at contract value upon the occurrence of certain events. These events include:

- The Plan's failure to qualify under Section 401(a) or Section 401(k) of the IRC.
- The establishment of a defined contribution plan that competes with the Plan for employee contributions.
- Any substantive modification of the Plan or the administration of the Plan that is not consented to by the wrap issuer.
- Complete or partial termination of the Plan.
- Any change in law, regulation, or administrative ruling applicable to the Plan that could have a material adverse effect on the Fund's cash flow.
- Merger or consolidation of the Plan with another plan, the transfer of Plan assets to another plan, or the sale, spin-off or merger of a subsidiary or division of the Plan Sponsor.
- Any communication given to participants by the Plan Sponsor or any other Plan fiduciary that is designed to induce or influence participants not to invest in the Fund or to transfer assets out of the Fund.
- Exclusion of a group of previously eligible employees from eligibility in the Plan.
- Any early retirement program, group termination, group layoff, facility closing, or similar program.
- Any transfer of assets from the Fund directly to a competing option.

At this time, the occurrence of any of these events is not considered probable by IPCO.

6. FAIR VALUE MEASUREMENT

Following is a description of the valuation methodologies used for assets measured at fair value:

- *Common stock*: Valued at the closing price reported on the active market on which the individual securities are publicly traded.
- *Mutual funds*: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.
- *Collective investment trusts*: The Plan's collective trust investments are held in separate investment accounts, which are valued using the readily determinable fair value ("RDFV"). The RDFV is based on the value of the underlying assets owned by the fund, which include a mix of U.S. and international equities, fixed income investments, target date funds, and short-term investments. The collective trust investments held by the Plan publish their RDFV daily and transact at that price.
- *Self-directed brokerage account - mutual funds*: Unit valuation based on the published underlying NAV of the mutual funds. These mutual funds are deemed to be actively traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while 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.

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GAAP 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 GAAP are described below:

Level 1 - Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2 - 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; or inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Level 3 - Unobservable inputs based on the Plan's assumptions used to measure assets and liabilities at fair value.

A financial instrument's classification within the hierarchy is determined based on the lowest level input that is significant to the fair value measurement.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

(in thousands)

Description	<u>December 31, 2024</u> Quoted Prices in Active Markets for Identical Assets (Level 1)	<u>December 31, 2023</u> Quoted Prices in Active Markets for Identical Assets (Level 1)
Cash and Cash Equivalents	\$ 5,617	\$ 5,115
Common stock - Eastman Chemical Company	265,688	268,315
Common stock - other	121,904	110,804
Mutual funds	169,871	620,431
Collective investment trusts	2,213,427	1,559,577
Self-directed brokerage account - mutual funds	178,806	145,107
Total	<u>\$ 2,955,313</u>	<u>\$ 2,709,349</u>

There are no redemption restrictions on the mutual fund investments or collective investment trusts. They are fully liquid and can be redeemed on a daily basis. There are no Level 2 or Level 3 investments at December 31, 2024 and 2023.

7. OTHER RECEIVABLES AND OTHER LIABILITIES

Other receivables in the amount of \$3.8 million and \$4.2 million at December 31, 2024 and 2023, respectively, represent interest and dividends receivable, as well as receivables from the sale of investments. Other liabilities in the amount of \$2.4 million and \$2.8 million at December 31, 2024 and 2023, respectively, represent liabilities from the purchase of investments.

8. DIVERSIFICATION FROM ESOP FUND

A participant may direct that all or any portion of their ESOP Fund account be transferred to other funds in the Plan without restrictions. In 2024, \$9.8 million was transferred from the ESOP Fund within the Plan in connection with this program.

**Eastman Investment and Employee Stock Ownership Plan
Notes to Financial Statements**

9. PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of termination, participant accounts will be distributed, and all participants will become 100% vested in their account balances in accordance with ERISA requirements.

10. FEDERAL INCOME TAX STATUS

The Internal Revenue Service ("IRS") has determined and informed the Plan Sponsor by a letter dated May 11, 2015, that the Plan and related trust are designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe the Plan is qualified, and the related trust is tax-exempt. No provision for income taxes has been included in the Plan's financial statements.

GAAP requires Plan management to evaluate tax positions taken by the 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 analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan is subject to IRS audit for the current year and the preceding three plan years.

11. PLAN EXPENSES

Reasonable expenses of administering the Plan, unless paid by the Company, are paid by the Plan. For both 2024 and 2023, trustee fees associated with the Eastman Stock Fund and the Eastman ESOP Fund were paid with assets of those individual funds. Brokerage fees, transfer taxes, investment fees and other expenses incidental to the purchase and sale of securities and investments are included in the cost of such securities or investments or deducted from the sales proceeds. Administration fees for notes receivable from participants are deducted quarterly from the accounts of participants with outstanding notes receivable balances. Origination fees are deducted from the participant's account at the inception of the note receivable. Investment related fees are charged directly to the participant account via the investment NAV.

12. PARTIES-IN-INTEREST TRANSACTIONS

Under U.S. Department of Labor regulations, parties-in-interest are defined as fiduciaries of the Plan, any party rendering services to the Plan, the employer, and certain other related parties. Transactions between the Plan and parties-in-interest are subject to prohibited transaction rules but may qualify for exemptions under ERISA. The Plan does not reimburse administrative functions performed by Plan management or certain expenses paid directly by the Company.

Certain Plan investments include shares of mutual funds and collective investment trusts managed by the Trustee as defined by the Plan. These transactions qualify as parties-in-interest transactions, which are exempt from prohibited transaction rules. The Plan also invests in the common stock of the Plan Sponsor as well as notes receivable from Plan participants, both of which qualify as parties-in-interest to the Plan and are exempt from prohibited transaction rules (see Note 3, "Risks and Uncertainties", and Note 4, "Investments").

Eastman Investment and Employee Stock Ownership Plan
Notes to Financial Statements

13. SUBSEQUENT EVENTS

The Plan Administrator has evaluated events subsequent to December 31, 2024, through the date the financial statements were issued and determined that no additional disclosures are required.

Supplemental Schedule

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
*	Fidelity Management Trust Company	Interest Bearing Cash, Participant directed	**	\$ 2,034
*	Fidelity Management Trust Company	Interest Bearing Cash, Non-Participant directed	\$ 1,481	1,481
	SSBK Govt Stif Fund	Interest Bearing Cash Equivalents	**	2,102
	Subtotal – Cash and Cash Equivalents			5,617
*	Eastman Chemical Company	Common Stock, Participant directed, 1,044 shares	**	95,342
*	Eastman Chemical Company	Common Stock, Non-Participant directed, 1,865 shares	\$ 120,431	170,346
	Subtotal – Common Stock – Eastman Chemical Co			265,688
	Abbott Laboratories	Common Stock, 13 Shares	**	1,448
	Abbvie Inc	Common Stock, 13 Shares	**	2,308
	Accenture Plc Cl A	Common Stock, 2 Shares	**	612
	Air Products & Chemicals Inc	Common Stock, 8 Shares	**	2,343
	Alexandria Real Es Eq Inc Reit	Common Stock, 4 Shares	**	371
	American Express Co	Common Stock, 9 Shares	**	2,544
	Analog Devices Inc	Common Stock, 10 Shares	**	2,078
	Apple Inc	Common Stock, 1 Shares	**	325
	Ares Management Corp Cl A	Common Stock, 8 Shares	**	1,460
	Arthur J Gallagher And Co	Common Stock, 3 Shares	**	970
	Avalonbay Communities Inc Reit	Common Stock, 3 Shares	**	597
	Bank Of America Corporation	Common Stock, 80 Shares	**	3,534
	Bank Of New York Mellon Corp	Common Stock, 10 Shares	**	744
	Becton Dickinson & Co	Common Stock, 5 Shares	**	1,092
	Blackrock Inc	Common Stock, 2 Shares	**	1,601
	Blackstone Inc	Common Stock, 10 Shares	**	1,748
	Bristol-Myers Squibb Co	Common Stock, 39 Shares	**	2,183
	Capital One Financial Corp	Common Stock, 9 Shares	**	1,646
	Cencora Inc	Common Stock, 3 Shares	**	616
	Chevron Corp	Common Stock, 17 Shares	**	2,412
	Chubb Ltd	Common Stock, 4 Shares	**	1,099
	Cigna Group (The)	Common Stock, 4 Shares	**	1,225
	Cme Group Inc Cl A	Common Stock, 3 Shares	**	666
	Cms Energy Corp	Common Stock, 12 Shares	**	820
	Coca Cola Co	Common Stock, 19 Shares	**	1,161
	Comcast Corp Cl A	Common Stock, 54 Shares	**	2,035
	Conocophillips	Common Stock, 27 Shares	**	2,641
	Corning Inc	Common Stock, 23 Shares	**	1,106
	Cvs Health Corp	Common Stock, 22 Shares	**	965
	Deere & Co	Common Stock, 5 Shares	**	2,210
	Dominion Energy Inc	Common Stock, 23 Shares	**	1,264
	Dover Corp	Common Stock, 10 Shares	**	1,908
	Eaton Corp Plc	Common Stock, 5 Shares	**	1,754
	Eli Lilly & Co	Common Stock, 1 Shares	**	556
	Eog Resources Inc	Common Stock, 14 Shares	**	1,770
	Exxon Mobil Corp	Common Stock, 14 Shares	**	1,524
	General Dynamics Corporation	Common Stock, 7 Shares	**	1,959
	Goldman Sachs Group Inc	Common Stock, 1 Shares	**	848
	Hartford Insurance Group Inc/The	Common Stock, 2 Shares	**	262

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
	Hershey Co (The)	Common Stock, 4 Shares	**	677
	Home Depot Inc	Common Stock, 5 Shares	**	1,900
	Honeywell Intl Inc	Common Stock, 6 Shares	**	1,442
	Intl Bus Mach Corp	Common Stock, 3 Shares	**	684
	Johnson & Johnson	Common Stock, 12 Shares	**	1,768
	Lam Research Corp	Common Stock, 4 Shares	**	302
	Lowes Cos Inc	Common Stock, 9 Shares	**	2,262
	Marsh & McLennan Cos Inc	Common Stock, 3 Shares	**	550
	Mcdonalds Corp	Common Stock, 7 Shares	**	1,972
	Medtronic Plc	Common Stock, 12 Shares	**	951
	Merck & Co Inc New	Common Stock, 9 Shares	**	863
	Metlife Inc	Common Stock, 8 Shares	**	645
	Microchip Technology	Common Stock, 18 Shares	**	1,033
	Microsoft Corp	Common Stock, 4 Shares	**	1,893
	Mondelez Intl Inc	Common Stock, 15 Shares	**	878
	Morgan Stanley	Common Stock, 22 Shares	**	2,802
	Nextera Energy	Common Stock, 20 Shares	**	1,456
	Nike Inc Cl B	Common Stock, 2 Shares	**	133
	Norfolk Southern Corp	Common Stock, 10 Shares	**	2,330
	Northrop Grumman Corp	Common Stock, 1 Shares	**	575
	Nxp Semiconductors Nv	Common Stock, 5 Shares	**	1,006
	Parker Hannifin Corp	Common Stock, 2 Shares	**	1,373
	Pepsico Inc	Common Stock, 6 Shares	**	878
	Philip Morris Intl Inc	Common Stock, 20 Shares	**	2,426
	Pnc Financial Services Grp Inc	Common Stock, 11 Shares	**	2,156
	Ppg Industries Inc	Common Stock, 5 Shares	**	621
	Procter & Gamble Co	Common Stock, 11 Shares	**	1,798
	Progressive Corp Ohio	Common Stock, 3 Shares	**	755
	Prologis Inc Reit	Common Stock, 8 Shares	**	844
	Public Svc Enterprise Grp Inc	Common Stock, 12 Shares	**	976
	Quest Diagnostics Inc	Common Stock, 1 Shares	**	123
	Republic Services Inc	Common Stock, 3 Shares	**	552
	Rtx Corp	Common Stock, 11 Shares	**	1,329
	Schwab Charles Corp	Common Stock, 35 Shares	**	2,601
	Seagate Technology Holdings Plc	Common Stock, 10 Shares	**	894
	Texas Instruments Inc	Common Stock, 9 Shares	**	1,671
	Tjx Companies Inc New	Common Stock, 16 Shares	**	1,980
	Travelers Companies Inc	Common Stock, 3 Shares	**	786
	Truist Finl Corp	Common Stock, 38 Shares	**	1,665
	Union Pacific Corp	Common Stock, 6 Shares	**	1,405
	United Parcel Service Inc Cl B	Common Stock, 15 Shares	**	1,867
	Unitedhealth Group Inc	Common Stock, 7 Shares	**	3,331
	Ventas Inc Reit	Common Stock, 16 Shares	**	922
	Verizon Communications Inc	Common Stock, 18 Shares	**	733
	Walmart Inc	Common Stock, 17 Shares	**	1,576
	Wells Fargo & Co	Common Stock, 61 Shares	**	4,310

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
	Xcel Energy Inc	Common Stock, 16 Shares	**	1,070
	Yum Brands Inc	Common Stock, 5 Shares	**	735
	Subtotal – Common Stock – Other			121,904
	DODGE & COX STOCK FUND	Registered Investment Company 483 Shares	**	124,238
*	FID GOVT MMKT	Registered Investment Company 234 Shares	**	234
*	FID US BOND INDX	Registered Investment Company 3,080 Shares	**	31,473
*	FID 500 INDEX	Registered Investment Company 54 Shares	**	11,126
*	FID EXT MKT IDX	Registered Investment Company 31 Shares	**	2,800
	Subtotal – Mutual Funds			169,871
	ARROWST ACWI EX-US A	Collective Investment Trust 333 Shares	**	65,387
	BTC STR COMP NL M	Collective Investment Trust 140 Shares	**	1,873
*	FID BLUE CHIP GR POOL	Collective Investment Trust 3,581 Shares	**	178,989
	Hotchkis & Wiley Small Cap Diversified V Class F	Collective Investment Trust 3,551 Shares	**	42,122
	LOOMIS SAYLES & CO SMC GWTH C	Collective Investment Trust 2,649 Shares	**	69,327
	PRU CORE PL BD CL 5	Collective Investment Trust 296 Shares	**	55,035
*	SP 500 INDEX PL CL D	Collective Investment Trust 1,581 Shares	**	435,928
*	SP GLB EXUS IDX CL D	Collective Investment Trust 200 Shares	**	28,011
*	SP EXT MKT IDX CL D	Collective Investment Trust 452 Shares	**	77,176
	VANGUARD TARGET INC	Collective Investment Trust 804 Shares	**	45,056
	VANGUARD TARGET 2020	Collective Investment Trust 633 Shares	**	46,654
	VANGUARD TARGET 2025	Collective Investment Trust 1,507 Shares	**	122,668
	VANGUARD TARGET 2030	Collective Investment Trust 2,601 Shares	**	229,921
	VANGUARD TARGET 2035	Collective Investment Trust 1,935 Shares	**	185,429
	VANGUARD TARGET 2040	Collective Investment Trust 1,520 Shares	**	155,754
	VANGUARD TARGET 2045	Collective Investment Trust 1,186 Shares	**	126,968
	VANGUARD TARGET 2050	Collective Investment Trust 1,435 Shares	**	156,046
	VANGUARD TARGET 2055	Collective Investment Trust 923 Shares	**	100,270
	VANGUARD TARGET 2060	Collective Investment Trust 1,042 Shares	**	68,157
	VANGUARD TARGET 2065	Collective Investment Trust 452 Shares	**	18,246
	VANGUARD TARGET 2070	Collective Investment Trust 180 Shares	**	4,410
	Subtotal – Collective Investment Trusts			2,213,427
*	(Cash)	Cash	**	1,325
	7 ELEVEN INC 0.95% 02/10/2026 144A	Corporate Bond 0.95% 2/10/26	**	583
	7 ELEVEN INC 1.3% 02/10/2028 144A	Corporate Bond 1.30% 2/10/28	**	678
	AERCAP IRELAND CAP LTD / AERCAP GLOBAL AVIATION TR	Corporate Bond 2.45% 10/29/26	**	394
	AERCAP IRELAND CAP LTD / AERCAP GLOBAL AVIATION TR	Corporate Bond 6.45% 4/15/27	**	1,546
	AIR LEASE CORP 2.2% 01/15/2027	Corporate Bond 2.20% 1/15/27	**	695
	ALLY AUTO RECEIVABLES TRUST 2024-1 5.08% 12/15/202	Mortgage Backed Security 5.08% 12/15/28	**	250
	AMERICAN EXPRESS CO 2.55% 03/04/2027	Corporate Bond 2.55% 3/04/27	**	1,317
	AMERICAN EXPRESS CR ACC MST TR 4.87% 05/15/2028	Mortgage Backed Security 4.87% 5/15/28	**	834
	AMERICAN EXPRESS CR ACC MST TR 5.23% 04/15/2029	Mortgage Backed Security 5.23% 4/15/29	**	1,323

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
	AMERICAN EXPRESS CR ACC MST TR 5.23% 09/15/2028	Mortgage Backed Security 5.23% 9/15/28	**	1,653
	AMERICAN GENERAL LIFE	Synthetic GIC - 2.425% (fair value to contract value)	**	2,914
	AMGEN INC 5.15% 03/02/2028	Corporate Bond 5.15% 3/02/28	**	372
	AMPHENOL CORPORATION NEW 5.05% 04/05/2027	Corporate Bond 5.05% 4/05/27	**	234
	AMPHENOL CORPORATION NEW 5.05% 04/05/2029	Corporate Bond 5.05% 4/05/29	**	336
	AT&T INC 1.65% 02/01/2028	Corporate Bond 1.65% 2/01/28	**	1,578
	ATHENE GLOBAL FUNDING 1.73% 10/02/2026 144A	Corporate Bond 1.73% 10/02/26	**	1,770
	ATHENE GLOBAL FUNDING 4.721% 10/08/2029 144A	Corporate Bond 4.72% 10/08/29	**	986
	BA CR CARD TR 4.79% 05/15/2028	Mortgage Backed Security 4.79% 5/15/28	**	604
	BA CR CARD TR 4.98% 11/15/2028	Mortgage Backed Security 4.98% 11/15/28	**	795
	BAE SYSTEMS PLC 5% 03/26/2027 144A	Corporate Bond 5.00% 3/26/27	**	461
	BAE SYSTEMS PLC 5.125% 03/26/2029 144A	Corporate Bond 5.13% 3/26/29	**	428
	BAKER HUGHES A GE CO LLC / CO-OBLIGOR INC 2.061% 1	Corporate Bond 2.06% 12/15/26	**	338
	BANCO SANTANDER SA 1.722%/VAR 09/14/2027	Corporate Bond 1.72% 9/14/27	**	951
	BANK OF AMERICA CORPORATION 1.197%/VAR 10/24/2026	Corporate Bond 1.20% 10/24/26	**	2,714
	BANK OF AMERICA CORPORATION 1.734%/VAR 07/22/2027	Corporate Bond 1.73% 7/22/27	**	1,336
	BANK OF AMERICA CORPORATION 2.551%/VAR 02/04/2028	Corporate Bond 2.55% 2/04/28	**	1,831
	BANK OF AMERICA CORPORATION 4.948%/VAR 07/22/2028	Corporate Bond 4.95% 7/22/28	**	2,458
	BANK OF MONTREAL QUE 0.949%/VAR 01/22/2027	Corporate Bond 0.95% 1/22/27	**	965
	BANQUE FED CRED MUTUEL PARIS 5.194% 02/16/2028 144	Corporate Bond 5.19% 2/16/28	**	1,028
	BARCLAYS PLC 2.279%/VAR 11/24/2027	Corporate Bond 2.28% 11/24/27	**	1,840
	BARCLAYS PLC 2.852%/VAR 05/07/2026	Corporate Bond 2.85% 5/07/26	**	967
	BAT INTL FINANCE PLC 1.668% 03/25/2026	Corporate Bond 1.67% 3/25/26	**	1,933
	BENCHMARK MORTGAGE TRUST 2018-B7 A2 4.377% 05/15/2	Mortgage Backed Security 4.38% 5/15/53	**	712
	BENCHMARK MTG TR 2018-B2 A2 3.6623% 02/15/2051	Mortgage Backed Security 3.66% 2/15/51	**	27
	BENCHMARK MTG TR 2018-B8 A2 4.149% 01/15/2052	Mortgage Backed Security 4.15% 1/15/52	**	257
	BMW VEHICLE OWNER TRUST 2023-A 5.47% 02/25/2028	Mortgage Backed Security 5.47% 2/25/28	**	218
	BNP PARIBAS 1.323%/VAR 01/13/2027 144A	Corporate Bond 1.32% 1/13/27	**	1,489
	BOEING CO 6.259% 05/01/2027	Corporate Bond 6.26% 5/01/27	**	117
	BOFA AUTO TR 2024-1A A3 5.35% 11/15/2028 144A	Mortgage Backed Security 5.35% 11/15/28	**	90
	BPCE SA 2.045%/VAR 10/19/2027 144A	Corporate Bond 2.04% 10/19/27	**	1,262

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
	BRISTOL-MYERS SQUIBB CO 4.9% 02/22/2027	Corporate Bond 4.90% 2/22/27	**	929
	BRISTOL-MYERS SQUIBB CO 4.9% 02/22/2029	Corporate Bond 4.90% 2/22/29	**	677
	BROADCOM INC 4.15% 02/15/2028	Corporate Bond 4.15% 2/15/28	**	1,077
	BROADCOM INC 5.05% 07/12/2029	Corporate Bond 5.05% 7/12/29	**	959
	BX 2021-BXMF TSFR1M+75.041 10/15/2026 144A	Mortgage Backed Security 5.15% 10/15/26	**	643
	BX COML MTG TR 2024-GPA3 A TSFR1M+149.25 12/15/202	Mortgage Backed Security 5.80% 12/15/39	**	129
	BX COMMERCIAL MORTGAGE TRUST 2021-PAC TSFR1M+80.35	Mortgage Backed Security 5.20% 10/15/36	**	873
	BX COMMERCIAL MORTGAGE TRUST 22-LP2 A TSFR1M+96.27	Mortgage Backed Security 5.41% 2/15/39	**	806
	BX TR 2021-ACNT TSFR1M+96.448 11/15/2026 144A	Mortgage Backed Security 5.36% 11/15/38	**	742
	CA ST 2.40% 10/1/2025	Municipal Bond 2.40% 10/01/25	**	1,175
	CANADIAN IMPERIAL BK OF COMM 3.45% 04/07/2027	Corporate Bond 3.45% 4/07/27	**	2,157
	CANADIAN IMPERIAL BK OF COMM 5.237% 06/28/2027	Corporate Bond 5.24% 6/28/27	**	1,011
	CANADIAN NATL RESOURCES LTD 5% 12/15/2029 144A	Corporate Bond 5.00% 12/15/29	**	369
	CANADIAN PAC RY CO 1.75% 12/02/2026	Corporate Bond 1.75% 12/02/26	**	395
	CAPITAL ONE FINANCIAL CORP 1.878%/VAR 11/02/2027	Corporate Bond 1.88% 11/02/27	**	2,180
	CAPITAL ONE FINANCIAL CORP 4.985%/VAR 07/24/2026	Corporate Bond 4.99% 7/24/26	**	641
	CAPITAL ONE PRIME AUTO RECEIVABLES TRUST 2023-2 5.	Mortgage Backed Security 5.82% 6/15/28	**	1,311
	CARMAX AUTO OWNER TR 2023-2 5.05% 01/18/2028	Mortgage Backed Security 5.05% 1/18/28	**	1,559
	CARMAX AUTO OWNER TR 2023-4 6% 07/17/2028	Mortgage Backed Security 6.00% 7/17/28	**	261
	CARMAX AUTO OWNER TR 2024-2 5.5% 01/16/2029	Mortgage Backed Security 5.50% 1/16/29	**	179
	CARMAX AUTO OWNER TRUST 2024-1 4.92% 10/16/2028	Mortgage Backed Security 4.92% 10/16/28	**	603
	CARMX 2023-3 A3 5.28% 05/15/2028	Mortgage Backed Security 5.28% 5/15/28	**	1,028
	CHASE AUTO OWNER TRUST 2024-1 5.13% 05/25/2029 144	Mortgage Backed Security 5.13% 5/25/29	**	233
	CHASE AUTO OWNER TRUST 5.22% 07/25/2029 144A	Mortgage Backed Security 5.22% 7/25/29	**	899
	CHASE ISSUANCE TR 5.08% 09/15/2030	Mortgage Backed Security 5.08% 9/15/30	**	1,768
	CHASE ISSUANCE TR 5.16% 09/15/2028	Mortgage Backed Security 5.16% 9/15/28	**	1,941
	CITIBANK CR CARD ISSUANCE TR 5.23% 12/08/2027	Mortgage Backed Security 5.23% 12/08/27	**	607
	CITIGROUP COML MTG TR 2016-GC36 AAB 3.368% 02/10/2	Mortgage Backed Security 3.37% 2/10/49	**	139
	CITIGROUP INC 3.106%/VAR 04/08/2026	Corporate Bond 3.11% 4/08/26	**	1,704
	CITIZENS AUTO RECEIVABLES TRUST 2024-1 5.11% 04/17	Mortgage Backed Security 5.11% 4/17/28	**	605

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
	CITIZENS AUTO RECEIVABLES TRUST 2024-2 5.33% 08/15	Mortgage Backed Security 5.33% 8/15/28	**	291
	CITIZENS BANK NA 2.25% 04/28/2025	Corporate Bond 2.25% 4/28/25	**	364
	COOPERATIEVE RABOBANK UA 1.98%/VAR 12/15/2027 144A	Corporate Bond 1.98% 12/15/27	**	1,810
	COREBRIDGE FINANCIAL INC 3.65% 04/05/2027	Corporate Bond 3.65% 4/05/27	**	287
	COREBRIDGE GLOBAL FUNDING 4.65% 08/20/2027 144A	Corporate Bond 4.65% 8/20/27	**	441
	DAIMLER TRUCKS FINANCE NORTH AMERICA LLC 5.125% 09	Corporate Bond 5.13% 9/25/27	**	412
	DAIMLER TRUCKS RETAIL TRUST 2024-1 5.49% 12/15/202	Mortgage Backed Security 5.49% 12/15/27	**	844
	DEERE JOHN CAPITAL CORP 4.75% 06/08/2026	Corporate Bond 4.75% 6/08/26	**	671
	DELL EQUIP FIN TR 2023-2 5.65% 01/22/2029 144A	Mortgage Backed Security 5.65% 1/22/29	**	477
	DELL EQUIPMENT FINANCE TRUST 2023-3 5.93% 04/23/20	Mortgage Backed Security 5.93% 4/23/29	**	667
	DELL EQUIPMENT FINANCE TRUST 24-1 5.39% 03/22/2030	Mortgage Backed Security 5.39% 3/22/30	**	391
	DEUTSCHE BANK AG NEW YORK BNCH 2.129%/VAR 11/24/20	Corporate Bond 2.13% 11/24/26	**	1,240
	DEUTSCHE BANK AG NEW YORK BNCH 2.311%/VAR 11/16/20	Corporate Bond 2.31% 11/16/27	**	1,325
	DLLAA 2023-1A 5.64% 02/22/2028 144A	Mortgage Backed Security 5.64% 2/22/28	**	119
	DLLAD 2024-1 LLC 5.3% 07/20/2029 144A	Mortgage Backed Security 5.30% 7/20/29	**	76
	DLLMT 2024-1 LLC 4.84% 08/21/2028 144A	Mortgage Backed Security 4.84% 8/21/28	**	448
	DNB BANK ASA 1.535%/VAR 05/25/2027 144A	Corporate Bond 1.54% 5/25/27	**	916
	DNB BANK ASA 1.605%/VAR 03/30/2028 144A	Corporate Bond 1.60% 3/30/28	**	1,719
	DOLLAR GEN CORP NEW 4.625% 11/01/2027	Corporate Bond 4.63% 11/01/27	**	1,242
	DTE ENERGY CO 4.95% 07/01/2027	Corporate Bond 4.95% 7/01/27	**	406
	DUKE ENERGY CORP NEW 4.3% 03/15/2028	Corporate Bond 4.30% 3/15/28	**	1,061
	ELP COMMERCIAL MORTGAGE TRUST 2021-ELP TSFR1M+81.5	Mortgage Backed Security 5.21% 11/15/38	**	1,188
	ENBRIDGE INC 5.25% 04/05/2027	Corporate Bond 5.25% 4/05/27	**	666
	ENBRIDGE INC 5.3% 04/05/2029	Corporate Bond 5.30% 4/05/29	**	555
	ENBRIDGE INC 5.9% 11/15/2026	Corporate Bond 5.90% 11/15/26	**	579
	EQUINOR ASA 1.75% 01/22/2026	Corporate Bond 1.75% 1/22/26	**	274
	EQUITABLE FINANCIAL LIFE GLOBAL FUNDING 1.7% 11/12	Corporate Bond 1.70% 11/12/26	**	1,149
	EXELON CORP 2.75% 03/15/2027	Corporate Bond 2.75% 3/15/27	**	142
	EXELON CORP 5.15% 03/15/2029	Corporate Bond 5.15% 3/15/29	**	302
	FEDERAL HOME LN MTG MLT CTF GT 2019-4872 AB 4% 08/	Mortgage Backed Security 4.00% 8/15/47	**	387
	FEDERAL HOME LN MTG MLT CTF GT 3% 07/25/2039	Mortgage Backed Security 3.00% 7/25/39	**	544
	FEDERAL HOME LN MTG MLT CTF GT 3.0% 05/15/2045	Mortgage Backed Security 3.00% 5/15/45	**	224

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	FEDERAL HOME LN MTG MLT CTF GT 4% 07/15/2047	Mortgage Backed Security 4.00% 7/15/47	**	383
	FEDERAL HOME LN MTG MLT CTF GT 4847 CA 3.5% 11/15/	Mortgage Backed Security 3.50% 11/15/45	**	191
	FEDERAL HOME LN MTGE CORP 4765 QA 3% 02/15/2046	Mortgage Backed Security 3.00% 2/15/46	**	645
	FEDERAL NAT MTG ASN GTD REM 2011-26 PA 4.5% 04/25/	Mortgage Backed Security 4.50% 4/25/41	**	179
	FEDERAL NAT MTG ASN GTD REM 2017-97 P 3% 01/25/204	Mortgage Backed Security 3.00% 1/25/47	**	601
	FEDERAL NAT MTG ASN GTD REM PA 1.85% 05/25/2033	Mortgage Backed Security 1.85% 5/25/33	**	340
	FEDERAL NAT MTG ASN GTD REM PA 2% 06/25/2035	Mortgage Backed Security 2.00% 6/25/35	**	729
	FEDERAL NAT MTG ASN GTD REM PA 2.5% 05/25/2045	Mortgage Backed Security 2.50% 5/25/45	**	553
	FEDERAL NAT MTG ASN GTD REM PA 2.5% 10/25/2039	Mortgage Backed Security 2.50% 10/25/39	**	374
	FEDERAL NAT MTG ASN GTD REM PA 2017-11 HA 3.5% 12/	Mortgage Backed Security 3.50% 12/25/45	**	541
	FEDERAL NAT MTG ASN GTD REM PA 2018-3 LP 3% 02/25/	Mortgage Backed Security 3.00% 2/25/47	**	931
	FEDERAL NAT MTG ASN GTD REM PA 2019-14 DA 4% 03/25	Mortgage Backed Security 4.00% 3/25/48	**	268
	FEDERAL NAT MTG ASN GTD REM PA 2019-38 AB 3% 07/25	Mortgage Backed Security 3.00% 7/25/39	**	701
	FEDERAL NAT MTG ASN GTD REM PA 3% 03/25/2048	Mortgage Backed Security 3.00% 3/25/48	**	1,175
	FEDERAL NAT MTG ASN GTD REM PA 3.0% 04/25/2044	Mortgage Backed Security 3.00% 4/25/44	**	137
	FEDERAL NAT MTG ASN GTD REM PA 3.5% 02/25/2046	Mortgage Backed Security 3.50% 2/25/46	**	260
	FEDERAL NAT MTG ASN GTD REM PA 4% 11/25/2048	Mortgage Backed Security 4.00% 11/25/48	**	323
	FEDERAL NATL MTG AS GTD RE PTT 2016-105 PA 3.5% 04	Mortgage Backed Security 3.50% 4/25/45	**	257
	FEDERAL NATL MTG AS GTD RE PTT 2018-11 LA 3.5% 07/	Mortgage Backed Security 3.50% 7/25/45	**	358
	FHLG 15YR 2.5% 01/01/2028#SB0799	Government Bond 2.50% 1/01/28	**	102
	FHLG 15YR 2.5% 12/01/2031#SB0093	Government Bond 2.50% 12/01/31	**	648
	FHLG 15YR 3% 03/01/2033#SB0181	Government Bond 3.00% 3/01/33	**	1,225
	FHLG 15YR 3% 05/01/2033#G16550	Government Bond 3.00% 5/01/33	**	418
	FHLG 20YR 3% 11/01/2033#G30872	Government Bond 3.00% 11/01/33	**	454
	FHLG 20YR 3.5% 06/01/2032#C91456	Government Bond 3.50% 6/01/32	**	294
	FHLG 20YR 3.5% 07/01/2032#G31067	Government Bond 3.50% 7/01/32	**	191
	FHLG 25YR 5.50% 7/35 #G05815	Government Bond 5.50% 7/01/35	**	17
	FHLG 5.50% 3/34 #G01665	Government Bond 5.50% 3/01/34	**	27
	FHLG 5.50% 5/34 #Z40042	Government Bond 5.50% 5/01/34	**	200
	FHR 3415 PC 5% 12/37	Mortgage Backed Security 5.00% 12/15/37	**	23
	FIDELITY SHORT TERM CASH FUND	Fid Inst Cash Port: MM Fund Class 1 SHS F/N/A	**	7,115
	FNMA 6.50% 7/32 #545762	Mortgage Backed Security 6.50% 7/01/32	**	2
	FNMA 6.50% 7/35 #745092	Mortgage Backed Security 6.50% 7/01/35	**	3
	FNMA 6.50% 12/32 #735415	Mortgage Backed Security 6.50% 12/01/32	**	3

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	FNMA 15YR 2% 02/01/2028#FS3865	Mortgage Backed Security 2.00% 2/01/28	**	122
	FNMA 15YR 2.5% 01/01/2028#FS3867	Mortgage Backed Security 2.50% 1/01/28	**	131
	FNMA 15YR 2.5% 01/01/2029#	Mortgage Backed Security 2.50% 1/01/29	**	255
	FNMA 15YR 2.5% 10/01/2031#AS8010	Mortgage Backed Security 2.50% 10/01/31	**	279
	FNMA 15YR 3% 02/01/2033#BM5108	Mortgage Backed Security 3.00% 2/01/33	**	1,560
	FNMA 15YR 3% 12/01/2032#BM5109	Mortgage Backed Security 3.00% 12/01/32	**	1,513
	FNMA 15YR 3.5% 02/01/2033#FM9794	Mortgage Backed Security 3.50% 2/01/33	**	220
	FNMA 15YR 3.5% 09/01/2029#AL5878	Mortgage Backed Security 3.50% 9/01/29	**	126
	FNMA 15YR 3.5% 11/01/2030#AL7688	Mortgage Backed Security 3.50% 11/01/30	**	116
	FNMA 15YR 3.5% 12/01/2028#AV1907	Mortgage Backed Security 3.50% 12/01/28	**	4
	FNMA 15YR 4% 02/01/2034#FM3001	Mortgage Backed Security 4.00% 2/01/34	**	681
	FNMA 15YR 4% 03/01/2034#FM2867	Mortgage Backed Security 4.00% 3/01/34	**	1,496
	FNMA 15YR 4.5% 11/01/2025#AL8242	Mortgage Backed Security 4.50% 11/01/25	**	1
	FNMA 20YR 2.5% 01/01/2033#AL2974	Mortgage Backed Security 2.50% 1/01/33	**	121
	FNMA 20YR 2.5% 01/01/2033#AL2975	Mortgage Backed Security 2.50% 1/01/33	**	152
	FNMA 20YR 2.5% 01/01/2033#AL2976	Mortgage Backed Security 2.50% 1/01/33	**	86
	FNMA 20YR 2.5% 01/01/2033#AL2982	Mortgage Backed Security 2.50% 1/01/33	**	99
	FNMA 20YR 3.00% 11/32 #MA1237	Mortgage Backed Security 3.00% 11/01/32	**	1,043
	FNMA 20YR 4.5% 03/01/2039#FM1774	Mortgage Backed Security 4.50% 3/01/39	**	84
	FNMA 20YR 4.5% 06/01/2039#FM1045	Mortgage Backed Security 4.50% 6/01/39	**	43
	FNMA 20YR 4.5% 08/01/2039#FM1353	Mortgage Backed Security 4.50% 8/01/39	**	117
	FNMA 5.50% 11/34 #310105	Mortgage Backed Security 5.50% 11/01/34	**	143
	FNMA 6.50% 12/35 #AD0723	Mortgage Backed Security 6.50% 12/01/35	**	28
	FNMA 6.50% 7/32 #545759	Mortgage Backed Security 6.50% 7/01/32	**	8
	FNMA 6.50% 8/36 #888034	Mortgage Backed Security 6.50% 8/01/36	**	5
	FNMA 6.50% 8/36 #888544	Mortgage Backed Security 6.50% 8/01/36	**	24
	FNMA 6.50% 8/36 #AE0746	Mortgage Backed Security 6.50% 8/01/36	**	19
	FNMA GTD MTG PASS THRU CTF 3.5% 10/25/2044	Mortgage Backed Security 3.50% 10/25/44	**	382
	FNR 2013-16 GP 3% 1/1/33	Mortgage Backed Security 3.00% 3/25/33	**	52
	FNR 2015-42 LE 3.0% 06/25/45	Mortgage Backed Security 3.00% 6/25/45	**	332
	FNR 2015-49 LE 3% 07/45	Mortgage Backed Security 3.00% 7/25/45	**	265
	FNR 2015-54 GA 2.5% 07/25/2045	Mortgage Backed Security 2.50% 7/25/45	**	183
	FNR 2016-19 AH 3% 04/46	Mortgage Backed Security 3.00% 4/25/46	**	260
	FNR 2016-26 CG 3% 05/46	Mortgage Backed Security 3.00% 5/25/46	**	692
	FNR 2016-34 GH 3% 06/46	Mortgage Backed Security 3.00% 6/25/46	**	646
	FNR 2016-37 BK 3% 06/25/46	Mortgage Backed Security 3.00% 6/25/46	**	748
	FNR 2017-20 AP 3.5% 03/25/2045	Mortgage Backed Security 3.50% 3/25/45	**	644
	FNR 2018-16 NB 3.25% 12/25/2044	Mortgage Backed Security 3.25% 12/25/44	**	38
	FORD CR FLOORPLN MAST OWN TR A 4.92% 05/15/2028 14	Mortgage Backed Security 4.92% 5/15/28	**	994
	FORD CR FLOORPLN MAST OWN TR A 5.29% 04/15/2029 14	Mortgage Backed Security 5.29% 4/15/29	**	1,184
	FORD CREDIT AUTO OWNER TRUST 2023-B 5.23% 05/15/20	Mortgage Backed Security 5.23% 5/15/28	**	924
	FREDDIE MAC REMICS 2018-4766 MA 3.5% 02/15/2046	Mortgage Backed Security 3.50% 2/15/46	**	612
	FREDDIE MAC REMICS 3% 10/25/2048	Mortgage Backed Security 3.00% 10/25/48	**	572

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	GALLAGHER (ARTHUR J.) & CO 4.6% 12/15/2027	Corporate Bond 4.60% 12/15/27	**	433
	GALLAGHER (ARTHUR J.) & CO 4.85% 12/15/2029	Corporate Bond 4.85% 12/15/29	**	71
	GENERAL MTRS FINL CO INC 1.25% 01/08/2026	Corporate Bond 1.25% 1/08/26	**	1,687
	GENERAL MTRS FINL CO INC 2.35% 02/26/2027	Corporate Bond 2.35% 2/26/27	**	765
	GEORGIA POWER CO 4.65% 05/16/2028	Corporate Bond 4.65% 5/16/28	**	841
	GM FINANCIAL LEASING TRUST 2023-3 5.38% 11/20/2026	Mortgage Backed Security 5.38% 11/20/26	**	120
	GM FINANCIAL SECURITIZED TERM AUTO RECEIVABLES TR	Mortgage Backed Security 5.78% 8/16/28	**	1,078
	GM FINL CONSUMER AUTOMOBILE RECEIVABLES TR 2023-2	Mortgage Backed Security 4.47% 2/16/28	**	404
	GM FINL CONSUMER AUTOMOBILE RECEIVABLES TR 2023-3	Mortgage Backed Security 5.45% 6/16/28	**	250
	GMF FLOORPLAN OWNER REVOLVING TR 5.13% 03/15/2029	Mortgage Backed Security 5.13% 3/15/29	**	1,569
	GMF FLOORPLAN OWNER REVOLVING TR 5.34% 06/15/2028	Mortgage Backed Security 5.34% 6/15/28	**	1,365
	GOLDMAN SACHS GROUP INC (THE) 2.64%/VAR 02/24/2028	Corporate Bond 2.64% 2/24/28	**	1,503
	GOLDMAN SACHS GROUP INC (THE) 4.482%/VAR 08/23/202	Corporate Bond 4.48% 8/23/28	**	1,406
	GS MTG SECS TR 2015-GC32 AAB 3.513% 07/10/2048	Mortgage Backed Security 3.51% 7/10/48	**	41
	GUARDIAN LIFE GLOBAL FUNDING 1.4% 07/06/2027 144A	Corporate Bond 1.40% 7/06/27	**	1,765
	HAROT 2023-4 5.67% 06/21/2028	Mortgage Backed Security 5.67% 6/21/28	**	958
	HEALTHCARE REALTY HOLDINGS LP 3.5% 08/01/2026	Corporate Bond 3.50% 8/01/26	**	165
	HEWLETT PACKARD ENTERPRISE CO 4.4% 09/25/2027	Corporate Bond 4.40% 9/25/27	**	590
	HOME DEPOT INC 2.875% 04/15/2027	Corporate Bond 2.88% 4/15/27	**	682
	HSBC HOLDINGS PLC 5.21%/VAR 08/11/2028	Corporate Bond 5.21% 8/11/28	**	1,053
	HSBC HOLDINGS PLC 5.597%/VAR 05/17/2028	Corporate Bond 5.60% 5/17/28	**	1,527
	HUNTINGTON AUTO TR 2024-1 5.23% 01/16/2029 144A	Mortgage Backed Security 5.23% 1/16/29	**	1,542
	HUNTINGTON BANCSHARES INC/OH 4.443%/VAR 08/04/2028	Corporate Bond 4.44% 8/04/28	**	832
	HYUNDAI AUTO LEASE SECURITIZATION TRUST 2024-B 5.4	Mortgage Backed Security 5.41% 5/17/27	**	418
	HYUNDAI AUTO RECEIVABLES TR 2024-A 4.99% 02/15/202	Mortgage Backed Security 4.99% 2/15/29	**	258
	HYUNDAI AUTO RECEIVABLES TRUST 2023-B 5.48% 04/17/	Mortgage Backed Security 5.48% 4/17/28	**	252
	HYUNDAI AUTO RECEIVABLES TRUST 2023-C 5.54% 10/16/	Mortgage Backed Security 5.54% 10/16/28	**	792
	HYUNDAI CAP AMER 4.3% 09/24/2027 144A	Corporate Bond 4.30% 9/24/27	**	1,294
	ING GROEP NV 1.726%/VAR 04/01/2027	Corporate Bond 1.73% 4/01/27	**	844
	ING GROEP NV 5.335%/VAR 03/19/2030	Corporate Bond 5.34% 3/19/30	**	806

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	INGERSOLL RAND INC 5.176% 06/15/2029	Corporate Bond 5.18% 6/15/29	**	1,518
	INGERSOLL RAND INC 5.197% 06/15/2027	Corporate Bond 5.20% 6/15/27	**	1,521
	INTERCONTINENTAL EXCHANGE INC 4% 09/15/2027	Corporate Bond 4.00% 9/15/27	**	1,602
	JACKSON NATL LIFE GLOBAL FDG 4.6% 10/01/2029 144A	Corporate Bond 4.60% 10/01/29	**	1,335
	JACKSON NATL LIFE GLOBAL FDG 5.55% 07/02/2027 144A	Corporate Bond 5.55% 7/02/27	**	422
	JPMCC COML MTG SECS TR 2016-JP4 A2 2.984% 12/15/20	Mortgage Backed Security 2.98% 12/15/49	**	83
	JP MORGAN CHASE	Synthetic GIC - 2.425% (fair value to contract value)	**	4,024
	JPMORGAN CHASE & CO 1.045%/VAR 11/19/2026	Corporate Bond 1.04% 11/19/26	**	1,638
	JPMORGAN CHASE & CO 1.47%/VAR 09/22/2027	Corporate Bond 1.47% 9/22/27	**	1,872
	JPMORGAN CHASE & CO 2.083%/VAR 04/22/2026	Corporate Bond 2.08% 4/22/26	**	1,792
	JPMORGAN CHASE & CO 2.947%/VAR 02/24/2028	Corporate Bond 2.95% 2/24/28	**	1,652
	JPMORGAN CHASE & CO 4.851%/VAR 07/25/2028	Corporate Bond 4.85% 7/25/28	**	1,429
	JPMORGAN CHASE & CO 5.7%/VAR 04/22/2028	Corporate Bond 5.57% 4/22/28	**	908
	KENVUE INC 5.05% 03/22/2028	Corporate Bond 5.05% 3/22/28	**	1,215
	KENVUE INC 5.35% 03/22/2026	Corporate Bond 5.35% 3/22/26	**	578
	KEYBANK NATL ASSN 4.15% 08/08/2025	Corporate Bond 4.15% 8/08/25	**	518
	KEYCORP SOFRINDX+125 05/23/2025	Corporate Bond 5.70% 5/23/25	**	596
	LIFE FINANCIAL SERVICES TRUST 2022 TSFR1M+129.524	Mortgage Backed Security 5.69% 5/15/39	**	1,232
	LLOYDS BANKING GROUP PLC 4.375% 03/22/2028	Corporate Bond 4.38% 3/22/28	**	989
	LLOYDS BANKING GROUP PLC 5.985%/VAR 08/07/2027	Corporate Bond 5.99% 8/07/27	**	756
	MASSACHUSETTS MUTUAL	Synthetic GIC - 2.425% (fair value to contract value)	**	1,831
	MASSMUTUAL GLOBAL FDG II 4.85% 01/17/2029 144A	Corporate Bond 4.85% 1/17/29	**	1,636
	MASSMUTUAL GLOBAL FDG II 5.1% 04/09/2027 144A	Corporate Bond 5.10% 4/09/27	**	1,439
	MERCEDES-BENZ AUTO LEASE TRUST 2024-A 5.32% 01/18/	Mortgage Backed Security 5.32% 1/18/28	**	267
	MERCEDES-BENZ AUTO RECEIVABLES TR 2023-2 5.95% 11/	Mortgage Backed Security 5.95% 11/15/28	**	618
	MERCEDES-BENZ FINANCE NORTH AMERICA LLC 1.45% 03/0	Corporate Bond 1.45% 3/02/26	**	1,387
	MERCEDES-BENZ FINANCE NORTH AMERICA LLC 4.8% 08/01	Corporate Bond 4.80% 8/01/29	**	1,207
	METROPOLITAN LIFE INC CO	Synthetic GIC - 2.425% (fair value to contract value)	**	2,061
	MET TOWER GLOBAL FUNDING 4% 10/01/2027 144A	Corporate Bond 4.00% 10/01/27	**	437
	MITSUBISHI UFJ FIN GRP INC 1.64%/ VAR 10/13/2027	Corporate Bond 1.64% 10/13/27	**	2,285

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	MITSUBISHI UFJ FIN GRP INC 5.541%/VAR 04/17/2026	Corporate Bond 5.54% 4/17/26	**	1,013
	MIZUHO FINL GROUP INC 1.234%/VAR 05/22/2027	Corporate Bond 1.23% 5/22/27	**	2,002
	MIZUHO FINL GROUP INC 2.651%/VAR 05/22/2026	Corporate Bond 2.65% 5/22/26	**	1,562
	MORGAN STANLEY 2.188%/VAR 04/28/2026	Corporate Bond 2.19% 4/28/26	**	1,393
	MORGAN STANLEY 4.679%/VAR 07/17/2026	Corporate Bond 4.68% 7/17/26	**	1,098
	MORGAN STANLEY 5.042%/VAR 07/19/2030	Corporate Bond 5.04% 7/19/30	**	1,325
	MSBAM 2016-C28 3.272% 01/15/49	Mortgage Backed Security 3.27% 1/15/49	**	334
	NATIONAL BANK OF CANADA 4.5% 10/10/2029	Corporate Bond 4.50% 10/10/29	**	886
	NATIONWIDE LIFE INS CO	Synthetic GIC - 2.435% (fair value to contract value)	**	3,040
	NATWEST GROUP PLC 1.642%/VAR 06/14/2027	Corporate Bond 1.64% 6/14/27	**	1,310
	NATWEST MARKETS PLC 5.416% 05/17/2027 144A	Corporate Bond 5.42% 5/17/27	**	1,326
	NISOURCE INC 0.95% 08/15/2025	Corporate Bond 0.95% 8/15/25	**	621
	NISSAN AUTO RECEIVABLES 2023-B OWNER TR 5.93% 03/1	Mortgage Backed Security 5.93% 3/15/28	**	732
	NISSAN MASTER OWNER TR RECEIVABLE 5.05% 02/15/2029	Mortgage Backed Security 5.05% 2/15/29	**	457
	NTT FINANCE CORP 1.162% 04/03/2026 144A	Corporate Bond 1.16% 4/03/26	**	1,768
	ONEOK INC 4.25% 09/24/2027	Corporate Bond 4.25% 9/24/27	**	124
	ONEOK INC 4.4% 10/15/2029	Corporate Bond 4.40% 10/15/29	**	127
	OPG TR 2021-PORT TSFR1M+59.848 8 10/15/2036 144A	Mortgage Backed Security 5.00% 10/15/36	**	1,123
	ORACLE CORP 1.65% 03/25/2026	Corporate Bond 1.65% 3/25/26	**	730
	OREILLY AUTOMOTIVE INC 5.75% 11/20/2026	Corporate Bond 5.75% 11/20/26	**	411
	PACIFIC LIFE INS CO	Synthetic GIC - 2.425% (fair value to contract value)	**	1,784
	PARKER-HANNIFIN CORP 4.25% 09/15/2027	Corporate Bond 4.25% 9/15/27	**	712
	PHILIP MORRIS INTL INC 0.875% 05/01/2026	Corporate Bond 0.88% 5/01/26	**	911
	PHILIP MORRIS INTL INC 4.75% 02/12/2027	Corporate Bond 4.75% 2/12/27	**	1,208
	PNC FINANCIAL SERVICES GRP INC 5.354%/VAR 12/02/20	Corporate Bond 5.35% 12/02/28	**	957
	PORSCHE FINL AUTO SECURITIZATION TR 2023 5.79% 01/	Mortgage Backed Security 5.79% 1/22/29	**	574
	PRUDENTIAL INS CO AMERICA	Synthetic GIC - 2.425% (fair value to contract value)	**	3,530
	RGA GLOBAL FUNDING 2% 11/30/2026 144A	Corporate Bond 2.00% 11/30/26	**	698
	RGA GLOBAL FUNDING 5.448% 05/24/2029 144A	Corporate Bond 5.45% 5/24/29	**	760
	ROGERS COMMUNICATIONS INC 3.2% 03/15/2027	Corporate Bond 3.20% 3/15/27	**	465
	ROPER TECHNOLOGIES INC 4.5% 10/15/2029	Corporate Bond 4.50% 10/15/29	**	426
	ROSS STORES INC 0.875% 04/15/2026	Corporate Bond 0.88% 4/15/26	**	1,494

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
	RTX CORP 5.75% 01/15/2029	Corporate Bond 5.75% 1/15/29	**	304
	RTX CORP 5.75% 11/08/2026	Corporate Bond 5.75% 11/08/26	**	625
	S&P GLOBAL INC 2.45% 03/01/2027	Corporate Bond 2.45% 3/01/27	**	1,560
	SAMMONS FINANCIAL GROUP GLOBAL FUNDING 5.1% 12/10/	Corporate Bond 5.10% 12/10/29	**	849
	SANTANDER HLDGS USA INC 2.49%/VAR 01/06/2028	Corporate Bond 2.49% 1/06/28	**	539
	SANTANDER HLDGS USA INC 6.124%/VAR 05/31/2027	Corporate Bond 6.12% 5/31/27	**	424
	SBNA AUTO LEASE TRUST 2024-B 5.56% 11/22/2027 144A	Mortgage Backed Security 5.56% 11/22/27	**	238
	SFS AUTO RECEIVABLES SECURITIZATION TR 2024-1 4.95	Mortgage Backed Security 4.95% 5/21/29	**	462
	SFS AUTO RECEIVABLES SECURITIZATION TR 2024-2 5.33	Mortgage Backed Security 5.33% 11/20/29	**	136
	SOCIETE GENERALE FRANCE 1.488%/VAR 12/14/2026 144A	Corporate Bond 1.49% 12/14/26	**	1,089
	SOCIETE GENERALE FRANCE 1.792%/VAR 06/09/2027 144A	Corporate Bond 1.79% 6/09/27	**	1,318
	SOCIETE GENERALE FRANCE 2.797%/VAR 01/19/2028 144A	Corporate Bond 2.80% 1/19/28	**	1,830
	SOUTHERN COMPANY 5.5% 03/15/2029	Corporate Bond 5.50% 3/15/29	**	759
	SREIT TR 2021-MFP TSFR1M+84.528 08 11/15/2038 144A	Mortgage Backed Security 5.24% 11/15/38	**	771
	STATE ST BK & TR CO BOSTON	Synthetic GIC - 2.425% (fair value to contract value)	**	2,430
	STATE STREET CORP 2.901%/VAR 03/30/2026	Corporate Bond 2.90% 3/30/26	**	77
	STATE STREET CORP 4.53%/VAR 02/20/2029	Corporate Bond 4.53% 2/20/29	**	722
	SUMITOMO MITSUI FINL GRP INC 1.402% 09/17/2026	Corporate Bond 1.40% 9/17/26	**	1,899
	TAUBMAN CENTERS COMMERCIAL MORTGAGE TRUST 24-DPM A	Mortgage Backed Security 5.74% 12/15/39	**	399
	TESLA 2024-A A3 5.3% 06/21/2027 144A	Mortgage Backed Security 5.30% 6/21/27	**	575
	TESLA ELEC VEH TR 2023-1 5.38% 06/20/2028 144A	Mortgage Backed Security 5.38% 6/20/28	**	629
	TORONTO DOMINION BANK 2.8% 03/10/2027	Corporate Bond 2.80% 3/10/27	**	1,567
	TORONTO DOMINION BANK 4.783% 12/17/2029	Corporate Bond 4.78% 12/17/29	**	1,041
	TOYOTA AUTO RECEIVABLES 2023-D OWNER TR 5.54% 08/1	Mortgage Backed Security 5.54% 8/15/28	**	783
	TOYOTA MOTOR CREDIT CORP 4.55% 08/09/2029	Corporate Bond 4.55% 8/09/29	**	169
	TRANSAMERICA PREMIER LIFE	Synthetic GIC - 2.425% (fair value to contract value)	**	3,204
	TRUIST FINANCIAL CORP 4.26%/VAR 07/28/2026	Corporate Bond 4.26% 7/28/26	**	1,471
	UBS GROUP AG 1.305%/VAR 02/02/2027 144A	Corporate Bond 1.30% 2/02/27	**	1,643
	UBS GROUP AG 6.373%/VAR 07/15/2026 144A	Corporate Bond 6.37% 7/15/26	**	1,140
	USAA AUTO OWNER TRUST 2023-A 5.58% 05/15/2028 144A	Mortgage Backed Security 5.58% 5/15/28	**	1,396
	UST NOTES 3.625% 05/31/2028	Government Bond 3.63% 5/31/28	**	3,386

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
	UST NOTES 3.625% 08/31/2029	Government Bond 3.63% 8/31/29	**	7,425
	UST NOTES 3.75% 12/31/2028	Government Bond 3.75% 12/31/28	**	54,295
	UST NOTES 4% 01/31/2029	Government Bond 4.00% 1/31/29	**	14,990
	UST NOTES 4% 06/30/2028	Government Bond 4.00% 6/30/28	**	50,016
	UST NOTES 4.125% 07/31/2028	Government Bond 4.13% 7/31/28	**	59,003
	UST NOTES 4.125% 10/31/2029	Government Bond 4.13% 10/31/29	**	11,089
	UST NOTES 4.125% 11/30/2029	Government Bond 4.13% 11/30/29	**	1,402
	UST NOTES 4.375% 12/31/2029	Government Bond 4.38% 12/31/29	**	3,643
	VIRGINIA ELECTRIC AND POWER CO 3.75% 05/15/2027	Corporate Bond 3.75% 5/15/27	**	1,558
	VOLKSWAGEN AUTO LOAN ENHANCED TRUST 2023-1 5.02% 0	Mortgage Backed Security 5.02% 6/20/28	**	686
	VOLKSWAGEN AUTO LOAN ENHANCED TRUST 2023-2 5.48% 1	Mortgage Backed Security 5.48% 12/20/28	**	913
	VOLKSWAGEN GROUP AMER FIN LLC 4.35% 06/08/2027 144	Corporate Bond 4.35% 6/08/27	**	688
	VOLKSWAGEN GROUP AMER FIN LLC 5.7% 09/12/2026 144A	Corporate Bond 5.70% 9/12/26	**	2,052
	VOLVO FINANCIAL EQUIPMENT LLC SERIES 2024-1 4.29%	Mortgage Backed Security 4.29% 10/16/28	**	96
	WARNERMEDIA HOLDINGS INC 3.755% 03/15/2027	Corporate Bond 3.76% 3/15/27	**	432
	WELLS FARGO & CO NEW 2.164%/ VAR 02/11/2026	Corporate Bond 2.16% 2/11/26	**	1,115
	WELLS FARGO & CO NEW 2.188%/ VAR 04/30/2026	Corporate Bond 2.19% 4/30/26	**	1,094
	WELLS FARGO & CO NEW 3.526%/ VAR 03/24/2028	Corporate Bond 3.53% 3/24/28	**	932
	WELLS FARGO & CO NEW 4.808%/ VAR 07/25/2028	Corporate Bond 4.81% 7/25/28	**	1,424
	WELLS FARGO BK NATL ASSN 5.254% 12/11/2026	Corporate Bond 5.25% 12/11/26	**	1,421
	WELLS FARGO CARD ISSUANCE TRUST 4.94% 02/15/2029	Mortgage Backed Security 4.94% 2/15/29	**	1,354
	WILLIAMS COS INC 4.8% 11/15/2029	Corporate Bond 4.80% 11/15/29	**	637
	WORLD OMNI AUTO RECEIVABLES TR 2023-D 5.79% 02/15/	Mortgage Backed Security 5.79% 2/15/29	**	874
	WORLD OMNI AUTO RECEIVABLES TR 2024-A 4.86% 03/15/	Mortgage Backed Security 4.86% 3/15/29	**	1,566
	WORLD OMNI AUTO RECEIVABLES TR 2024-B 5.27% 09/17/	Mortgage Backed Security 5.27% 9/17/29	**	620
	WORLD OMNI AUTO RECEIVABLES TRUST 2023-C 5.15% 11/	Mortgage Backed Security 5.15% 11/15/28	**	147
	WORLD OMNI AUTOMOBILE LEASE SECURITIZATION TR 2024	Mortgage Backed Security 5.26% 10/15/27	**	582
	Subtotal – Managed Income Funds			479,647
	Self-Directed Brokerage Account		**	178,806
	Total Investment Assets			3,434,960
*	Participant Loans	Interest rates ranging 4.25% - 9.50% with maturity dates through January 2030		49,845

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

** Historical cost is omitted because the investment is participant-directed.

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

Eastman Investment and Employee
Stock Ownership Plan

Date: June 27, 2025

By: /s/Michelle R. Stewart

Michelle R. Stewart

Vice President, Chief Accounting Officer and Corporate Controller,
Eastman Chemical Company;
Member of Eastman Investment Plan Committee and
Named Fiduciary for Eastman Investment and Employee Stock
Ownership Plan

**Eastman Investment and Employee Stock Ownership Plan
Exhibit Index**

Exhibit Number	Description	Sequential Page Number
<u>23.1</u>	<u>Consent of Crowe^{LLP} Independent Registered Public Accounting Firm</u>	
<u>23.2</u>	<u>Consent of Armanino^{LLP} Independent Registered Public Accounting Firm</u>	

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 <div style="font-size: 24pt; font-weight: bold; text-align: center;">2024</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: <input type="checkbox"/> a multiemployer plan <input type="checkbox"/> a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
	<input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a DFE (specify) _____
B	This return/report is: <input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report
	<input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. <input type="checkbox"/>
D	Check box if filing under: <input checked="" type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program
	<input type="checkbox"/> special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. <input type="checkbox"/>

Part II	Basic Plan Information —enter all requested information		
1a	Name of plan EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN	1b	Three-digit plan number (PN) ▶ 002
		1c	Effective date of plan 01/01/1994
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) Eastman Chemical Company P.O. Box 431 Kingsport TN 37662-1975	2b	Employer Identification Number (EIN) 62-1539359
	200 S. Wilcox Dr. Kingsport TN 37662-1975	2c	Plan Sponsor's telephone number 423-229-2000
		2d	Business code (see instructions) 325100

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

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

SIGN HERE		9 OCT 2025	Chris M. McReynolds
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor INVESTMENT PLAN COMMITTEE - IPCO PO BOX 511 KINGSPORT TN 37662		3b Administrator's EIN 62-1615364
		3c Administrator's telephone number 423-229-2000
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	15,918
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	6a(1)	10,543
a(2) Total number of active participants at the end of the plan year	6a(2)	10,253
b Retired or separated participants receiving benefits	6b	706
c Other retired or separated participants entitled to future benefits	6c	4,300
d Subtotal. Add lines 6a(2), 6b, and 6c.	6d	15,259
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	84
f Total. Add lines 6d and 6e.	6f	15,343
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	15,455
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	14,882
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2G 2J 2O 2K 2R 2S 2T

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 _____
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
*	Fidelity Management Trust Company	Interest Bearing Cash, Participant directed	**	\$ 2,034
*	Fidelity Management Trust Company	Interest Bearing Cash, Non-Participant directed	\$ 1,481	1,481
	SSBK Govt Stif Fund	Interest Bearing Cash Equivalents	**	2,102
	Subtotal – Cash and Cash Equivalents			5,617
*	Eastman Chemical Company	Common Stock, Participant directed, 1,044 shares	**	95,342
*	Eastman Chemical Company	Common Stock, Non-Participant directed, 1,865 shares	\$ 120,431	170,346
	Subtotal – Common Stock – Eastman Chemical Co			265,688
	Abbott Laboratories	Common Stock, 13 Shares	**	1,448
	Abbvie Inc	Common Stock, 13 Shares	**	2,308
	Accenture Plc Cl A	Common Stock, 2 Shares	**	612
	Air Products & Chemicals Inc	Common Stock, 8 Shares	**	2,343
	Alexandria Real Es Eq Inc Reit	Common Stock, 4 Shares	**	371
	American Express Co	Common Stock, 9 Shares	**	2,544
	Analog Devices Inc	Common Stock, 10 Shares	**	2,078
	Apple Inc	Common Stock, 1 Shares	**	325
	Ares Management Corp Cl A	Common Stock, 8 Shares	**	1,460
	Arthur J Gallagher And Co	Common Stock, 3 Shares	**	970
	Avalonbay Communities Inc Reit	Common Stock, 3 Shares	**	597
	Bank Of America Corporation	Common Stock, 80 Shares	**	3,534
	Bank Of New York Mellon Corp	Common Stock, 10 Shares	**	744
	Becton Dickinson & Co	Common Stock, 5 Shares	**	1,092
	Blackrock Inc	Common Stock, 2 Shares	**	1,601
	Blackstone Inc	Common Stock, 10 Shares	**	1,748
	Bristol-Myers Squibb Co	Common Stock, 39 Shares	**	2,183
	Capital One Financial Corp	Common Stock, 9 Shares	**	1,646
	Cencora Inc	Common Stock, 3 Shares	**	616
	Chevron Corp	Common Stock, 17 Shares	**	2,412
	Chubb Ltd	Common Stock, 4 Shares	**	1,099
	Cigna Group (The)	Common Stock, 4 Shares	**	1,225
	Cme Group Inc Cl A	Common Stock, 3 Shares	**	666
	Cms Energy Corp	Common Stock, 12 Shares	**	820
	Coca Cola Co	Common Stock, 19 Shares	**	1,161
	Comcast Corp Cl A	Common Stock, 54 Shares	**	2,035
	Conocophillips	Common Stock, 27 Shares	**	2,641
	Corning Inc	Common Stock, 23 Shares	**	1,106
	Cvs Health Corp	Common Stock, 22 Shares	**	965
	Deere & Co	Common Stock, 5 Shares	**	2,210
	Dominion Energy Inc	Common Stock, 23 Shares	**	1,264
	Dover Corp	Common Stock, 10 Shares	**	1,908
	Eaton Corp Plc	Common Stock, 5 Shares	**	1,754
	Eli Lilly & Co	Common Stock, 1 Shares	**	556
	Eog Resources Inc	Common Stock, 14 Shares	**	1,770
	Exxon Mobil Corp	Common Stock, 14 Shares	**	1,524
	General Dynamics Corporation	Common Stock, 7 Shares	**	1,959
	Goldman Sachs Group Inc	Common Stock, 1 Shares	**	848
	Hartford Insurance Group Inc/The	Common Stock, 2 Shares	**	262

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
	Hershey Co (The)	Common Stock, 4 Shares	**	677
	Home Depot Inc	Common Stock, 5 Shares	**	1,900
	Honeywell Intl Inc	Common Stock, 6 Shares	**	1,442
	Intl Bus Mach Corp	Common Stock, 3 Shares	**	684
	Johnson & Johnson	Common Stock, 12 Shares	**	1,768
	Lam Research Corp	Common Stock, 4 Shares	**	302
	Lowes Cos Inc	Common Stock, 9 Shares	**	2,262
	Marsh & McLennan Cos Inc	Common Stock, 3 Shares	**	550
	Mcdonalds Corp	Common Stock, 7 Shares	**	1,972
	Medtronic Plc	Common Stock, 12 Shares	**	951
	Merck & Co Inc New	Common Stock, 9 Shares	**	863
	Metlife Inc	Common Stock, 8 Shares	**	645
	Microchip Technology	Common Stock, 18 Shares	**	1,033
	Microsoft Corp	Common Stock, 4 Shares	**	1,893
	Mondelez Intl Inc	Common Stock, 15 Shares	**	878
	Morgan Stanley	Common Stock, 22 Shares	**	2,802
	Nextera Energy	Common Stock, 20 Shares	**	1,456
	Nike Inc Cl B	Common Stock, 2 Shares	**	133
	Norfolk Southern Corp	Common Stock, 10 Shares	**	2,330
	Northrop Grumman Corp	Common Stock, 1 Shares	**	575
	Nxp Semiconductors Nv	Common Stock, 5 Shares	**	1,006
	Parker Hannifin Corp	Common Stock, 2 Shares	**	1,373
	Pepsico Inc	Common Stock, 6 Shares	**	878
	Philip Morris Intl Inc	Common Stock, 20 Shares	**	2,426
	Pnc Financial Services Grp Inc	Common Stock, 11 Shares	**	2,156
	Ppg Industries Inc	Common Stock, 5 Shares	**	621
	Procter & Gamble Co	Common Stock, 11 Shares	**	1,798
	Progressive Corp Ohio	Common Stock, 3 Shares	**	755
	Prologis Inc Reit	Common Stock, 8 Shares	**	844
	Public Svc Enterprise Grp Inc	Common Stock, 12 Shares	**	976
	Quest Diagnostics Inc	Common Stock, 1 Shares	**	123
	Republic Services Inc	Common Stock, 3 Shares	**	552
	Rtx Corp	Common Stock, 11 Shares	**	1,329
	Schwab Charles Corp	Common Stock, 35 Shares	**	2,601
	Seagate Technology Holdings Plc	Common Stock, 10 Shares	**	894
	Texas Instruments Inc	Common Stock, 9 Shares	**	1,671
	Tjx Companies Inc New	Common Stock, 16 Shares	**	1,980
	Travelers Companies Inc	Common Stock, 3 Shares	**	786
	Truist Finl Corp	Common Stock, 38 Shares	**	1,665
	Union Pacific Corp	Common Stock, 6 Shares	**	1,405
	United Parcel Service Inc Cl B	Common Stock, 15 Shares	**	1,867
	Unitedhealth Group Inc	Common Stock, 7 Shares	**	3,331
	Ventas Inc Reit	Common Stock, 16 Shares	**	922
	Verizon Communications Inc	Common Stock, 18 Shares	**	733
	Walmart Inc	Common Stock, 17 Shares	**	1,576
	Wells Fargo & Co	Common Stock, 61 Shares	**	4,310

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2024
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Historical Cost	(e) Current Value
	Xcel Energy Inc	Common Stock, 16 Shares	**	1,070
	Yum Brands Inc	Common Stock, 5 Shares	**	735
	Subtotal – Common Stock – Other			121,904
	DODGE & COX STOCK FUND	Registered Investment Company 483 Shares	**	124,238
*	FID GOVT MMKT	Registered Investment Company 234 Shares	**	234
*	FID US BOND INDX	Registered Investment Company 3,080 Shares	**	31,473
*	FID 500 INDEX	Registered Investment Company 54 Shares	**	11,126
*	FID EXT MKT IDX	Registered Investment Company 31 Shares	**	2,800
	Subtotal – Mutual Funds			169,871
	ARROWST ACWI EX-US A	Collective Investment Trust 333 Shares	**	65,387
	BTC STR COMP NL M	Collective Investment Trust 140 Shares	**	1,873
*	FID BLUE CHIP GR POOL	Collective Investment Trust 3,581 Shares	**	178,989
	Hotchkis & Wiley Small Cap Diversified V Class F	Collective Investment Trust 3,551 Shares	**	42,122
	LOOMIS SAYLES & CO SMC GWTH C	Collective Investment Trust 2,649 Shares	**	69,327
	PRU CORE PL BD CL 5	Collective Investment Trust 296 Shares	**	55,035
*	SP 500 INDEX PL CL D	Collective Investment Trust 1,581 Shares	**	435,928
*	SP GLB EXUS IDX CL D	Collective Investment Trust 200 Shares	**	28,011
*	SP EXT MKT IDX CL D	Collective Investment Trust 452 Shares	**	77,176
	VANGUARD TARGET INC	Collective Investment Trust 804 Shares	**	45,056
	VANGUARD TARGET 2020	Collective Investment Trust 633 Shares	**	46,654
	VANGUARD TARGET 2025	Collective Investment Trust 1,507 Shares	**	122,668
	VANGUARD TARGET 2030	Collective Investment Trust 2,601 Shares	**	229,921
	VANGUARD TARGET 2035	Collective Investment Trust 1,935 Shares	**	185,429
	VANGUARD TARGET 2040	Collective Investment Trust 1,520 Shares	**	155,754
	VANGUARD TARGET 2045	Collective Investment Trust 1,186 Shares	**	126,968
	VANGUARD TARGET 2050	Collective Investment Trust 1,435 Shares	**	156,046
	VANGUARD TARGET 2055	Collective Investment Trust 923 Shares	**	100,270
	VANGUARD TARGET 2060	Collective Investment Trust 1,042 Shares	**	68,157
	VANGUARD TARGET 2065	Collective Investment Trust 452 Shares	**	18,246
	VANGUARD TARGET 2070	Collective Investment Trust 180 Shares	**	4,410
	Subtotal – Collective Investment Trusts			2,213,427
*	(Cash)	Cash	**	1,325
	7 ELEVEN INC 0.95% 02/10/2026 144A	Corporate Bond 0.95% 2/10/26	**	583
	7 ELEVEN INC 1.3% 02/10/2028 144A	Corporate Bond 1.30% 2/10/28	**	678
	AERCAP IRELAND CAP LTD / AERCAP GLOBAL AVIATION TR	Corporate Bond 2.45% 10/29/26	**	394
	AERCAP IRELAND CAP LTD / AERCAP GLOBAL AVIATION TR	Corporate Bond 6.45% 4/15/27	**	1,546
	AIR LEASE CORP 2.2% 01/15/2027	Corporate Bond 2.20% 1/15/27	**	695
	ALLY AUTO RECEIVABLES TRUST 2024-1 5.08% 12/15/202	Mortgage Backed Security 5.08% 12/15/28	**	250
	AMERICAN EXPRESS CO 2.55% 03/04/2027	Corporate Bond 2.55% 3/04/27	**	1,317
	AMERICAN EXPRESS CR ACC MST TR 4.87% 05/15/2028	Mortgage Backed Security 4.87% 5/15/28	**	834
	AMERICAN EXPRESS CR ACC MST TR 5.23% 04/15/2029	Mortgage Backed Security 5.23% 4/15/29	**	1,323

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	AMERICAN EXPRESS CR ACC MST TR 5.23% 09/15/2028	Mortgage Backed Security 5.23% 9/15/28	**	1,653
	AMERICAN GENERAL LIFE	Synthetic GIC - 2.425% (fair value to contract value)	**	2,914
	AMGEN INC 5.15% 03/02/2028	Corporate Bond 5.15% 3/02/28	**	372
	AMPHENOL CORPORATION NEW 5.05% 04/05/2027	Corporate Bond 5.05% 4/05/27	**	234
	AMPHENOL CORPORATION NEW 5.05% 04/05/2029	Corporate Bond 5.05% 4/05/29	**	336
	AT&T INC 1.65% 02/01/2028	Corporate Bond 1.65% 2/01/28	**	1,578
	ATHENE GLOBAL FUNDING 1.73% 10/02/2026 144A	Corporate Bond 1.73% 10/02/26	**	1,770
	ATHENE GLOBAL FUNDING 4.721% 10/08/2029 144A	Corporate Bond 4.72% 10/08/29	**	986
	BA CR CARD TR 4.79% 05/15/2028	Mortgage Backed Security 4.79% 5/15/28	**	604
	BA CR CARD TR 4.98% 11/15/2028	Mortgage Backed Security 4.98% 11/15/28	**	795
	BAE SYSTEMS PLC 5% 03/26/2027 144A	Corporate Bond 5.00% 3/26/27	**	461
	BAE SYSTEMS PLC 5.125% 03/26/2029 144A	Corporate Bond 5.13% 3/26/29	**	428
	BAKER HUGHES A GE CO LLC / CO-OBLIGOR INC 2.061% 1	Corporate Bond 2.06% 12/15/26	**	338
	BANCO SANTANDER SA 1.722%/VAR 09/14/2027	Corporate Bond 1.72% 9/14/27	**	951
	BANK OF AMERICA CORPORATION 1.197%/VAR 10/24/2026	Corporate Bond 1.20% 10/24/26	**	2,714
	BANK OF AMERICA CORPORATION 1.734%/VAR 07/22/2027	Corporate Bond 1.73% 7/22/27	**	1,336
	BANK OF AMERICA CORPORATION 2.551%/VAR 02/04/2028	Corporate Bond 2.55% 2/04/28	**	1,831
	BANK OF AMERICA CORPORATION 4.948%/VAR 07/22/2028	Corporate Bond 4.95% 7/22/28	**	2,458
	BANK OF MONTREAL QUE 0.949%/VAR 01/22/2027	Corporate Bond 0.95% 1/22/27	**	965
	BANQUE FED CRED MUTUEL PARIS 5.194% 02/16/2028 144	Corporate Bond 5.19% 2/16/28	**	1,028
	BARCLAYS PLC 2.279%/VAR 11/24/2027	Corporate Bond 2.28% 11/24/27	**	1,840
	BARCLAYS PLC 2.852%/VAR 05/07/2026	Corporate Bond 2.85% 5/07/26	**	967
	BAT INTL FINANCE PLC 1.668% 03/25/2026	Corporate Bond 1.67% 3/25/26	**	1,933
	BENCHMARK MORTGAGE TRUST 2018-B7 A2 4.377% 05/15/2	Mortgage Backed Security 4.38% 5/15/53	**	712
	BENCHMARK MTG TR 2018-B2 A2 3.6623% 02/15/2051	Mortgage Backed Security 3.66% 2/15/51	**	27
	BENCHMARK MTG TR 2018-B8 A2 4.149% 01/15/2052	Mortgage Backed Security 4.15% 1/15/52	**	257
	BMW VEHICLE OWNER TRUST 2023-A 5.47% 02/25/2028	Mortgage Backed Security 5.47% 2/25/28	**	218
	BNP PARIBAS 1.323%/VAR 01/13/2027 144A	Corporate Bond 1.32% 1/13/27	**	1,489
	BOEING CO 6.259% 05/01/2027	Corporate Bond 6.26% 5/01/27	**	117
	BOFA AUTO TR 2024-1A A3 5.35% 11/15/2028 144A	Mortgage Backed Security 5.35% 11/15/28	**	90
	BPCE SA 2.045%/VAR 10/19/2027 144A	Corporate Bond 2.04% 10/19/27	**	1,262

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	BRISTOL-MYERS SQUIBB CO 4.9% 02/22/2027	Corporate Bond 4.90% 2/22/27	**	929
	BRISTOL-MYERS SQUIBB CO 4.9% 02/22/2029	Corporate Bond 4.90% 2/22/29	**	677
	BROADCOM INC 4.15% 02/15/2028	Corporate Bond 4.15% 2/15/28	**	1,077
	BROADCOM INC 5.05% 07/12/2029	Corporate Bond 5.05% 7/12/29	**	959
	BX 2021-BXMF TSFR1M+75.041 10/15/2026 144A	Mortgage Backed Security 5.15% 10/15/26	**	643
	BX COML MTG TR 2024-GPA3 A TSFR1M+149.25 12/15/202	Mortgage Backed Security 5.80% 12/15/39	**	129
	BX COMMERCIAL MORTGAGE TRUST 2021-PAC TSFR1M+80.35	Mortgage Backed Security 5.20% 10/15/36	**	873
	BX COMMERCIAL MORTGAGE TRUST 22-LP2 A TSFR1M+96.27	Mortgage Backed Security 5.41% 2/15/39	**	806
	BX TR 2021-ACNT TSFR1M+96.448 11/15/2026 144A	Mortgage Backed Security 5.36% 11/15/38	**	742
	CA ST 2.40% 10/1/2025	Municipal Bond 2.40% 10/01/25	**	1,175
	CANADIAN IMPERIAL BK OF COMM 3.45% 04/07/2027	Corporate Bond 3.45% 4/07/27	**	2,157
	CANADIAN IMPERIAL BK OF COMM 5.237% 06/28/2027	Corporate Bond 5.24% 6/28/27	**	1,011
	CANADIAN NATL RESOURCES LTD 5% 12/15/2029 144A	Corporate Bond 5.00% 12/15/29	**	369
	CANADIAN PAC RY CO 1.75% 12/02/2026	Corporate Bond 1.75% 12/02/26	**	395
	CAPITAL ONE FINANCIAL CORP 1.878%/VAR 11/02/2027	Corporate Bond 1.88% 11/02/27	**	2,180
	CAPITAL ONE FINANCIAL CORP 4.985%/VAR 07/24/2026	Corporate Bond 4.99% 7/24/26	**	641
	CAPITAL ONE PRIME AUTO RECEIVABLES TRUST 2023-2 5.	Mortgage Backed Security 5.82% 6/15/28	**	1,311
	CARMAX AUTO OWNER TR 2023-2 5.05% 01/18/2028	Mortgage Backed Security 5.05% 1/18/28	**	1,559
	CARMAX AUTO OWNER TR 2023-4 6% 07/17/2028	Mortgage Backed Security 6.00% 7/17/28	**	261
	CARMAX AUTO OWNER TR 2024-2 5.5% 01/16/2029	Mortgage Backed Security 5.50% 1/16/29	**	179
	CARMAX AUTO OWNER TRUST 2024-1 4.92% 10/16/2028	Mortgage Backed Security 4.92% 10/16/28	**	603
	CARMX 2023-3 A3 5.28% 05/15/2028	Mortgage Backed Security 5.28% 5/15/28	**	1,028
	CHASE AUTO OWNER TRUST 2024-1 5.13% 05/25/2029 144	Mortgage Backed Security 5.13% 5/25/29	**	233
	CHASE AUTO OWNER TRUST 5.22% 07/25/2029 144A	Mortgage Backed Security 5.22% 7/25/29	**	899
	CHASE ISSUANCE TR 5.08% 09/15/2030	Mortgage Backed Security 5.08% 9/15/30	**	1,768
	CHASE ISSUANCE TR 5.16% 09/15/2028	Mortgage Backed Security 5.16% 9/15/28	**	1,941
	CITIBANK CR CARD ISSUANCE TR 5.23% 12/08/2027	Mortgage Backed Security 5.23% 12/08/27	**	607
	CITIGROUP COML MTG TR 2016-GC36 AAB 3.368% 02/10/2	Mortgage Backed Security 3.37% 2/10/49	**	139
	CITIGROUP INC 3.106%/VAR 04/08/2026	Corporate Bond 3.11% 4/08/26	**	1,704
	CITIZENS AUTO RECEIVABLES TRUST 2024-1 5.11% 04/17	Mortgage Backed Security 5.11% 4/17/28	**	605

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	CITIZENS AUTO RECEIVABLES TRUST 2024-2 5.33% 08/15	Mortgage Backed Security 5.33% 8/15/28	**	291
	CITIZENS BANK NA 2.25% 04/28/2025	Corporate Bond 2.25% 4/28/25	**	364
	COOPERATIEVE RABOBANK UA 1.98%/VAR 12/15/2027 144A	Corporate Bond 1.98% 12/15/27	**	1,810
	COREBRIDGE FINANCIAL INC 3.65% 04/05/2027	Corporate Bond 3.65% 4/05/27	**	287
	COREBRIDGE GLOBAL FUNDING 4.65% 08/20/2027 144A	Corporate Bond 4.65% 8/20/27	**	441
	DAIMLER TRUCKS FINANCE NORTH AMERICA LLC 5.125% 09	Corporate Bond 5.13% 9/25/27	**	412
	DAIMLER TRUCKS RETAIL TRUST 2024-1 5.49% 12/15/202	Mortgage Backed Security 5.49% 12/15/27	**	844
	DEERE JOHN CAPITAL CORP 4.75% 06/08/2026	Corporate Bond 4.75% 6/08/26	**	671
	DELL EQUIP FIN TR 2023-2 5.65% 01/22/2029 144A	Mortgage Backed Security 5.65% 1/22/29	**	477
	DELL EQUIPMENT FINANCE TRUST 2023-3 5.93% 04/23/20	Mortgage Backed Security 5.93% 4/23/29	**	667
	DELL EQUIPMENT FINANCE TRUST 24-1 5.39% 03/22/2030	Mortgage Backed Security 5.39% 3/22/30	**	391
	DEUTSCHE BANK AG NEW YORK BNCH 2.129%/VAR 11/24/20	Corporate Bond 2.13% 11/24/26	**	1,240
	DEUTSCHE BANK AG NEW YORK BNCH 2.311%/VAR 11/16/20	Corporate Bond 2.31% 11/16/27	**	1,325
	DLLAA 2023-1A 5.64% 02/22/2028 144A	Mortgage Backed Security 5.64% 2/22/28	**	119
	DLLAD 2024-1 LLC 5.3% 07/20/2029 144A	Mortgage Backed Security 5.30% 7/20/29	**	76
	DLLMT 2024-1 LLC 4.84% 08/21/2028 144A	Mortgage Backed Security 4.84% 8/21/28	**	448
	DNB BANK ASA 1.535%/VAR 05/25/2027 144A	Corporate Bond 1.54% 5/25/27	**	916
	DNB BANK ASA 1.605%/VAR 03/30/2028 144A	Corporate Bond 1.60% 3/30/28	**	1,719
	DOLLAR GEN CORP NEW 4.625% 11/01/2027	Corporate Bond 4.63% 11/01/27	**	1,242
	DTE ENERGY CO 4.95% 07/01/2027	Corporate Bond 4.95% 7/01/27	**	406
	DUKE ENERGY CORP NEW 4.3% 03/15/2028	Corporate Bond 4.30% 3/15/28	**	1,061
	ELP COMMERCIAL MORTGAGE TRUST 2021-ELP TSFR1M+81.5	Mortgage Backed Security 5.21% 11/15/38	**	1,188
	ENBRIDGE INC 5.25% 04/05/2027	Corporate Bond 5.25% 4/05/27	**	666
	ENBRIDGE INC 5.3% 04/05/2029	Corporate Bond 5.30% 4/05/29	**	555
	ENBRIDGE INC 5.9% 11/15/2026	Corporate Bond 5.90% 11/15/26	**	579
	EQUINOR ASA 1.75% 01/22/2026	Corporate Bond 1.75% 1/22/26	**	274
	EQUITABLE FINANCIAL LIFE GLOBAL FUNDING 1.7% 11/12	Corporate Bond 1.70% 11/12/26	**	1,149
	EXELON CORP 2.75% 03/15/2027	Corporate Bond 2.75% 3/15/27	**	142
	EXELON CORP 5.15% 03/15/2029	Corporate Bond 5.15% 3/15/29	**	302
	FEDERAL HOME LN MTG MLT CTF GT 2019-4872 AB 4% 08/	Mortgage Backed Security 4.00% 8/15/47	**	387
	FEDERAL HOME LN MTG MLT CTF GT 3% 07/25/2039	Mortgage Backed Security 3.00% 7/25/39	**	544
	FEDERAL HOME LN MTG MLT CTF GT 3.0% 05/15/2045	Mortgage Backed Security 3.00% 5/15/45	**	224

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	FEDERAL HOME LN MTG MLT CTF GT 4% 07/15/2047	Mortgage Backed Security 4.00% 7/15/47	**	383
	FEDERAL HOME LN MTG MLT CTF GT 4847 CA 3.5% 11/15/	Mortgage Backed Security 3.50% 11/15/45	**	191
	FEDERAL HOME LN MTGE CORP 4765 QA 3% 02/15/2046	Mortgage Backed Security 3.00% 2/15/46	**	645
	FEDERAL NAT MTG ASN GTD REM 2011-26 PA 4.5% 04/25/	Mortgage Backed Security 4.50% 4/25/41	**	179
	FEDERAL NAT MTG ASN GTD REM 2017-97 P 3% 01/25/204	Mortgage Backed Security 3.00% 1/25/47	**	601
	FEDERAL NAT MTG ASN GTD REM PA 1.85% 05/25/2033	Mortgage Backed Security 1.85% 5/25/33	**	340
	FEDERAL NAT MTG ASN GTD REM PA 2% 06/25/2035	Mortgage Backed Security 2.00% 6/25/35	**	729
	FEDERAL NAT MTG ASN GTD REM PA 2.5% 05/25/2045	Mortgage Backed Security 2.50% 5/25/45	**	553
	FEDERAL NAT MTG ASN GTD REM PA 2.5% 10/25/2039	Mortgage Backed Security 2.50% 10/25/39	**	374
	FEDERAL NAT MTG ASN GTD REM PA 2017-11 HA 3.5% 12/	Mortgage Backed Security 3.50% 12/25/45	**	541
	FEDERAL NAT MTG ASN GTD REM PA 2018-3 LP 3% 02/25/	Mortgage Backed Security 3.00% 2/25/47	**	931
	FEDERAL NAT MTG ASN GTD REM PA 2019-14 DA 4% 03/25	Mortgage Backed Security 4.00% 3/25/48	**	268
	FEDERAL NAT MTG ASN GTD REM PA 2019-38 AB 3% 07/25	Mortgage Backed Security 3.00% 7/25/39	**	701
	FEDERAL NAT MTG ASN GTD REM PA 3% 03/25/2048	Mortgage Backed Security 3.00% 3/25/48	**	1,175
	FEDERAL NAT MTG ASN GTD REM PA 3.0% 04/25/2044	Mortgage Backed Security 3.00% 4/25/44	**	137
	FEDERAL NAT MTG ASN GTD REM PA 3.5% 02/25/2046	Mortgage Backed Security 3.50% 2/25/46	**	260
	FEDERAL NAT MTG ASN GTD REM PA 4% 11/25/2048	Mortgage Backed Security 4.00% 11/25/48	**	323
	FEDERAL NATL MTG AS GTD RE PTT 2016-105 PA 3.5% 04	Mortgage Backed Security 3.50% 4/25/45	**	257
	FEDERAL NATL MTG AS GTD RE PTT 2018-11 LA 3.5% 07/	Mortgage Backed Security 3.50% 7/25/45	**	358
	FHLG 15YR 2.5% 01/01/2028#SB0799	Government Bond 2.50% 1/01/28	**	102
	FHLG 15YR 2.5% 12/01/2031#SB0093	Government Bond 2.50% 12/01/31	**	648
	FHLG 15YR 3% 03/01/2033#SB0181	Government Bond 3.00% 3/01/33	**	1,225
	FHLG 15YR 3% 05/01/2033#G16550	Government Bond 3.00% 5/01/33	**	418
	FHLG 20YR 3% 11/01/2033#G30872	Government Bond 3.00% 11/01/33	**	454
	FHLG 20YR 3.5% 06/01/2032#C91456	Government Bond 3.50% 6/01/32	**	294
	FHLG 20YR 3.5% 07/01/2032#G31067	Government Bond 3.50% 7/01/32	**	191
	FHLG 25YR 5.50% 7/35 #G05815	Government Bond 5.50% 7/01/35	**	17
	FHLG 5.50% 3/34 #G01665	Government Bond 5.50% 3/01/34	**	27
	FHLG 5.50% 5/34 #Z40042	Government Bond 5.50% 5/01/34	**	200
	FHR 3415 PC 5% 12/37	Mortgage Backed Security 5.00% 12/15/37	**	23
	FIDELITY SHORT TERM CASH FUND	Fid Inst Cash Port: MM Fund Class 1 SHS F/N/A	**	7,115
	FNMA 6.50% 7/32 #545762	Mortgage Backed Security 6.50% 7/01/32	**	2
	FNMA 6.50% 7/35 #745092	Mortgage Backed Security 6.50% 7/01/35	**	3
	FNMA 6.50% 12/32 #735415	Mortgage Backed Security 6.50% 12/01/32	**	3

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	FNMA 15YR 2% 02/01/2028#FS3865	Mortgage Backed Security 2.00% 2/01/28	**	122
	FNMA 15YR 2.5% 01/01/2028#FS3867	Mortgage Backed Security 2.50% 1/01/28	**	131
	FNMA 15YR 2.5% 01/01/2029#	Mortgage Backed Security 2.50% 1/01/29	**	255
	FNMA 15YR 2.5% 10/01/2031#AS8010	Mortgage Backed Security 2.50% 10/01/31	**	279
	FNMA 15YR 3% 02/01/2033#BM5108	Mortgage Backed Security 3.00% 2/01/33	**	1,560
	FNMA 15YR 3% 12/01/2032#BM5109	Mortgage Backed Security 3.00% 12/01/32	**	1,513
	FNMA 15YR 3.5% 02/01/2033#FM9794	Mortgage Backed Security 3.50% 2/01/33	**	220
	FNMA 15YR 3.5% 09/01/2029#AL5878	Mortgage Backed Security 3.50% 9/01/29	**	126
	FNMA 15YR 3.5% 11/01/2030#AL7688	Mortgage Backed Security 3.50% 11/01/30	**	116
	FNMA 15YR 3.5% 12/01/2028#AV1907	Mortgage Backed Security 3.50% 12/01/28	**	4
	FNMA 15YR 4% 02/01/2034#FM3001	Mortgage Backed Security 4.00% 2/01/34	**	681
	FNMA 15YR 4% 03/01/2034#FM2867	Mortgage Backed Security 4.00% 3/01/34	**	1,496
	FNMA 15YR 4.5% 11/01/2025#AL8242	Mortgage Backed Security 4.50% 11/01/25	**	1
	FNMA 20YR 2.5% 01/01/2033#AL2974	Mortgage Backed Security 2.50% 1/01/33	**	121
	FNMA 20YR 2.5% 01/01/2033#AL2975	Mortgage Backed Security 2.50% 1/01/33	**	152
	FNMA 20YR 2.5% 01/01/2033#AL2976	Mortgage Backed Security 2.50% 1/01/33	**	86
	FNMA 20YR 2.5% 01/01/2033#AL2982	Mortgage Backed Security 2.50% 1/01/33	**	99
	FNMA 20YR 3.00% 11/32 #MA1237	Mortgage Backed Security 3.00% 11/01/32	**	1,043
	FNMA 20YR 4.5% 03/01/2039#FM1774	Mortgage Backed Security 4.50% 3/01/39	**	84
	FNMA 20YR 4.5% 06/01/2039#FM1045	Mortgage Backed Security 4.50% 6/01/39	**	43
	FNMA 20YR 4.5% 08/01/2039#FM1353	Mortgage Backed Security 4.50% 8/01/39	**	117
	FNMA 5.50% 11/34 #310105	Mortgage Backed Security 5.50% 11/01/34	**	143
	FNMA 6.50% 12/35 #AD0723	Mortgage Backed Security 6.50% 12/01/35	**	28
	FNMA 6.50% 7/32 #545759	Mortgage Backed Security 6.50% 7/01/32	**	8
	FNMA 6.50% 8/36 #888034	Mortgage Backed Security 6.50% 8/01/36	**	5
	FNMA 6.50% 8/36 #888544	Mortgage Backed Security 6.50% 8/01/36	**	24
	FNMA 6.50% 8/36 #AE0746	Mortgage Backed Security 6.50% 8/01/36	**	19
	FNMA GTD MTG PASS THRU CTF 3.5% 10/25/2044	Mortgage Backed Security 3.50% 10/25/44	**	382
	FNR 2013-16 GP 3% 1/1/33	Mortgage Backed Security 3.00% 3/25/33	**	52
	FNR 2015-42 LE 3.0% 06/25/45	Mortgage Backed Security 3.00% 6/25/45	**	332
	FNR 2015-49 LE 3% 07/45	Mortgage Backed Security 3.00% 7/25/45	**	265
	FNR 2015-54 GA 2.5% 07/25/2045	Mortgage Backed Security 2.50% 7/25/45	**	183
	FNR 2016-19 AH 3% 04/46	Mortgage Backed Security 3.00% 4/25/46	**	260
	FNR 2016-26 CG 3% 05/46	Mortgage Backed Security 3.00% 5/25/46	**	692
	FNR 2016-34 GH 3% 06/46	Mortgage Backed Security 3.00% 6/25/46	**	646
	FNR 2016-37 BK 3% 06/25/46	Mortgage Backed Security 3.00% 6/25/46	**	748
	FNR 2017-20 AP 3.5% 03/25/2045	Mortgage Backed Security 3.50% 3/25/45	**	644
	FNR 2018-16 NB 3.25% 12/25/2044	Mortgage Backed Security 3.25% 12/25/44	**	38
	FORD CR FLOORPLN MAST OWN TR A 4.92% 05/15/2028 14	Mortgage Backed Security 4.92% 5/15/28	**	994
	FORD CR FLOORPLN MAST OWN TR A 5.29% 04/15/2029 14	Mortgage Backed Security 5.29% 4/15/29	**	1,184
	FORD CREDIT AUTO OWNER TRUST 2023-B 5.23% 05/15/20	Mortgage Backed Security 5.23% 5/15/28	**	924
	FREDDIE MAC REMICS 2018-4766 MA 3.5% 02/15/2046	Mortgage Backed Security 3.50% 2/15/46	**	612
	FREDDIE MAC REMICS 3% 10/25/2048	Mortgage Backed Security 3.00% 10/25/48	**	572

Eastman Investment and Employee Stock Ownership Plan
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	GALLAGHER (ARTHUR J.) & CO 4.6% 12/15/2027	Corporate Bond 4.60% 12/15/27	**	433
	GALLAGHER (ARTHUR J.) & CO 4.85% 12/15/2029	Corporate Bond 4.85% 12/15/29	**	71
	GENERAL MTRS FINL CO INC 1.25% 01/08/2026	Corporate Bond 1.25% 1/08/26	**	1,687
	GENERAL MTRS FINL CO INC 2.35% 02/26/2027	Corporate Bond 2.35% 2/26/27	**	765
	GEORGIA POWER CO 4.65% 05/16/2028	Corporate Bond 4.65% 5/16/28	**	841
	GM FINANCIAL LEASING TRUST 2023-3 5.38% 11/20/2026	Mortgage Backed Security 5.38% 11/20/26	**	120
	GM FINANCIAL SECURITIZED TERM AUTO RECEIVABLES TR	Mortgage Backed Security 5.78% 8/16/28	**	1,078
	GM FINL CONSUMER AUTOMOBILE RECEIVABLES TR 2023-2	Mortgage Backed Security 4.47% 2/16/28	**	404
	GM FINL CONSUMER AUTOMOBILE RECEIVABLES TR 2023-3	Mortgage Backed Security 5.45% 6/16/28	**	250
	GMF FLOORPLAN OWNER REVOLVING TR 5.13% 03/15/2029	Mortgage Backed Security 5.13% 3/15/29	**	1,569
	GMF FLOORPLAN OWNER REVOLVING TR 5.34% 06/15/2028	Mortgage Backed Security 5.34% 6/15/28	**	1,365
	GOLDMAN SACHS GROUP INC (THE) 2.64%/VAR 02/24/2028	Corporate Bond 2.64% 2/24/28	**	1,503
	GOLDMAN SACHS GROUP INC (THE) 4.482%/VAR 08/23/202	Corporate Bond 4.48% 8/23/28	**	1,406
	GS MTG SECS TR 2015-GC32 AAB 3.513% 07/10/2048	Mortgage Backed Security 3.51% 7/10/48	**	41
	GUARDIAN LIFE GLOBAL FUNDING 1.4% 07/06/2027 144A	Corporate Bond 1.40% 7/06/27	**	1,765
	HAROT 2023-4 5.67% 06/21/2028	Mortgage Backed Security 5.67% 6/21/28	**	958
	HEALTHCARE REALTY HOLDINGS LP 3.5% 08/01/2026	Corporate Bond 3.50% 8/01/26	**	165
	HEWLETT PACKARD ENTERPRISE CO 4.4% 09/25/2027	Corporate Bond 4.40% 9/25/27	**	590
	HOME DEPOT INC 2.875% 04/15/2027	Corporate Bond 2.88% 4/15/27	**	682
	HSBC HOLDINGS PLC 5.21%/VAR 08/11/2028	Corporate Bond 5.21% 8/11/28	**	1,053
	HSBC HOLDINGS PLC 5.597%/VAR 05/17/2028	Corporate Bond 5.60% 5/17/28	**	1,527
	HUNTINGTON AUTO TR 2024-1 5.23% 01/16/2029 144A	Mortgage Backed Security 5.23% 1/16/29	**	1,542
	HUNTINGTON BANCSHARES INC/OH 4.443%/VAR 08/04/2028	Corporate Bond 4.44% 8/04/28	**	832
	HYUNDAI AUTO LEASE SECURITIZATION TRUST 2024-B 5.4	Mortgage Backed Security 5.41% 5/17/27	**	418
	HYUNDAI AUTO RECEIVABLES TR 2024-A 4.99% 02/15/202	Mortgage Backed Security 4.99% 2/15/29	**	258
	HYUNDAI AUTO RECEIVABLES TRUST 2023-B 5.48% 04/17/	Mortgage Backed Security 5.48% 4/17/28	**	252
	HYUNDAI AUTO RECEIVABLES TRUST 2023-C 5.54% 10/16/	Mortgage Backed Security 5.54% 10/16/28	**	792
	HYUNDAI CAP AMER 4.3% 09/24/2027 144A	Corporate Bond 4.30% 9/24/27	**	1,294
	ING GROEP NV 1.726%/VAR 04/01/2027	Corporate Bond 1.73% 4/01/27	**	844
	ING GROEP NV 5.335%/VAR 03/19/2030	Corporate Bond 5.34% 3/19/30	**	806

Eastman Investment and Employee Stock Ownership Plan
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	INGERSOLL RAND INC 5.176% 06/15/2029	Corporate Bond 5.18% 6/15/29	**	1,518
	INGERSOLL RAND INC 5.197% 06/15/2027	Corporate Bond 5.20% 6/15/27	**	1,521
	INTERCONTINENTAL EXCHANGE INC 4% 09/15/2027	Corporate Bond 4.00% 9/15/27	**	1,602
	JACKSON NATL LIFE GLOBAL FDG 4.6% 10/01/2029 144A	Corporate Bond 4.60% 10/01/29	**	1,335
	JACKSON NATL LIFE GLOBAL FDG 5.55% 07/02/2027 144A	Corporate Bond 5.55% 7/02/27	**	422
	JPMCC COML MTG SECS TR 2016-JP4 A2 2.984% 12/15/20	Mortgage Backed Security 2.98% 12/15/49	**	83
	JP MORGAN CHASE	Synthetic GIC - 2.425% (fair value to contract value)	**	4,024
	JPMORGAN CHASE & CO 1.045%/VAR 11/19/2026	Corporate Bond 1.04% 11/19/26	**	1,638
	JPMORGAN CHASE & CO 1.47%/VAR 09/22/2027	Corporate Bond 1.47% 9/22/27	**	1,872
	JPMORGAN CHASE & CO 2.083%/VAR 04/22/2026	Corporate Bond 2.08% 4/22/26	**	1,792
	JPMORGAN CHASE & CO 2.947%/VAR 02/24/2028	Corporate Bond 2.95% 2/24/28	**	1,652
	JPMORGAN CHASE & CO 4.851%/VAR 07/25/2028	Corporate Bond 4.85% 7/25/28	**	1,429
	JPMORGAN CHASE & CO 5.7%/VAR 04/22/2028	Corporate Bond 5.57% 4/22/28	**	908
	KENVUE INC 5.05% 03/22/2028	Corporate Bond 5.05% 3/22/28	**	1,215
	KENVUE INC 5.35% 03/22/2026	Corporate Bond 5.35% 3/22/26	**	578
	KEYBANK NATL ASSN 4.15% 08/08/2025	Corporate Bond 4.15% 8/08/25	**	518
	KEYCORP SOFRINDX+125 05/23/2025	Corporate Bond 5.70% 5/23/25	**	596
	LIFE FINANCIAL SERVICES TRUST 2022 TSFR1M+129.524	Mortgage Backed Security 5.69% 5/15/39	**	1,232
	LLOYDS BANKING GROUP PLC 4.375% 03/22/2028	Corporate Bond 4.38% 3/22/28	**	989
	LLOYDS BANKING GROUP PLC 5.985%/VAR 08/07/2027	Corporate Bond 5.99% 8/07/27	**	756
	MASSACHUSETTS MUTUAL	Synthetic GIC - 2.425% (fair value to contract value)	**	1,831
	MASSMUTUAL GLOBAL FDG II 4.85% 01/17/2029 144A	Corporate Bond 4.85% 1/17/29	**	1,636
	MASSMUTUAL GLOBAL FDG II 5.1% 04/09/2027 144A	Corporate Bond 5.10% 4/09/27	**	1,439
	MERCEDES-BENZ AUTO LEASE TRUST 2024-A 5.32% 01/18/	Mortgage Backed Security 5.32% 1/18/28	**	267
	MERCEDES-BENZ AUTO RECEIVABLES TR 2023-2 5.95% 11/	Mortgage Backed Security 5.95% 11/15/28	**	618
	MERCEDES-BENZ FINANCE NORTH AMERICA LLC 1.45% 03/0	Corporate Bond 1.45% 3/02/26	**	1,387
	MERCEDES-BENZ FINANCE NORTH AMERICA LLC 4.8% 08/01	Corporate Bond 4.80% 8/01/29	**	1,207
	METROPOLITAN LIFE INC CO	Synthetic GIC - 2.425% (fair value to contract value)	**	2,061
	MET TOWER GLOBAL FUNDING 4% 10/01/2027 144A	Corporate Bond 4.00% 10/01/27	**	437
	MITSUBISHI UFJ FIN GRP INC 1.64%/ VAR 10/13/2027	Corporate Bond 1.64% 10/13/27	**	2,285

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	MITSUBISHI UFJ FIN GRP INC 5.541%/VAR 04/17/2026	Corporate Bond 5.54% 4/17/26	**	1,013
	MIZUHO FINL GROUP INC 1.234%/VAR 05/22/2027	Corporate Bond 1.23% 5/22/27	**	2,002
	MIZUHO FINL GROUP INC 2.651%/VAR 05/22/2026	Corporate Bond 2.65% 5/22/26	**	1,562
	MORGAN STANLEY 2.188%/VAR 04/28/2026	Corporate Bond 2.19% 4/28/26	**	1,393
	MORGAN STANLEY 4.679%/VAR 07/17/2026	Corporate Bond 4.68% 7/17/26	**	1,098
	MORGAN STANLEY 5.042%/VAR 07/19/2030	Corporate Bond 5.04% 7/19/30	**	1,325
	MSBAM 2016-C28 3.272% 01/15/49	Mortgage Backed Security 3.27% 1/15/49	**	334
	NATIONAL BANK OF CANADA 4.5% 10/10/2029	Corporate Bond 4.50% 10/10/29	**	886
	NATIONWIDE LIFE INS CO	Synthetic GIC - 2.435% (fair value to contract value)	**	3,040
	NATWEST GROUP PLC 1.642%/VAR 06/14/2027	Corporate Bond 1.64% 6/14/27	**	1,310
	NATWEST MARKETS PLC 5.416% 05/17/2027 144A	Corporate Bond 5.42% 5/17/27	**	1,326
	NISOURCE INC 0.95% 08/15/2025	Corporate Bond 0.95% 8/15/25	**	621
	NISSAN AUTO RECEIVABLES 2023-B OWNER TR 5.93% 03/1	Mortgage Backed Security 5.93% 3/15/28	**	732
	NISSAN MASTER OWNER TR RECEIVABLE 5.05% 02/15/2029	Mortgage Backed Security 5.05% 2/15/29	**	457
	NTT FINANCE CORP 1.162% 04/03/2026 144A	Corporate Bond 1.16% 4/03/26	**	1,768
	ONEOK INC 4.25% 09/24/2027	Corporate Bond 4.25% 9/24/27	**	124
	ONEOK INC 4.4% 10/15/2029	Corporate Bond 4.40% 10/15/29	**	127
	OPG TR 2021-PORT TSFR1M+59.848 8 10/15/2036 144A	Mortgage Backed Security 5.00% 10/15/36	**	1,123
	ORACLE CORP 1.65% 03/25/2026	Corporate Bond 1.65% 3/25/26	**	730
	OREILLY AUTOMOTIVE INC 5.75% 11/20/2026	Corporate Bond 5.75% 11/20/26	**	411
	PACIFIC LIFE INS CO	Synthetic GIC - 2.425% (fair value to contract value)	**	1,784
	PARKER-HANNIFIN CORP 4.25% 09/15/2027	Corporate Bond 4.25% 9/15/27	**	712
	PHILIP MORRIS INTL INC 0.875% 05/01/2026	Corporate Bond 0.88% 5/01/26	**	911
	PHILIP MORRIS INTL INC 4.75% 02/12/2027	Corporate Bond 4.75% 2/12/27	**	1,208
	PNC FINANCIAL SERVICES GRP INC 5.354%/VAR 12/02/20	Corporate Bond 5.35% 12/02/28	**	957
	PORSCHE FINL AUTO SECURITIZATION TR 2023 5.79% 01/	Mortgage Backed Security 5.79% 1/22/29	**	574
	PRUDENTIAL INS CO AMERICA	Synthetic GIC - 2.425% (fair value to contract value)	**	3,530
	RGA GLOBAL FUNDING 2% 11/30/2026 144A	Corporate Bond 2.00% 11/30/26	**	698
	RGA GLOBAL FUNDING 5.448% 05/24/2029 144A	Corporate Bond 5.45% 5/24/29	**	760
	ROGERS COMMUNICATIONS INC 3.2% 03/15/2027	Corporate Bond 3.20% 3/15/27	**	465
	ROPER TECHNOLOGIES INC 4.5% 10/15/2029	Corporate Bond 4.50% 10/15/29	**	426
	ROSS STORES INC 0.875% 04/15/2026	Corporate Bond 0.88% 4/15/26	**	1,494

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	RTX CORP 5.75% 01/15/2029	Corporate Bond 5.75% 1/15/29	**	304
	RTX CORP 5.75% 11/08/2026	Corporate Bond 5.75% 11/08/26	**	625
	S&P GLOBAL INC 2.45% 03/01/2027	Corporate Bond 2.45% 3/01/27	**	1,560
	SAMMONS FINANCIAL GROUP GLOBAL FUNDING 5.1% 12/10/	Corporate Bond 5.10% 12/10/29	**	849
	SANTANDER HLDGS USA INC 2.49%/VAR 01/06/2028	Corporate Bond 2.49% 1/06/28	**	539
	SANTANDER HLDGS USA INC 6.124%/VAR 05/31/2027	Corporate Bond 6.12% 5/31/27	**	424
	SBNA AUTO LEASE TRUST 2024-B 5.56% 11/22/2027 144A	Mortgage Backed Security 5.56% 11/22/27	**	238
	SFS AUTO RECEIVABLES SECURITIZATION TR 2024-1 4.95	Mortgage Backed Security 4.95% 5/21/29	**	462
	SFS AUTO RECEIVABLES SECURITIZATION TR 2024-2 5.33	Mortgage Backed Security 5.33% 11/20/29	**	136
	SOCIETE GENERALE FRANCE 1.488%/VAR 12/14/2026 144A	Corporate Bond 1.49% 12/14/26	**	1,089
	SOCIETE GENERALE FRANCE 1.792%/VAR 06/09/2027 144A	Corporate Bond 1.79% 6/09/27	**	1,318
	SOCIETE GENERALE FRANCE 2.797%/VAR 01/19/2028 144A	Corporate Bond 2.80% 1/19/28	**	1,830
	SOUTHERN COMPANY 5.5% 03/15/2029	Corporate Bond 5.50% 3/15/29	**	759
	SREIT TR 2021-MFP TSFR1M+84.528 08 11/15/2038 144A	Mortgage Backed Security 5.24% 11/15/38	**	771
	STATE ST BK & TR CO BOSTON	Synthetic GIC - 2.425% (fair value to contract value)	**	2,430
	STATE STREET CORP 2.901%/VAR 03/30/2026	Corporate Bond 2.90% 3/30/26	**	77
	STATE STREET CORP 4.53%/VAR 02/20/2029	Corporate Bond 4.53% 2/20/29	**	722
	SUMITOMO MITSUI FINL GRP INC 1.402% 09/17/2026	Corporate Bond 1.40% 9/17/26	**	1,899
	TAUBMAN CENTERS COMMERCIAL MORTGAGE TRUST 24-DPM A	Mortgage Backed Security 5.74% 12/15/39	**	399
	TESLA 2024-A A3 5.3% 06/21/2027 144A	Mortgage Backed Security 5.30% 6/21/27	**	575
	TESLA ELEC VEH TR 2023-1 5.38% 06/20/2028 144A	Mortgage Backed Security 5.38% 6/20/28	**	629
	TORONTO DOMINION BANK 2.8% 03/10/2027	Corporate Bond 2.80% 3/10/27	**	1,567
	TORONTO DOMINION BANK 4.783% 12/17/2029	Corporate Bond 4.78% 12/17/29	**	1,041
	TOYOTA AUTO RECEIVABLES 2023-D OWNER TR 5.54% 08/1	Mortgage Backed Security 5.54% 8/15/28	**	783
	TOYOTA MOTOR CREDIT CORP 4.55% 08/09/2029	Corporate Bond 4.55% 8/09/29	**	169
	TRANSAMERICA PREMIER LIFE	Synthetic GIC - 2.425% (fair value to contract value)	**	3,204
	TRUIST FINANCIAL CORP 4.26%/VAR 07/28/2026	Corporate Bond 4.26% 7/28/26	**	1,471
	UBS GROUP AG 1.305%/VAR 02/02/2027 144A	Corporate Bond 1.30% 2/02/27	**	1,643
	UBS GROUP AG 6.373%/VAR 07/15/2026 144A	Corporate Bond 6.37% 7/15/26	**	1,140
	USAA AUTO OWNER TRUST 2023-A 5.58% 05/15/2028 144A	Mortgage Backed Security 5.58% 5/15/28	**	1,396
	UST NOTES 3.625% 05/31/2028	Government Bond 3.63% 5/31/28	**	3,386

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	UST NOTES 3.625% 08/31/2029	Government Bond 3.63% 8/31/29	**	7,425
	UST NOTES 3.75% 12/31/2028	Government Bond 3.75% 12/31/28	**	54,295
	UST NOTES 4% 01/31/2029	Government Bond 4.00% 1/31/29	**	14,990
	UST NOTES 4% 06/30/2028	Government Bond 4.00% 6/30/28	**	50,016
	UST NOTES 4.125% 07/31/2028	Government Bond 4.13% 7/31/28	**	59,003
	UST NOTES 4.125% 10/31/2029	Government Bond 4.13% 10/31/29	**	11,089
	UST NOTES 4.125% 11/30/2029	Government Bond 4.13% 11/30/29	**	1,402
	UST NOTES 4.375% 12/31/2029	Government Bond 4.38% 12/31/29	**	3,643
	VIRGINIA ELECTRIC AND POWER CO 3.75% 05/15/2027	Corporate Bond 3.75% 5/15/27	**	1,558
	VOLKSWAGEN AUTO LOAN ENHANCED TRUST 2023-1 5.02% 0	Mortgage Backed Security 5.02% 6/20/28	**	686
	VOLKSWAGEN AUTO LOAN ENHANCED TRUST 2023-2 5.48% 1	Mortgage Backed Security 5.48% 12/20/28	**	913
	VOLKSWAGEN GROUP AMER FIN LLC 4.35% 06/08/2027 144	Corporate Bond 4.35% 6/08/27	**	688
	VOLKSWAGEN GROUP AMER FIN LLC 5.7% 09/12/2026 144A	Corporate Bond 5.70% 9/12/26	**	2,052
	VOLVO FINANCIAL EQUIPMENT LLC SERIES 2024-1 4.29%	Mortgage Backed Security 4.29% 10/16/28	**	96
	WARNERMEDIA HOLDINGS INC 3.755% 03/15/2027	Corporate Bond 3.76% 3/15/27	**	432
	WELLS FARGO & CO NEW 2.164%/ VAR 02/11/2026	Corporate Bond 2.16% 2/11/26	**	1,115
	WELLS FARGO & CO NEW 2.188%/ VAR 04/30/2026	Corporate Bond 2.19% 4/30/26	**	1,094
	WELLS FARGO & CO NEW 3.526%/ VAR 03/24/2028	Corporate Bond 3.53% 3/24/28	**	932
	WELLS FARGO & CO NEW 4.808%/ VAR 07/25/2028	Corporate Bond 4.81% 7/25/28	**	1,424
	WELLS FARGO BK NATL ASSN 5.254% 12/11/2026	Corporate Bond 5.25% 12/11/26	**	1,421
	WELLS FARGO CARD ISSUANCE TRUST 4.94% 02/15/2029	Mortgage Backed Security 4.94% 2/15/29	**	1,354
	WILLIAMS COS INC 4.8% 11/15/2029	Corporate Bond 4.80% 11/15/29	**	637
	WORLD OMNI AUTO RECEIVABLES TR 2023-D 5.79% 02/15/	Mortgage Backed Security 5.79% 2/15/29	**	874
	WORLD OMNI AUTO RECEIVABLES TR 2024-A 4.86% 03/15/	Mortgage Backed Security 4.86% 3/15/29	**	1,566
	WORLD OMNI AUTO RECEIVABLES TR 2024-B 5.27% 09/17/	Mortgage Backed Security 5.27% 9/17/29	**	620
	WORLD OMNI AUTO RECEIVABLES TRUST 2023-C 5.15% 11/	Mortgage Backed Security 5.15% 11/15/28	**	147
	WORLD OMNI AUTOMOBILE LEASE SECURITIZATION TR 2024	Mortgage Backed Security 5.26% 10/15/27	**	582
	Subtotal – Managed Income Funds			479,647
	Self-Directed Brokerage Account		**	178,806
	Total Investment Assets			3,434,960
*	Participant Loans	Interest rates ranging 4.25% - 9.50% with maturity dates through January 2030		49,845

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

** Historical cost is omitted because the investment is participant-directed.