

| | | |
|---|---|--|
| <p>Form 5500</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p> | <p>Annual Return/Report of Employee Benefit Plan</p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ Complete all entries in accordance with the instructions to the Form 5500.</p> | <p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p>This Form is Open to Public Inspection</p> |
|---|---|--|

Part I Annual Report Identification Information
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. ▶

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶

Part II Basic Plan Information—enter all requested information

| | |
|---|--|
| <p>1a Name of plan <u>PIERCE MANUFACTURING INC. PENSION PLAN</u></p> | <p>1b Three-digit plan number (PN) ▶ <u>001</u></p> |
| <p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>PIERCE MANUFACTURING, INC.</u></p> <p><u>2600 AMERICAN DRIVE</u> <u>APPLETON, WI 54915-2017</u></p> | <p>1c Effective date of plan <u>08/01/1972</u></p> <p>2b Employer Identification Number (EIN) <u>39-0139830</u></p> <p>2c Plan Sponsor's telephone number <u>920-502-3009</u></p> <p>2d Business code (see instructions) <u>336100</u></p> |

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

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

| | | | |
|------------------|---|------------|--|
| SIGN HERE | Filed with authorized/valid electronic signature. | 10/08/2025 | KATIE MEYER |
| | Signature of plan administrator | Date | Enter name of individual signing as plan administrator |
| SIGN HERE | Filed with authorized/valid electronic signature. | 10/14/2025 | JAMES C. FREEDERS |
| | 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 |

| | |
|---|--|
| <p>3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor</p> <p>OSHKOSH CORPORATION</p> <p>1917 FOUR WHEEL DRIVE OSHKOSH, WI 54902-2600</p> | <p>3b Administrator's EIN 39-0520270</p> <p>3c Administrator's telephone number 920-502-3009</p> |
| <p>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:</p> <p>a Sponsor's name</p> <p>c Plan Name</p> | <p>4b EIN</p> <p>4d PN</p> |
| <p>5 Total number of participants at the beginning of the plan year</p> | <p>5 1877</p> |
| <p>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).</p> | |
| <p>a(1) Total number of active participants at the beginning of the plan year</p> | <p>6a(1) 898</p> |
| <p>a(2) Total number of active participants at the end of the plan year</p> | <p>6a(2) 813</p> |
| <p>b Retired or separated participants receiving benefits.....</p> | <p>6b 709</p> |
| <p>c Other retired or separated participants entitled to future benefits</p> | <p>6c 259</p> |
| <p>d Subtotal. Add lines 6a(2), 6b, and 6c.....</p> | <p>6d 1781</p> |
| <p>e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.</p> | <p>6e 79</p> |
| <p>f Total. Add lines 6d and 6e</p> | <p>6f 1860</p> |
| <p>g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)</p> | <p>6g(1)</p> |
| <p>g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)</p> | <p>6g(2)</p> |
| <p>h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....</p> | <p>6h 0</p> |
| <p>7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)</p> | <p>7</p> |

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

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

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

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 checked="" 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 _____</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> |
|--|---|

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

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

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

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

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

Receipt Confirmation Code _____

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

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

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

| | | |
|---|---|------------|
| A Name of plan <u>PIERCE MANUFACTURING INC. PENSION PLAN</u> | B Three-digit plan number (PN) ▶ | <u>001</u> |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>PIERCE MANUFACTURING, INC.</u> | D Employer Identification Number (EIN) <u>39-0139830</u> | |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 | |

Part I Basic Information

| | | | |
|----------|---|----------------------------|---------------------------|
| 1 | Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u> | | |
| 2 | Assets: | | |
| | a Market value | 2a | <u>146769908</u> |
| | b Actuarial value | 2b | <u>150038317</u> |
| 3 | Funding target/participant count breakdown | (1) Number of participants | (2) Vested Funding Target |
| | a For retired participants and beneficiaries receiving payment | <u>708</u> | <u>67330811</u> |
| | b For terminated vested participants | <u>271</u> | <u>12623426</u> |
| | c For active participants | <u>898</u> | <u>57986932</u> |
| | d Total | <u>1877</u> | <u>137941169</u> |
| 4 | If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/> | | |
| | a Funding target disregarding prescribed at-risk assumptions | 4a | |
| | b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | 4b | |
| 5 | Effective interest rate | 5 | <u>5.23 %</u> |
| 6 | Target normal cost | | |
| | a Present value of current plan year accruals | 6a | <u>1705585</u> |
| | b Expected plan-related expenses | 6b | <u>548158</u> |
| | c Target normal cost | 6c | <u>2253743</u> |

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

| | |
|--|--|
| SIGN HERE <u>ANGELA J. REELY</u> Signature of actuary <u>AON CONSULTING, INC.</u> Firm name <u>200 EAST RANDOLPH STREET</u> <u>CHICAGO, IL 60601</u> Address of the firm | <u>06/13/2025</u> Date <u>23-07847</u> Most recent enrollment number <u>312-381-7279</u> Telephone number (including area code) |
|--|--|

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

| Part II Beginning of Year Carryover and Prefunding Balances | | (a) Carryover balance | (b) Prefunding balance |
|--|--|-----------------------|------------------------|
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) | 0 | 0 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 0 |
| 9 | Amount remaining (line 7 minus line 8) | 0 | 0 |
| 10 | Interest on line 9 using prior year's actual return of <u>14.82</u> % | 0 | 0 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| | a Present value of excess contributions (line 38a from prior year) | | |
| | b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.32</u> % | | 0 |
| | b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return | | 0 |
| | c Total available at beginning of current plan year to add to prefunding balance | | 0 |
| | d Portion of (c) to be added to prefunding balance | | 0 |
| 12 | Other reductions in balances due to elections or deemed elections | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) | 0 | 0 |

| Part III Funding Percentages | | | |
|-------------------------------------|--|-----------|----------|
| 14 | Funding target attainment percentage | 14 | 108.18 % |
| 15 | Adjusted funding target attainment percentage | 15 | 108.18 % |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement | 16 | 109.31 % |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage | 17 | % |

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

| | | |
|--|--|---|
| 19 | Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year: | |
| | a Contributions allocated toward unpaid minimum required contributions from prior years | 19a 0 |
| | b Contributions made to avoid restrictions adjusted to valuation date | 19b 0 |
| | c Contributions allocated toward minimum required contribution for current year adjusted to valuation date | 19c 0 |
| 20 | Quarterly contributions and liquidity shortfalls: | |
| | a Did the plan have a "funding shortfall" for the prior year? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| | b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| | c If line 20a is "Yes," see instructions and complete the following table as applicable: | |
| Liquidity shortfall as of end of quarter of this plan year | | |
| (1) 1st | (2) 2nd | (3) 3rd |
| | | |
| (4) 4th | | |

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

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

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

| | | | |
|--|---------------------|--------------------|---------------|
| Part VIII Minimum Required Contribution For Current Year | | | |
| 31 Target normal cost and excess assets (see instructions): | | | |
| a Target normal cost (line 6c) | 31a | 2253743 | |
| b Excess assets, if applicable, but not greater than line 31a | 31b | 2253743 | |
| 32 Amortization installments: | Outstanding Balance | Installment | |
| a Net shortfall amortization installment | 0 | 0 | |
| b Waiver amortization installment | 0 | 0 | |
| 33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount | 33 | | |
| 34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)..... | | | 34 0 |
| | Carryover balance | Prefunding balance | Total balance |
| 35 Balances elected for use to offset funding requirement | 0 | 0 | 0 |
| 36 Additional cash requirement (line 34 minus line 35) | | | 36 0 |
| 37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) | | | 37 0 |
| 38 Present value of excess contributions for current year (see instructions) | | | |
| a Total (excess, if any, of line 37 over line 36) | 38a | | 0 |
| b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances | 38b | | 0 |
| 39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) | | | 39 0 |
| 40 Unpaid minimum required contributions for all years | | | 40 0 |

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

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

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

| | | |
|--|--|------------|
| A Name of plan PIERCE MANUFACTURING INC. PENSION PLAN | B Three-digit plan number (PN) ▶ | 001 |
| C Plan sponsor's name as shown on line 2a of Form 5500 PIERCE MANUFACTURING, INC. | D Employer Identification Number (EIN) 39-0139830 | |

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

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

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

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

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

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

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

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

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

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

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

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

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

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

AON HEWITT ASSOCIATES

36-2235791

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 11 15 17 50 | NONE | 229195 | 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)

SYSTEMATIC FINANCIAL MANAGEMENT

22-3367558

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 153030 | 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)

EARNEST PARTNERS

58-2386699

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 129045 | 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)

HUNTINGTON NATIONAL BANK

31-0724920

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 84514 | 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)

ROBERT W. BAIRD

39-6037917

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 17 33 50 | NONE | 76709 | 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)

PRINCIPAL BANK

42-1466678

| (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? |
|------------------------|---|--|--|--|---|--|
| 21 49 50 | NONE | 60102 | 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"/> |

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

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

| | | |
|---|--|------------|
| A Name of plan <u>PIERCE MANUFACTURING INC. PENSION PLAN</u> | B Three-digit plan number (PN) | <u>001</u> |
| C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>PIERCE MANUFACTURING, INC.</u> | D Employer Identification Number (EIN) <u>39-0139830</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) |
|---------------|--|

| | | |
|---|-------------------------------|--|
| a Name of MTIA, CCT, PSA, or 103-12 IE: <u>EMPLOYEES' RETIREMENT TRUST</u> | | |
| b Name of sponsor of entity listed in (a): <u>OSHKOSH CORPORATION</u> | | |
| c EIN-PN <u>39-0520270-006</u> | d Entity code <u>M</u> | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>157194851</u> |
| a Name of MTIA, CCT, PSA, or 103-12 IE: | | |
| b Name of sponsor of entity listed in (a): | | |
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
| a Name of MTIA, CCT, PSA, or 103-12 IE: | | |
| b Name of sponsor of entity listed in (a): | | |
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
| a Name of MTIA, CCT, PSA, or 103-12 IE: | | |
| b Name of sponsor of entity listed in (a): | | |
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
| a Name of MTIA, CCT, PSA, or 103-12 IE: | | |
| b Name of sponsor of entity listed in (a): | | |
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
| a Name of MTIA, CCT, PSA, or 103-12 IE: | | |
| b Name of sponsor of entity listed in (a): | | |
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

| | | |
|--|--|--|
| 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 |
|--|--|--|

| | |
|--|--|
| For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024 | |
| A Name of plan PIERCE MANUFACTURING INC. PENSION PLAN | B Three-digit plan number (PN) ▶ 001 |
| C Plan sponsor's name as shown on line 2a of Form 5500 PIERCE MANUFACTURING, INC. | D Employer Identification Number (EIN) 39-0139830 |

| | |
|---------------|--------------------------------------|
| 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 |
|--|-----------------|-----------------------|-----------------|
| a Total noninterest-bearing cash | 1a | | |
| b Receivables (less allowance for doubtful accounts): | | | |
| (1) Employer contributions | 1b(1) | | |
| (2) Participant contributions | 1b(2) | | |
| (3) Other | 1b(3) | | |
| c General investments: | | | |
| (1) Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | | |
| (2) U.S. Government securities | 1c(2) | | |
| (3) Corporate debt instruments (other than employer securities): | | | |
| (A) Preferred | 1c(3)(A) | | |
| (B) All other | 1c(3)(B) | | |
| (4) Corporate stocks (other than employer securities): | | | |
| (A) Preferred | 1c(4)(A) | | |
| (B) Common | 1c(4)(B) | | |
| (5) Partnership/joint venture interests | 1c(5) | | |
| (6) Real estate (other than employer real property) | 1c(6) | | |
| (7) Loans (other than to participants) | 1c(7) | | |
| (8) Participant loans | 1c(8) | | |
| (9) Value of interest in common/collective trusts | 1c(9) | | |
| (10) Value of interest in pooled separate accounts | 1c(10) | | |
| (11) Value of interest in master trust investment accounts | 1c(11) | 146769908 | 157194851 |
| (12) Value of interest in 103-12 investment entities | 1c(12) | | |
| (13) Value of interest in registered investment companies (e.g., mutual funds) | 1c(13) | | |
| (14) Value of funds held in insurance company general account (unallocated contracts) | 1c(14) | | |
| (15) Other | 1c(15) | | |

| 1d Employer-related investments: | | (a) Beginning of Year | (b) End of Year |
|---|-------|-----------------------|-----------------|
| (1) Employer securities..... | 1d(1) | | |
| (2) Employer real property..... | 1d(2) | | |
| e Buildings and other property used in plan operation..... | 1e | | |
| f Total assets (add all amounts in lines 1a through 1e)..... | 1f | 146769908 | 157194851 |
| Liabilities | | | |
| g Benefit claims payable..... | 1g | | |
| h Operating payables..... | 1h | | |
| i Acquisition indebtedness..... | 1i | | |
| j Other liabilities..... | 1j | | |
| k Total liabilities (add all amounts in lines 1g through 1j)..... | 1k | | |
| Net Assets | | | |
| l Net assets (subtract line 1k from line 1f)..... | 1l | 146769908 | 157194851 |

Part II Income and Expense Statement

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

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

| | | (a) Amount | (b) Total |
|---|---------------|------------|-----------|
| (6) Net investment gain (loss) from common/collective trusts | 2b(6) | | |
| (7) Net investment gain (loss) from pooled separate accounts | 2b(7) | | |
| (8) Net investment gain (loss) from master trust investment accounts | 2b(8) | | 17330275 |
| (9) Net investment gain (loss) from 103-12 investment entities | 2b(9) | | |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) | 2b(10) | | |
| c Other income | 2c | | |
| d Total income. Add all income amounts in column (b) and enter total | 2d | | 17330275 |

Expenses

| | | | |
|---|---------------|---------|---------|
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 5980801 | |
| (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) | | 5980801 |
| f Corrective distributions (see instructions) | 2f | | |
| g Certain deemed distributions of participant loans (see instructions) | 2g | | |
| h Interest expense | 2h | | |
| i Administrative expenses: | | | |
| (1) Salaries and allowances | 2i(1) | | |
| (2) Contract administrator fees | 2i(2) | 2359 | |
| (3) Recordkeeping fees | 2i(3) | | |
| (4) IQPA audit fees | 2i(4) | | |
| (5) Investment advisory and investment management fees | 2i(5) | 672493 | |
| (6) Bank or trust company trustee/custodial fees | 2i(6) | 60102 | |
| (7) Actuarial fees | 2i(7) | | |
| (8) Legal fees | 2i(8) | | |
| (9) Valuation/appraisal fees | 2i(9) | | |
| (10) Other trustee fees and expenses | 2i(10) | | |
| (11) Other expenses | 2i(11) | 189577 | |
| (12) Total administrative expenses. Add lines 2i(1) through (11) | 2i(12) | | 924531 |
| j Total expenses. Add all expense amounts in column (b) and enter total | 2j | | 6905332 |

Net Income and Reconciliation

| | | | |
|---|--------------|--|----------|
| k Net income (loss). Subtract line 2j from line 2d | 2k | | 10424943 |
| l Transfers of assets: | | | |
| (1) To this plan | 2l(1) | | |
| (2) From this plan | 2l(2) | | |

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **BAKER TILLY US, LLP**

(2) EIN: **30-1413443**

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 | | 20000000 |
| f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | | X | |
| g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? | | X | |
| h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? | | X | |
| i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) | | X | |
| j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) | | X | |
| k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | | X | |
| l Has the plan failed to provide any benefit when due under the plan? | | X | |
| m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | | | |
| n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. | | | |

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 550304.

| | | |
|--|---|---|
| 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. |
|--|---|---|

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

| | | |
|--|--|------------|
| A Name of plan <u>PIERCE MANUFACTURING INC. PENSION PLAN</u> | B Three-digit plan number (PN) ▶ | <u>001</u> |
| C Plan sponsor's name as shown on line 2a of Form 5500 <u>PIERCE MANUFACTURING, INC.</u> | D Employer Identification Number (EIN) <u>39-0139830</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): 39-0139830

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 | | 5 |
|---|--|---|

| | |
|----------------|---|
| 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: 63.9 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 31.0 %
 High-Yield Debt: 3.1 % Real Assets: 0.0 % Cash or Cash Equivalents: 2.0 % Other: 0.0 %

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

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

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

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

Part VII IRS Compliance Questions

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

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

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

**Pierce Manufacturing, Inc.
Pension Plan**

Financial Statements

December 31, 2024 and 2023

Pierce Manufacturing, Inc. Pension Plan

Table of Contents
December 31, 2024 and 2023

| | <u>Page</u> |
|--|-------------|
| Independent Auditors' Report | 1 |
| Financial Statements | |
| Statements of Net Assets Available for Benefits | 4 |
| Statements of Changes in Net Assets Available for Benefits | 5 |
| Notes to Financial Statements | 6 |

Independent Auditors' Report

To the Participants and Plan Administrator of
Pierce Manufacturing, Inc. Pension Plan

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

We have performed audits of the financial statements of the Pierce Manufacturing, Inc. Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023, and the related Statements of Changes in Net Assets Available for Benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Baker Tilly US, LLP

Appleton, Wisconsin
October 9, 2025

Pierce Manufacturing, Inc. Pension Plan

Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

| | <u>2024</u> | <u>2023</u> |
|---|-----------------------|-----------------------|
| Assets | | |
| Plan interest in Master Trust at fair value | \$ 157,194,851 | \$ 146,769,908 |
| Net assets available for benefits | <u>\$ 157,194,851</u> | <u>\$ 146,769,908</u> |

See notes to financial statements

Pierce Manufacturing, Inc. Pension Plan

Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2024 and 2023

| | <u>2024</u> | <u>2023</u> |
|--|-----------------------|-----------------------|
| Additions | | |
| Investment income from Plan interest in Master Trust | \$ 17,330,275 | \$ 19,956,977 |
| Total additions | <u>17,330,275</u> | <u>19,956,977</u> |
| Deductions | | |
| Benefits paid to participants | 5,980,801 | 5,357,052 |
| Administrative expenses | <u>924,531</u> | <u>1,171,635</u> |
| Total deductions | <u>6,905,332</u> | <u>6,528,687</u> |
| Net change | 10,424,943 | 13,428,290 |
| Net Assets Available for Benefits | | |
| Beginning of year | <u>146,769,908</u> | <u>133,341,618</u> |
| End of year | <u>\$ 157,194,851</u> | <u>\$ 146,769,908</u> |

See notes to financial statements

Pierce Manufacturing, Inc. Pension Plan

Notes to Financial Statements
December 31, 2024 and 2023

1. Plan Description

The following brief description of the Pierce Manufacturing, Inc. Pension Plan (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined benefit plan which includes substantially all Wisconsin employees of Pierce Manufacturing, Inc. (the Company), a wholly owned subsidiary of Oshkosh Corporation (Oshkosh). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

The Plan's Investment Committee has overall responsibility for the operations and administration of the Plan and determines the appropriateness of the Plan's investments and monitors investment performance.

The Plan was closed to new salaried participants as of September 30, 2012. The Plan was closed to new production participants as of December 31, 2013. Benefits were frozen for salaried participants effective December 31, 2012. Participants continue to earn service credit for vesting and eligibility requirements.

Contributions

The Company's funding policy is to make contributions to the Plan generally based on amounts required to be funded under provisions of ERISA. No voluntary employee contributions are permitted. The Plan complied with these minimum funding requirements for the years ended December 31, 2024 and 2023.

Vesting

As the Plan was closed to new participants as of December 31, 2013, all current participants have met the five year vesting requirement and are 100% vested in their accrued benefits.

Pierce Manufacturing, Inc. Pension Plan

Notes to Financial Statements
December 31, 2024 and 2023

Retirement Benefits

Normal retirement is age 65. Employee participants may elect early retirement between the ages of 55 and 65 with a minimum of five years of vesting service. Benefits are received at normal retirement age or, if elected, at early retirement. Benefits are determined based upon years of benefit service times a benefit dollar multiplier. The benefit dollar multiplier for salaried participants is the benefit dollar multiplier in effect at the earlier of their retirement date or December 31, 2012. A vested participant who terminates for any reason other than retirement, disability, or death is entitled to the monthly vested termination benefits beginning on the participant's normal retirement date in the amount of his or her accrued benefit or early retirement date, in which case benefits will be reduced by multiplying the accrued benefit by the appropriate early retirement factor set forth by the Plan. If an active employee dies prior to receiving retirement benefits, a death benefit equal to the value of the employee's accumulated pension benefit is paid to the employee's beneficiary. Participants may elect to receive their distributions, subject to certain Plan provisions, in the following forms: a single life method, a joint and 50 percent method, a 75 percent or 100 percent surviving spouse method, a five-year or ten-year certain and life method, a survivor benefit method and a lump-sum payment. A participant may elect to receive a lump-sum payment when the distribution amount is more than \$1,000 but not more than \$10,000. If the participant's accrued benefit is more than \$1,000 but less than \$7,000 and the participant does not affirmatively elect to receive a lump-sum distribution, an automatic rollover to an individual retirement account is established in the participant's name. If the participant's accrued benefit is \$1,000 or less, the participant is paid a lump sum. If a participant becomes disabled before retirement, the participant may receive benefit payments at the time the participant qualifies for Social Security Disability benefits.

Administrative Expenses

Substantially all administrative expenses are paid by the Plan. These expenses include Pension Benefit Guaranty Corporation (PBGC) premiums, investment management fees and trustee fees. Expenses paid by the Company are excluded from these financial statements.

Termination of Plan

Although it has not expressed any intention to do so, the Company has the right under the Plan, in certain circumstances, to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth under ERISA. In the event that the Plan is terminated, the net assets of the Plan will be allocated for payment of Plan benefits to the participants in an order of priority determined in accordance with ERISA, applicable regulations thereunder, and the plan document.

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

Whether all participants receive their benefits, should the Plan be terminated at some future time, will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits, the priority of those benefits to be paid and the level and type of benefits guaranteed by the PBGC at that time. Some benefits may be fully- or- partially-provided for by the then existing assets and the PBGC guaranty while other benefits may not be provided for at all.

Pierce Manufacturing, Inc. Pension Plan

Notes to Financial Statements
December 31, 2024 and 2023

Recent Regulatory Updates

The SECURE 2.0 Act of 2022 was signed into law on December 29, 2022. This legislation includes a vast array of provisional changes to retirement plans, becoming effective in 2023 and beyond. Plan management adopted mandatory provisions effective for the year ended December 31, 2024, and continues to evaluate the impact of the adoption and implementation of this legislation on the Plan. The application of SECURE 2.0 Act did not have a material effect on the Plan's financial statements.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Accounting Estimates

The preparation of these financial statements requires the use of certain estimates by Plan management in determining the Plan's assets, liabilities, and changes therein, and the actuarial present value of accumulated benefits and changes therein at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's primary investment is its interest in the Oshkosh Corporation Employees' Retirement Trust (the Master Trust). The Master Trust includes the Plan and the Oshkosh Corporation Hourly Employees' Retirement Plan (Hourly Plan). The investment strategy of the Master Trust is based on an expectation that, over time, equity securities will provide higher returns than debt securities. The Master Trust primarily minimizes the risk of larger losses under these strategies through diversification of investments by asset class, by investing in different styles of investment management within the classes and by using a variety of different investment managers.

The assets of the Plan are commingled and are not segregated in the accounts of the Master Trust. Although assets of the Plan are commingled in the Master Trust, Delaware Charter Guarantee & Trust Company, the trustee of the Master Trust and the Plan, maintains supporting records for the purpose of allocating the net gain or loss of the investment assets to the participating plans. The net investment income or loss of the investment assets is allocated by the trustee to each participating plan based on the relationship of the interest of each plan to the total of the interests of the participating plans. As of December 31, 2024 and 2023, the Plan's interest in the net assets of the Master Trust was approximately 49%.

The Plan's investment in the Master Trust is presented at fair value, which has been determined based on the fair value of the underlying investments of the Master Trust. The fair value of investments in common stocks, money market funds and mutual funds are determined by quoted market prices on the last business day of the plan year. The fair value of investments in common collective funds are determined using the net asset value (NAV) per share (or its equivalent) practical expedient. See Note 4 for a discussion of fair value measurements.

Security transactions are recorded on the trade date. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation and depreciation includes the gains and losses on investments bought and sold as well as held during the year.

Pierce Manufacturing, Inc. Pension Plan

Notes to Financial Statements
December 31, 2024 and 2023

Risks and Uncertainties

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

The Master Trust provides for investments in common stocks, money market funds, mutual funds, and common collective funds. Investment securities are exposed to various risks including, but not limited to, interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. 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 such changes could be material to the financial statements.

Benefit Payments

Benefit payments to participants are recorded upon distribution.

Retirement Benefits

The Plan allows for increases in the benefit dollar multiplier for production participants. The Plan's actuarial present value of accumulated benefits includes such increases in the first actuarial valuation after the benefits are effective.

3. Information Certified by the Trustee (Unaudited)

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA as of and for the years ended December 31, 2024 and 2023. Accordingly, the trustee of the Plan and Master Trust has certified the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023 and the related investment activity reported in the Statements of Changes in Net Assets Available for Benefits for the years then ended. Such information was obtained by management and agreed to or derived from information certified as complete and accurate by a qualified institution.

The fair value of the assets held in the Master Trust and the Plan's undivided interest in the assets held in the Master Trust as of December 31, 2024, were as follows:

| | <u>Master Trust</u> | <u>Plan</u> |
|---------------------------------|-----------------------|-----------------------|
| Common stocks | \$ 103,181,152 | \$ 50,213,295 |
| Money market funds | 9,682,116 | 4,711,819 |
| Mutual funds | 99,628,853 | 48,484,562 |
| Common collective funds | <u>110,079,137</u> | <u>53,570,211</u> |
| Total investments at fair value | 322,571,258 | 156,979,887 |
| Due to broker | (1,001) | (487) |
| Income receivable | <u>442,720</u> | <u>215,451</u> |
| Total net assets | <u>\$ 323,012,977</u> | <u>\$ 157,194,851</u> |

Pierce Manufacturing, Inc. Pension Plan

Notes to Financial Statements
December 31, 2024 and 2023

The fair value of the assets held in the Master Trust and the Plan's undivided interest in the assets held in the Master Trust as of December 31, 2023, were as follows:

| | <u>Master Trust</u> | <u>Plan</u> |
|---------------------------------|-----------------------|-----------------------|
| Common stocks | \$ 93,554,777 | \$ 45,439,297 |
| Money market funds | 7,742,175 | 3,760,353 |
| Mutual funds | 93,849,688 | 45,582,534 |
| Common collective funds | <u>106,581,639</u> | <u>51,766,408</u> |
| Total investments at fair value | 301,728,279 | 146,548,592 |
| Due to broker | (59,078) | (28,694) |
| Income receivable | <u>514,745</u> | <u>250,010</u> |
| Total net assets | <u>\$ 302,183,946</u> | <u>\$ 146,769,908</u> |

The changes in net assets of the Master Trust and of the Plan for the year ended December 31, 2024, were as follows:

| | <u>Master Trust</u> | <u>Plan</u> |
|---|-----------------------|-----------------------|
| Net appreciation in fair value of investments | \$ 32,136,176 | \$ 15,619,894 |
| Interest and dividends | 3,517,577 | 1,710,381 |
| Net transfers | <u>(14,824,722)</u> | <u>(6,905,332)</u> |
| Net change | 20,829,031 | 10,424,943 |
| Net assets, beginning | <u>302,183,946</u> | <u>146,769,908</u> |
| Net assets, ending | <u>\$ 323,012,977</u> | <u>\$ 157,194,851</u> |

The changes in net assets of the Master Trust and of the Plan for the year ended December 31, 2023, were as follows:

| | <u>Master Trust</u> | <u>Plan</u> |
|---|-----------------------|-----------------------|
| Net appreciation in fair value of investments | \$ 37,774,814 | \$ 18,321,578 |
| Interest and dividends | 3,380,846 | 1,635,399 |
| Net transfers | <u>(14,414,974)</u> | <u>(6,528,687)</u> |
| Net change | 26,740,686 | 13,428,290 |
| Net assets, beginning | <u>275,443,260</u> | <u>133,341,618</u> |
| Net assets, ending | <u>\$ 302,183,946</u> | <u>\$ 146,769,908</u> |

Pierce Manufacturing, Inc. Pension Plan

Notes to Financial Statements
December 31, 2024 and 2023

4. Fair Value Measurements

The Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurement*, defines fair value as the price that would be received to sell an asset or paid to transfer a liability (i.e., exit price) in an orderly transaction between market participants at the measurement date. ASC Topic 820 requires disclosures that categorize assets and liabilities measured at fair value into one of three different levels depending on the assumptions (i.e., inputs) used in the valuation. Level 1 provides the most reliable measure of fair value, while Level 3 generally requires significant management judgment. The three levels are defined as follows:

Level 1 – Unadjusted quoted prices in active markets for identical assets or liabilities

Level 2 – Observable inputs other than quoted prices included in Level 1, such as quoted prices for similar assets or liabilities in active markets or quoted prices for identical assets or liabilities in inactive markets

Level 3 – Unobservable inputs reflecting management's own assumptions about the inputs used in pricing the asset or liability

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

Plan management is responsible for the determination of fair value. Accordingly, Plan management performs periodic analyses on prices received from the pricing services to determine whether the prices are reasonable estimates of fair value. As a result of these reviews, Plan management has not historically adjusted the prices obtained from the pricing services.

The following is a description of the valuation methodologies used to measure the Master Trust's assets at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Common Stocks and Mutual Funds: valued at fair value based on quoted market prices on the last business day of the plan year.

Money Market Funds: valued at the quoted NAV of shares held by the Plan at year end.

Common Collective Funds: valued at fair value based on NAV per share (or its equivalent) practical expedient.

Pierce Manufacturing, Inc. Pension Plan

Notes to Financial Statements
December 31, 2024 and 2023

The fair values of the Master Trust's investments were as follows:

| Assets at Fair Value as of December 31, 2024 | | | | |
|---|-----------------------|---------------------|--------------|-----------------------|
| Level 1 | Level 2 | Level 3 | Total | |
| Investments: | | | | |
| Common stocks | \$ 96,043,699 | \$ 7,137,453 | \$ - | \$ 103,181,152 |
| Money market funds | 9,682,116 | - | - | 9,682,116 |
| Mutual funds | 99,628,853 | - | - | 99,628,853 |
| | <u>\$ 205,354,668</u> | <u>\$ 7,137,453</u> | <u>\$ -</u> | 212,492,121 |
| Investments measured at NAV (a) | | | | <u>110,079,137</u> |
| Total investments at fair value | | | | <u>\$ 322,571,258</u> |

| Assets at Fair Value as of December 31, 2023 | | | | |
|---|-----------------------|---------------------|--------------|-----------------------|
| Level 1 | Level 2 | Level 3 | Total | |
| Investments: | | | | |
| Common stocks | \$ 88,537,707 | \$ 5,017,070 | \$ - | \$ 93,554,777 |
| Money market funds | 7,742,175 | - | - | 7,742,175 |
| Mutual funds | 93,849,688 | - | - | 93,849,688 |
| | <u>\$ 190,129,570</u> | <u>\$ 5,017,070</u> | <u>\$ -</u> | 195,146,640 |
| Investments measured at NAV (a) | | | | <u>106,581,639</u> |
| Total investments at fair value | | | | <u>\$ 301,728,279</u> |

(a) In accordance with Subtopic 820-10, certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy.

The following table sets forth additional disclosures for the fair value measurement of the fair value of the Master Trust assets that calculate fair value based on NAV per share practical expedient as of December 31:

| 2024 | | | | |
|-------------------|-----------------------------|---|---------------------------------|-------------------------|
| Fair Value | Unfunded Commitments | Redemption Frequency (if Currently Eligible) | Redemption Notice Period | |
| \$ 110,079,137 | \$ - | N/A | 15 days | Common collective funds |

Pierce Manufacturing, Inc. Pension Plan

Notes to Financial Statements
December 31, 2024 and 2023

| | 2023 | | | |
|-------------------------|----------------|----------------------|--|--------------------------|
| | Fair Value | Unfunded Commitments | Redemption Frequency (if Currently Eligible) | Redemption Notice Period |
| Common collective funds | \$ 106,581,639 | \$ - | N/A | 15 days |

5. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits represent the estimated future periodic payments, including lump-sum distributions, under the Plan's provisions that are attributable to services rendered by the employees through the valuation date. Accumulated plan benefits include benefits expected to be paid to the following: (a) retired or terminated employees or their beneficiaries and (b) present employees or their beneficiaries. Benefits for retired or terminated employees or their beneficiaries are based on the employees' number of years of qualified service multiplied by a benefit multiplier. Benefits payable under all circumstances, whether due to retirement, death, disability, or termination of employment, are included, to the extent they are deemed attributable to employee service rendered, through the valuation date.

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

Significant actuarial assumptions used in the valuation as of January 1, 2024, were as follows:

- Mortality basis – Base table: amounts-weighted aggregate rates from the Pri-2012 mortality study projected generationally from 2012 with Scale MP-2021
- Actuarial cost method – Standard unit credit cost method
- Normal retirement age – Graduated rates between age 55 and age 67
- Interest rate used in accrued benefit calculations – 4.90%
- Rate of return – 6.50%

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

The interest rate used in accrued benefit calculations changed from 5.10 percent to 4.90 percent. This assumption change resulted in an increase of \$3,599,556 in actuarial present value of accumulated benefits for the year ended January 1, 2024.

Pierce Manufacturing, Inc. Pension Plan

Notes to Financial Statements
December 31, 2024 and 2023

The actuarial present value of accumulated plan benefits and changes in accumulated plan benefits, as of and for the year ended January 1, 2024 are as follows:

| | |
|--|-----------------------|
| Vested benefit: | |
| Participants and beneficiaries currently receiving benefits | \$ 68,953,969 |
| Other participants | <u>75,531,581</u> |
| Total vested benefits | 144,485,550 |
| Nonvested benefits | <u>811,943</u> |
| Actuarial present value of accumulated plan benefits | <u>\$ 145,297,493</u> |
| Actuarial present value of accumulated plan benefits, at beginning of year | \$ 137,553,843 |
| Increase (decrease) during the year attributable to: | |
| Benefits accumulated | 2,620,806 |
| Change in actuarial assumptions | 3,599,556 |
| Benefits paid | (5,357,052) |
| Interest | <u>6,880,340</u> |
| Net increase | <u>7,743,650</u> |
| Actuarial present value of accumulated plan benefits, at end of year | <u>\$ 145,297,493</u> |

6. Related-Party and Party in Interest Transactions

The Plan's investments are administered under a contract with the trustee of the Plan. Contributions are held and managed by the trustee who invests cash received, interest, and dividend income and makes distributions to participants. These transactions are party in interest transactions under ERISA.

As described in Note 1, the Plan paid certain expenses related to plan operations and investment activity to various service providers. Additionally, certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. These transactions are party in interest transactions under ERISA.

7. Tax Status

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated November 30, 2017, that the Plan and related trust were designed in accordance with the applicable regulations of the Internal Revenue Code (IRC). The Company and Plan management believe the Plan is currently designed and operating in compliance with the applicable requirements of the IRC, and the Plan and related trust continue to be tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Plan management is required to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Pierce Manufacturing, Inc. Pension Plan

Notes to Financial Statements
December 31, 2024 and 2023

8. Concentrations

As of December 31, 2024 and 2023, the Master Trust had investments totaling \$209,707,990 and \$200,431,327, respectively, concentrated in two funds.

9. Subsequent Events

Management of the Plan has evaluated subsequent events through October 9, 2025, which is the date that the financial statements were approved and available to be issued, for events requiring recording or disclosure in the Plan's financial statements.

Schedule SB Attachment (Form 5500) —2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

Schedule SB, Part V — Summary of Plan Provisions

Plan Provisions

Effective Date

The plan was established effective August 1, 1972. The plan was frozen for Pierce office workers effective December 31, 2012.

Effective December 22, 2016, the plan year has been changed to the calendar year. This change resulted in a short plan year from November 1, 2016 to December 31, 2016.

Covered Employees

Effective November 1, 2004 participation is immediate.

Office and Clerical employees hired after September 30, 2012 may not join the plan. Production employees hired after December 31, 2013 may not join the plan.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly benefit equal to an employee's number of years of benefit accrual service multiplied by \$29.50 for Office and Clerical employees and \$31.50, effective January 1, 2016, for Production employees.

Benefit accruals for Office and Clerical employees are frozen effective December 31, 2012.

Early Retirement

Eligibility

Age 55 and 5 years of vesting service.

Benefit

A monthly benefit equal to the vested accrued retirement benefit reduced by 5/12 of 1% for each month that benefits commence prior to age 65

Late Retirement

Eligibility

An employee may retire after age 65.

Benefit

A monthly benefit calculated in the same manner as the normal retirement benefit, with service continuing to accrue until the employee's actual retirement date, or, if larger, the age 65 benefit actuarially increased to date of commencement.

Schedule SB Attachment (Form 5500) —2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

Disability Retirement

Eligibility An employee is eligible for disability retirement if the employee is unable to perform his employment duties.

Benefit A monthly benefit equal to the vested accrued retirement benefit as of the date of disability, reduced by 5/12 of 1% for each month that benefits commence prior to age 65, up to a maximum of 120.

Vesting

Eligibility An employee is entitled to a vested benefit if he terminates after five or more years of vesting service.

Benefit The monthly benefit commencing upon the participant's normal retirement date or early retirement date is equal to the employee's accrued benefit based on years of benefit service to the date of termination, where accrued benefit means the portion of the normal retirement benefit which is payable at normal or early retirement.

Preretirement Surviving Spouse's Benefit

Eligibility The surviving spouse is entitled to a benefit if the participant was vested prior to death and had been married for the one-year period immediately preceding death.

Benefit The benefit is equal to 50% of the amount of the actuarially equivalent joint and survivor annuity which would have been payable as of the participant's early retirement age. The spouse's benefit will begin on the date the participant would have reached his early retirement age.

Normal Form of Payment

Five year certain and life.

Automatic Form of Payment

For married employees, unless the employee elects otherwise, the benefit at retirement is automatically converted to a 50% joint and survivor annuity which will be the actuarial equivalent of the normal annuity form.

Optional Forms of Payment

Optional forms provided are: Life annuity, 10-year certain and life, 15-year certain and life, 75% and 100% joint and survivor annuities, lump sums under \$10,000, and a survivor benefit option as specified in the plan.

Source of Contribution

The company pays the entire contribution.

Schedule SB Attachment (Form 5500) —2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

Year of Vesting Service

For purposes of vesting, 1,000 hours of service in any 12 consecutive month period corresponding to the plan year will constitute a vesting year of service.

Year of Benefit Accrual Service

Initial Year

An employee shall receive credit of one year of benefit accrual service for the 12-month period beginning with his date of hire if he is credited with 1,000 hours of service in that period.

Subsequent Years

Additional years of benefit accrual service are measured based on 1,000 hours of service credited during the plan year.

Benefit accrual service for Office and Clerical employees is frozen effective December 31, 2012.

Actuarial Equivalence

Lump Sums

417(e) basis

Other Optional Forms

6.00% interest and the RP-2000 Combined Healthy Mortality Table projected to 2028, weighted 85% male.

Plan Changes Since the Prior Year

The funding valuation does not reflect any plan changes.

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

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

Schedule SB Attachment (Form 5500) –2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

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

Number of Participants

| Attained Age | Years of Credited Service | | | | | | | | | |
|--------------|---------------------------|-----|-----|-------|-------|-------|-------|-------|-------|-----|
| | <1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ |
| <25 | | | | | | | | | | |
| 25-29 | | | | | | | | | | |
| 30-34 | | | | 4 | | | | | | |
| 35-39 | | | | 24 | 56 | 1 | | | | |
| 40-44 | | | | 7 | 72 | 28 | 4 | | | |
| 45-49 | | | | 8 | 56 | 42 | 48 | | | |
| 50-54 | | | | 3 | 34 | 55 | 41 | 24 | 4 | |
| 55-59 | | | | 7 | 15 | 30 | 48 | 29 | 88 | 2 |
| 60-64 | | | | 1 | 14 | 25 | 15 | 19 | 55 | 17 |
| 65-69 | | | | | 2 | 4 | 4 | 3 | 4 | 4 |
| 70+ | | | | | | | | | 1 | |

N-898

Schedule SB Attachment (Form 5500) —2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

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

For ERISA Requirements

| | |
|--|--|
| Interest Rates for Minimum Funding Purposes | Based on segment rates with no lookback (as of January 2024), each adjusted as applicable to fall within the 25-year average interest rate corridor under ARPA |
| 1st Segment Rate | 4.75% |
| 2nd Segment Rate | 4.96% |
| 3rd Segment Rate | 5.59% |
| Interest Rates for Maximum Tax Purposes | Based on segment rates with no lookback (as of January 2024), without regard to interest rate stabilization |
| 1st Segment Rate | 4.37% |
| 2nd Segment Rate | 4.96% |
| 3rd Segment Rate | 4.95% |
| Optional Payment Form Election Percentage | 100% elect the normal form of a 5 year certain and life annuity. |
| Retirement Age | |
| Active Participants | See Table 1. |
| Terminated Vested Participants | Age 63 |
| Mortality Rates | |
| Healthy and Disabled | 2024 generational mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(b) and IRS Notice 2023-73. |
| Withdrawal Rates | See Table 2. |
| Disability Rates | See Table 3. |
| Decrement Timing | Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%) |
| Surviving Spouse Benefit | It is assumed that 80% of males and 80% of females have an eligible spouse, and that males are three years older than their spouses. |
| Benefit Limits | Projected benefits are limited by the current IRC section 415 maximum benefit of \$275,000. |

Schedule SB Attachment (Form 5500) –2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

Valuation of Plan Assets

Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.

A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).

Expected Return on Assets

| | |
|----------------|-------------------------|
| 2022 Plan Year | 5.00% |
| 2023 Plan Year | 6.50%, limited to 5.74% |
| 2024 Plan Year | 6.50%, limited to 5.59% |

Trust Expenses Included in Target Normal

\$548,158. Based on the actual expenses paid from the trust for calendar year 2023.

Actuarial Method

Standard unit credit cost method

Valuation Date

January 1, 2024

Schedule SB Attachment (Form 5500) –2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

Actuarial Assumptions and Methods

Table 1

Retirement Rates

| Age | Rate |
|-----|---------|
| 55 | 5.00% |
| 56 | 5.00% |
| 57 | 5.00% |
| 58 | 5.00% |
| 59 | 5.00% |
| 60 | 5.00% |
| 61 | 10.00% |
| 62 | 20.00% |
| 63 | 20.00% |
| 64 | 20.00% |
| 65 | 20.00% |
| 66 | 20.00% |
| 67+ | 100.00% |

Schedule SB Attachment (Form 5500) –2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

Table 2

Withdrawal Rates

| Age | Years of Service | | | | | |
|-----|------------------|-------|-------|-------|-------|-------|
| | 0 | 1 | 2 | 3 | 4 | 5+ |
| 30 | 7.60% | 7.10% | 6.60% | 6.50% | 6.50% | 6.50% |
| 31 | 7.60% | 7.10% | 6.60% | 6.10% | 6.10% | 6.10% |
| 32 | 7.60% | 7.10% | 6.60% | 6.10% | 5.80% | 5.80% |
| 33 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 5.40% |
| 34 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 5.10% |
| 35 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 4.70% |
| 36 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 4.40% |
| 37 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 4.10% |
| 38 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 3.90% |
| 39 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 3.60% |
| 40 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 3.40% |
| 41 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 3.10% |
| 42 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 2.90% |
| 43 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 2.70% |
| 44 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 2.50% |
| 45 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 2.30% |
| 46 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 2.20% |
| 47 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 2.00% |
| 48 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 1.90% |
| 49 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 1.70% |
| 50 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 1.60% |
| 51 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 1.60% |
| 52 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 1.40% |
| 53 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 1.40% |
| 54 | 7.60% | 7.10% | 6.60% | 6.10% | 5.70% | 1.30% |
| 55+ | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

Schedule SB Attachment (Form 5500) –2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

Table 3

Disability Rates

| Age | Years of Service | | Age | Years of Service | |
|-----|------------------|--------|-----|------------------|--------|
| | Male | Female | | Male | Female |
| 25 | 0.03% | 0.03% | 50 | 0.33% | 0.40% |
| 26 | 0.03% | 0.03% | 51 | 0.39% | 0.44% |
| 27 | 0.03% | 0.03% | 52 | 0.46% | 0.49% |
| 28 | 0.03% | 0.04% | 53 | 0.53% | 0.54% |
| 29 | 0.03% | 0.04% | 54 | 0.61% | 0.59% |
| 30 | 0.03% | 0.04% | 55 | 0.69% | 0.64% |
| 31 | 0.03% | 0.05% | 56 | 0.77% | 0.69% |
| 32 | 0.03% | 0.05% | 57 | 0.86% | 0.74% |
| 33 | 0.03% | 0.06% | 58 | 0.95% | 0.80% |
| 34 | 0.03% | 0.06% | 59 | 1.05% | 0.85% |
| 35 | 0.04% | 0.07% | 60 | 1.15% | 0.90% |
| 36 | 0.04% | 0.08% | 61 | 1.26% | 0.96% |
| 37 | 0.05% | 0.09% | 62 | 1.38% | 1.01% |
| 38 | 0.06% | 0.10% | 63 | 1.51% | 1.05% |
| 39 | 0.07% | 0.12% | 64 | 1.64% | 1.09% |
| 40 | 0.08% | 0.13% | 65+ | 0.00% | 0.00% |
| 41 | 0.09% | 0.15% | | | |
| 42 | 0.10% | 0.17% | | | |
| 43 | 0.12% | 0.19% | | | |
| 44 | 0.14% | 0.22% | | | |
| 45 | 0.16% | 0.24% | | | |
| 46 | 0.18% | 0.27% | | | |
| 47 | 0.21% | 0.30% | | | |
| 48 | 0.25% | 0.33% | | | |
| 49 | 0.28% | 0.36% | | | |

Schedule SB Attachment (Form 5500) –2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

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

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

| (a) Age | (b) Rate | (c) Weight | (d) Product (a) × (b) × (c) |
|------------|-------------|------------------|-----------------------------------|
| 55.5 | 5.00% | 1.0000 | 2.78 |
| 56.5 | 5.00% | 0.9500 | 2.68 |
| 57.5 | 5.00% | 0.9025 | 2.59 |
| 58.5 | 5.00% | 0.8574 | 2.51 |
| 59.5 | 5.00% | 0.8145 | 2.42 |
| 60.5 | 5.00% | 0.7738 | 2.34 |
| 61.5 | 10.00% | 0.7351 | 4.52 |
| 62.5 | 20.00% | 0.6616 | 8.27 |
| 63.5 | 20.00% | 0.5293 | 6.72 |
| 64.5 | 20.00% | 0.4234 | 5.46 |
| 65.5 | 20.00% | 0.3387 | 4.44 |
| 66.5 | 20.00% | 0.2710 | 3.60 |
| 67 | 100.00% | 0.2168 | 14.52 |
| | | Weighted Average | 62.85 |

Schedule SB Attachment (Form 5500) –2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

Schedule SB, line 26b – Schedule of Projection of Expected
Benefit Payments

| Plan Year | Active Participants | Terminated Vested Participants | Retired Participants and Beneficiaries Receiving Payments | Total |
|-----------|---------------------|--------------------------------|---|-----------|
| 2024 | 285,035 | 262,959 | 5,567,658 | 6,115,652 |
| 2025 | 752,731 | 382,504 | 5,518,727 | 6,653,962 |
| 2026 | 1,220,821 | 479,019 | 5,458,875 | 7,158,715 |
| 2027 | 1,738,649 | 543,174 | 5,398,273 | 7,680,096 |
| 2028 | 2,232,895 | 601,410 | 5,327,848 | 8,162,153 |
| 2029 | 2,699,882 | 686,341 | 5,247,409 | 8,633,632 |
| 2030 | 3,106,653 | 734,732 | 5,162,566 | 9,003,951 |
| 2031 | 3,497,216 | 746,740 | 5,069,214 | 9,313,170 |
| 2032 | 3,843,418 | 760,673 | 4,958,385 | 9,562,476 |
| 2033 | 4,171,063 | 798,707 | 4,835,895 | 9,805,665 |
| 2034 | 4,367,554 | 816,560 | 4,701,519 | 9,885,633 |
| 2035 | 4,518,464 | 849,361 | 4,556,900 | 9,924,725 |
| 2036 | 4,660,977 | 892,150 | 4,391,529 | 9,944,656 |
| 2037 | 4,780,534 | 930,518 | 4,205,732 | 9,916,784 |
| 2038 | 4,879,880 | 954,277 | 4,025,692 | 9,859,849 |
| 2039 | 4,958,712 | 971,355 | 3,844,586 | 9,774,653 |
| 2040 | 5,023,716 | 975,221 | 3,654,506 | 9,653,443 |
| 2041 | 5,070,771 | 992,271 | 3,455,092 | 9,518,134 |
| 2042 | 5,117,562 | 1,008,073 | 3,247,363 | 9,372,998 |
| 2043 | 5,123,116 | 1,016,685 | 3,032,652 | 9,172,453 |
| 2044 | 5,110,570 | 997,889 | 2,812,597 | 8,921,056 |
| 2045 | 5,071,523 | 982,477 | 2,589,106 | 8,643,106 |
| 2046 | 5,020,442 | 968,188 | 2,364,326 | 8,352,956 |
| 2047 | 4,937,004 | 948,156 | 2,140,579 | 8,025,739 |
| 2048 | 4,841,538 | 939,978 | 1,920,308 | 7,701,824 |
| 2049 | 4,715,215 | 934,817 | 1,706,045 | 7,356,077 |
| 2050 | 4,579,093 | 898,424 | 1,500,275 | 6,977,792 |
| 2051 | 4,421,577 | 858,888 | 1,305,290 | 6,585,755 |
| 2052 | 4,228,368 | 821,224 | 1,123,093 | 6,172,685 |
| 2053 | 4,016,908 | 775,774 | 955,294 | 5,747,976 |
| 2054 | 3,796,724 | 729,496 | 803,034 | 5,329,254 |
| 2055 | 3,566,879 | 684,346 | 666,962 | 4,918,187 |
| 2056 | 3,327,545 | 639,646 | 547,223 | 4,514,414 |
| 2057 | 3,090,470 | 595,556 | 443,494 | 4,129,520 |
| 2058 | 2,857,526 | 552,841 | 355,047 | 3,765,414 |

Schedule SB Attachment (Form 5500) –2024 Plan Year
Pierce Manufacturing Inc. Pension Plan
EIN: 39-0139830 PN: 001

| Plan Year | Active Participants | Terminated Vested Participants | Retired Participants and Beneficiaries Receiving Payments | Total |
|-----------|---------------------|--------------------------------|---|-----------|
| 2059 | 2,631,799 | 511,494 | 280,821 | 3,424,114 |
| 2060 | 2,414,449 | 471,694 | 219,513 | 3,105,656 |
| 2061 | 2,207,428 | 433,561 | 169,666 | 2,810,655 |
| 2062 | 2,011,243 | 397,160 | 129,757 | 2,538,160 |
| 2063 | 1,826,409 | 362,524 | 98,274 | 2,287,207 |
| 2064 | 1,652,996 | 329,663 | 73,791 | 2,056,450 |
| 2065 | 1,490,940 | 298,570 | 55,007 | 1,844,517 |
| 2066 | 1,339,932 | 269,235 | 40,774 | 1,649,941 |
| 2067 | 1,199,564 | 241,643 | 30,110 | 1,471,317 |
| 2068 | 1,069,365 | 215,777 | 22,195 | 1,307,337 |
| 2069 | 948,862 | 191,628 | 16,361 | 1,156,851 |
| 2070 | 837,616 | 169,189 | 12,080 | 1,018,885 |
| 2071 | 735,221 | 148,446 | 8,942 | 892,609 |
| 2072 | 641,302 | 129,373 | 6,636 | 777,311 |
| 2073 | 555,517 | 111,929 | 4,933 | 672,379 |

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
1210-0086

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

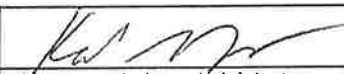
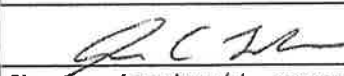
- A** This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- B** This return/report is: a single-employer plan a DFE (specify) _____
 the first return/report the final return/report
 an amended return/report a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here
- D** Check box if filing under: Form 5558 automatic extension the DFVC program
 special extension (enter description) _____
- E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here

Part II Basic Plan Information - enter all requested information

| | | |
|---|--|--------------|
| 1a Name of plan PIERCE MANUFACTURING INC. PENSION PLAN | 1b Three-digit plan number (PN) ▶ | 001 |
| | 1c Effective date of plan | 08/01/1972 |
| 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) PIERCE MANUFACTURING, INC. 2600 AMERICAN DRIVE APPLETON WI 54915 | 2b Employer Identification Number (EIN) | 39-0139830 |
| | 2c Plan Sponsor's telephone number | 920-502-3009 |
| | 2d Business code (see instructions) | 336100 |
| | | |

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 |  | 10/8/2025 | KATIE MEYER |
| | Signature of plan administrator | Date | Enter name of individual signing as plan administrator |
| SIGN HERE |  | 10/14/2025 | JAMES C. FREEDERS |
| | Signature of employer/plan sponsor | Date | Enter name of individual signing as employer or plan sponsor |
| SIGN HERE | | | |
| | Signature of DFE | Date | Enter name of individual signing as DFE |

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

Form 5500 (2024)
v. 240311

| | |
|---|---|
| 3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor OSHKOSH CORPORATION 1917 FOUR WHEEL DRIVE OSHKOSH WI 54902 | 3b Administrator's EIN 39-0520270 3c Administrator's telephone number 920-502-3009 |
|---|---|

| | |
|--|-----------------------------------|
| 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 | 1,877 |
| 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) | 898 |
| a (2) Total number of active participants at the end of the plan year | 6a(2) | 813 |
| b Retired or separated participants receiving benefits | 6b | 709 |
| c Other retired or separated participants entitled to future benefits | 6c | 259 |
| d Subtotal. Add lines 6a(2), 6b, and 6c | 6d | 1,781 |
| e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits | 6e | 79 |
| f Total. Add lines 6d and 6e | 6f | 1,860 |
| 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) | |
| (2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | 6g(2) | |
| 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:
1B 3H

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

| | |
|---|---|
| 9a Plan funding arrangement (check all that apply) (1) <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 |
|---|---|

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

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

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

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

| | | |
|---|---|------------|
| A Name of plan <u>Pierce Manufacturing, Inc. Pension Plan</u> | B Three-digit plan number (PN) ▶ | <u>001</u> |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>Pierce Manufacturing, Inc.</u> | D Employer Identification Number (EIN) <u>39-0139830</u> | |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 | |

| | | | |
|--|----------------------------|---------------------------|--------------------------|
| Part I Basic Information | | | |
| 1 Enter the valuation date: | Month <u>01</u> | Day <u>01</u> | Year <u>2024</u> |
| 2 Assets: | | | |
| a Market value..... | 2a | | 146,769,908 |
| b Actuarial value..... | 2b | | 150,038,317 |
| 3 Funding target/participant count breakdown | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
| a For retired participants and beneficiaries receiving payment..... | 708 | 67,330,811 | 67,330,811 |
| b For terminated vested participants..... | 271 | 12,623,426 | 12,623,426 |
| c For active participants..... | 898 | 57,986,932 | 58,737,185 |
| d Total..... | 1,877 | 137,941,169 | 138,691,422 |
| 4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/> | | | |
| a Funding target disregarding prescribed at-risk assumptions..... | 4a | | |
| b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor..... | 4b | | |
| 5 Effective interest rate..... | 5 | | 5.23% |
| 6 Target normal cost | | | |
| a Present value of current plan year accruals..... | 6a | | 1,705,585 |
| b Expected plan-related expenses..... | 6b | | 548,158 |
| c Target normal cost..... | 6c | | 2,253,743 |

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

| | | |
|---------------------------------|-------------------------------|--|
| SIGN HERE | <u>Angela J. Reely</u> | <u>06/13/2025</u> |
| | Signature of actuary | Date |
| <u>Angela J. Reely</u> | Type or print name of actuary | <u>2307847</u> |
| <u>Aon Consulting, Inc.</u> | Firm name | Most recent enrollment number |
| <u>200 East Randolph Street</u> | | <u>312-381-7279</u> |
| <u>Chicago IL 60601</u> | Address of the firm | Telephone number (including area code) |

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

| Part II | | Beginning of Year Carryover and Prefunding Balances | |
|----------------|---|--|------------------------|
| | | (a) Carryover balance | (b) Prefunding balance |
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) | 0 | 0 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 0 |
| 9 | Amount remaining (line 7 minus line 8) | 0 | 0 |
| 10 | Interest on line 9 using prior year's actual return of <u>14.82%</u> | 0 | 0 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| | a Present value of excess contributions (line 38a from prior year) | | 0 |
| | b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.32%</u> | | 0 |
| | b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return | | 0 |
| | c Total available at beginning of current plan year to add to prefunding balance | | 0 |
| | d Portion of (c) to be added to prefunding balance | | 0 |
| 12 | Other reductions in balances due to elections or deemed elections | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d - line 12) | 0 | 0 |

| Part III | | Funding Percentages | |
|-----------------|--|----------------------------|----------|
| 14 | Funding target attainment percentage | 14 | 108.18 % |
| 15 | Adjusted funding target attainment percentage | 15 | 108.18 % |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement | 16 | 109.31 % |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage | 17 | % |

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

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

| | |
|-----------|--|
| 20 | Quarterly contributions and liquidity shortfalls: |
| | a Did the plan have a "funding shortfall" for the prior year? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| | b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? <input type="checkbox"/> Yes <input type="checkbox"/> No |
| | c If line 20a is "Yes," see instructions and complete the following table as applicable: |

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

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

21 Discount rate:

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

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

22 Weighted average retirement age **22** 63

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

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

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

Part VIII Minimum Required Contribution For Current Year

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

| | | |
|--|------------|-----------|
| a Target normal cost (line 6c)..... | 31a | 2,253,743 |
| b Excess assets, if applicable, but not greater than line 31a | 31b | 2,253,743 |

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

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

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).... **34** 0

| | Carryover balance | Prefunding balance | Total balance |
|--|-------------------|--------------------|---------------|
| 35 Balances elected for use to offset funding requirement | 0 | 0 | 0 |

36 Additional cash requirement (line 34 minus line 35)..... **36** 0

37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)..... **37** 0

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

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

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)..... **39** 0

40 Unpaid minimum required contributions for all years **40** 0

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

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. 2019 2020 2021