

<p><b>Form 5500</b></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><b>Annual Return/Report of Employee Benefit Plan</b></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>▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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**Part I Annual Report Identification Information**  
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

a single-employer plan  a DFE (specify) \_\_\_\_\_

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

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

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

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

special extension (enter description)

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

**Part II Basic Plan Information—enter all requested information**

<p><b>1a</b> Name of plan <u>MITSUBISHI LOGISNEXT AMERICAS 401(K) PLAN</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>001</u></p>
<p><b>2a</b> 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>MITSUBISHI LOGISNEXT AMERICAS INC.</u></p> <p><u>2121 W SAM HOUSTON PARKWAY N</u> <u>HOUSTON, TX 77043</u></p>	<p><b>1c</b> Effective date of plan <u>07/01/1992</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>34-1710051</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>713-365-1848</u></p> <p><b>2d</b> Business code (see instructions) <u>336990</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.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/15/2025	SONIA BURAK
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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: <b>a</b> Sponsor's name <b>MITSUBISHI LOGISNEXT AMERICAS (HOUSTON) INC.</b> <b>c</b> Plan Name <b>MITSUBISHI LOGISNEXT AMERICAS 401(K) PLAN</b>	<b>4b</b> EIN <b>34-1710051</b>	
	<b>4d</b> PN <b>001</b>	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b> <b>2174</b>	
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b> <b>1762</b>	
	<b>6a(2)</b> <b>1644</b>	
	<b>6b</b> <b>8</b>	
	<b>6c</b> <b>392</b>	
	<b>6d</b> <b>2044</b>	
	<b>6e</b> <b>6</b>	
	<b>6f</b> <b>2050</b>	
	<b>6g(1)</b> <b>2145</b>	
	<b>6g(2)</b> <b>2044</b>	
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	<b>7</b> <b>7</b>	

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
**2F 2G 2J 2K 2S 2A 2T 3H 3D 2E 2U**

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

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(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)  **R** (Retirement Plan Information)
- (2)  **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3)  **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4)  **DCG** (Individual Plan Information) – Number Attached \_\_\_\_\_
- (5)  **MEP** (Multiple-Employer Retirement Plan Information)

**b General Schedules**

- (1)  **H** (Financial Information)
- (2)  **I** (Financial Information – Small Plan)
- (3)  **A** (Insurance Information) – Number Attached 0
- (4)  **C** (Service Provider Information)
- (5)  **D** (DFE/Participating Plan Information)
- (6)  **G** (Financial Transaction Schedules)

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

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**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.

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**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 \_\_\_\_\_

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

<b>A</b> Name of plan <b>MITSUBISHI LOGISNEXT AMERICAS 401(K) PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>MITSUBISHI LOGISNEXT AMERICAS INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>34-1710051</b>	

**Part I Service Provider Information (see instructions)**

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

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

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

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

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

**FIDELITY INVESTMENTS INSTITUTIONAL**

**04-2647786**

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

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	226518	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	67126	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)

FORVIS, LLP

44-0160260

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	ACCOUNTANT/A UDITOR	26300	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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
PUTNAM STABLE VALUE ONE POST OFFICE SQUARE BOSTON, MA 02109	0.25%	
(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.

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

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

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

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

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

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> 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)

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

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

<b>A</b> Name of plan <u>MITSUBISHI LOGISNEXT AMERICAS 401(K) PLAN</u>	<b>B</b> Three-digit plan number (PN)	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>MITSUBISHI LOGISNEXT AMERICAS INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>34-1710051</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>PUTNAM STABLE VALUE</u>	<b>b</b> Name of sponsor of entity listed in (a): <u>PUTNAM FIDUCIARY TRUST COMPANY</u>	
<b>c</b> EIN-PN <u>04-3159710-202</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>15703846</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>GG PGIM TOT RET BOND</u>	<b>b</b> Name of sponsor of entity listed in (a): <u>GREAT GRAY TRUST COMPANY</u>	
<b>c</b> EIN-PN <u>38-4097323-471</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4349586</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<b>b</b> Name of sponsor of entity listed in (a):	
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<b>b</b> Name of sponsor of entity listed in (a):	
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<b>b</b> Name of sponsor of entity listed in (a):	
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<b>b</b> Name of sponsor of entity listed in (a):	
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> 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)



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>MITSUBISHI LOGISNEXT AMERICAS 401(K) PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>MITSUBISHI LOGISNEXT AMERICAS INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>34-1710051</b>

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

		(a) Beginning of Year	(b) End of Year
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	0	0
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	0	0
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	0	0
<b>(3)</b> Other .....	<b>1b(3)</b>	0	0
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	12341683	12092588
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	0	0
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>	0	0
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	0	0
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>	0	0
<b>(B)</b> Common .....	<b>1c(4)(B)</b>	0	0
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>	0	0
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>	0	0
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>	0	0
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	4916894	5297486
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	19034496	20053432
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	0	0
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>	0	0
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>	0	0
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	201650825	237197458
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	0	0
<b>(15)</b> Other .....	<b>1c(15)</b>	0	0

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>	0	0
(2) Employer real property.....	<b>1d(2)</b>	0	0
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>	0	0
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	237943898	274640964
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>	0	0
<b>h</b> Operating payables.....	<b>1h</b>	0	0
<b>i</b> Acquisition indebtedness.....	<b>1i</b>	0	0
<b>j</b> Other liabilities.....	<b>1j</b>	0	0
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	237943898	274640964

**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.

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	9218211	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	12169527	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	2424643	
(2) Noncash contributions.....	<b>2a(2)</b>	0	23812381
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>	684571	
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>	0	
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>	0	
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>	0	
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>	395021	
<b>(F)</b> Other.....	<b>2b(1)(F)</b>	0	
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		1079592
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>	0	
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>	0	
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	8028495	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		8028495
<b>(3)</b> Rents.....	<b>2b(3)</b>		0
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>	0	
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>	0	
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>	0	
<b>(B)</b> Other.....	<b>2b(5)(B)</b>	0	
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	2b(6)	721136
(7) Net investment gain (loss) from pooled separate accounts .....	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts .....	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities .....	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	2b(10)	24326560
<b>c</b> Other income .....	2c	0
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total.....	2d	57968164

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	20939474
(2) To insurance carriers for the provision of benefits .....	2e(2)	0
(3) Other.....	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3) .....	2e(4)	20939474
<b>f</b> Corrective distributions (see instructions) .....	2f	653
<b>g</b> Certain deemed distributions of participant loans (see instructions).....	2g	11027
<b>h</b> Interest expense.....	2h	0
<b>i</b> Administrative expenses:		
(1) Salaries and allowances .....	2i(1)	0
(2) Contract administrator fees .....	2i(2)	1200
(3) Recordkeeping fees .....	2i(3)	225318
(4) IQPA audit fees .....	2i(4)	26300
(5) Investment advisory and investment management fees .....	2i(5)	67126
(6) Bank or trust company trustee/custodial fees .....	2i(6)	0
(7) Actuarial fees .....	2i(7)	0
(8) Legal fees .....	2i(8)	0
(9) Valuation/appraisal fees .....	2i(9)	0
(10) Other trustee fees and expenses .....	2i(10)	0
(11) Other expenses.....	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11) .....	2i(12)	319944
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total.....	2j	21271098

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line 2j from line 2d.....	2k	36697066
<b>l</b> Transfers of assets:		
(1) To this plan.....	2l(1)	0
(2) From this plan .....	2l(2)	0

**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: **FORVIS MAZARS LLP**

(2) EIN: **44-0160260**

**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
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	763658
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>e</b> Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	500000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	8632
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

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

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

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> 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 \_\_\_\_\_.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>MITSUBISHI LOGISNEXT AMERICAS 401(K) PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>MITSUBISHI LOGISNEXT AMERICAS INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>34-1710051</u>	

<b>Part I</b>	<b>Distributions</b>
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**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..... 

<b>1</b>	
----------	--

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
EIN(s): 04-6568107

**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..... 

<b>3</b>	
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<b>Part II</b>	<b>Funding Information</b> (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.)
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**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.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>	
<b>c</b> 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).....	<b>6c</b>	

**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

<b>Part III</b>	<b>Amendments</b>
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**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

<b>Part IV</b>	<b>ESOPs</b> (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.
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**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:

<b>a</b> 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).....	<b>14a</b>	
<b>b</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).....	<b>14b</b>	
<b>c</b> 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).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

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

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

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

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

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

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

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

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

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

**Part VII IRS Compliance Questions**

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

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

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.

<b>SCHEDULE MEP (Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration</small>	<b>MULTIPLE-EMPLOYER RETIREMENT PLAN INFORMATION</b>  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)  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan <b>MITSUBISHI LOGISNEXT AMERICAS 401(K) PLAN</b>	<b>B</b> Three-digit Plan number (PN)..... ▶	<b>001</b>
<b>C</b> Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF <b>MITSUBISHI LOGISNEXT AMERICAS INC.</b>	<b>D</b> Administrator's EIN <b>34-1710051</b>	

**Part I Type of Multiple-Employer Pension Plan.** All multiple-employer pension plans must complete.

**1 Check the appropriate box to indicate type of multiple-employer pension plan. (Only defined contribution plans may check lines 1a, 1b, and 1c. Defined benefit plans and defined contribution plans not checking lines 1a, 1b, or 1c should check line 1d. See Instructions).**

- a**  association retirement plan (See 29 CFR 2510.3-55) (Complete Part II)
- b**  professional employer organization plan (PEO Plan) (See 29 CFR 29 CFR 2510.3-55) (Complete Part II)
- c**  pooled employer plan (PEP) (See 29 CFR 2510.3-44) (Complete Parts II and III)
- d**  other multiple-employer pension plan (Describe) \_\_\_\_\_ (Complete Part II)

**Part II Participating Employer Information.**

**2** All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan. **Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).**

<b>2a</b> Name of Participating Employer <b>MITSUBISHI LOGISNEXT AMERICAS INC.</b>	<b>2b</b> EIN <b>34-1710051</b>	<b>2c</b> Percentage of Total Contributions for the Plan Year <b>96.49</b>	<b>2d</b> Aggregate Account Balances Attributable to Participating Employer <b>264155127</b>
<b>2a</b> Name of Participating Employer <b>MCJ SUPPLY CHAIN SOLUTIONS LLC</b>	<b>2b</b> EIN <b>83-2123625</b>	<b>2c</b> Percentage of Total Contributions for the Plan Year <b>3.51</b>	<b>2d</b> Aggregate Account Balances Attributable to Participating Employer <b>5075454</b>

**CAUTION** Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

<b>2e</b> Does the plan include any individuals not participating through an employer or who are individual working owners?	<b>2e</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>2f</b> If you answer "Yes" in line 2e, enter a good faith estimate of the percentage of total contributions made by all such individuals that are not listed on line 2a during the plan year.	<b>2f</b>	
<b>2g</b> If you answer "Yes" in Line 2e, enter the aggregate account balances for all such individuals that are not listed on line 2a.	<b>2g</b>	

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

**Schedule MEP (2024)  
v. 240311**

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<b>Part III</b>	<b>Pooled Employer Plan Information</b>
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**Line 3.** All Pooled employer plans must answer all of the questions in Part III, in addition to completing all of Parts I and II.

**3a** Is the pooled plan provider (identified as the plan sponsor and administrator in Part II of the Form 5500) currently in compliance with the Form PR (Pooled Plan Provider Registration Statement) requirements? (See instructions and 29 CFR 2510.3-44).....  Yes  No

**3b** If line 3a is "Yes", enter the ACK ID for the most recent Form PR that was required to be filed under the Form PR filing requirements. (Failure to enter a valid ACK ID will subject the Form 5500 filing to rejection as incomplete.)

ACK ID \_\_\_\_\_

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# **Mitsubishi Logisnext Americas 401(k) Plan**

**EIN 34-1710051 PN 001**

**Independent Auditor's Report, Financial Statements  
and Supplemental Schedules**

December 31, 2024 and 2023



**Mitsubishi Logisnext Americas 401(k) Plan  
Contents  
December 31, 2024 and 2023**

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## Independent Auditor's Report

Plan Administrator  
Mitsubishi Logisnext Americas  
401(k) Plan  
Houston, Texas

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

We have performed audits of the financial statements of Mitsubishi Logisnext Americas 401(k) 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 statement of changes in net assets available for benefits for the year ended December 31, 2024, 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 financial statements of the Mitsubishi Logisnext Americas 401(k) Plan performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

### **Opinion**

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

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

### **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Mitsubishi Logisnext Americas 401(k) 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 Mitsubishi Logisnext Americas 401(k) Plan's ability to continue as a going concern within one year after the date that these financial statements are available to be issued.

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

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Mitsubishi Logisnext Americas 401(k) 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 Mitsubishi Logisnext Americas 401(k) 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.

***Other Matter – Supplemental Schedules Required by ERISA***

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

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

In our opinion:

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

**Forvis Mazars, LLP**

Chicago, Illinois  
October 15, 2025

**Federal Employer Identification Number: 44-0160260**

**Mitsubishi Logisnext Americas 401(k) Plan  
Statements of Net Assets Available for Benefits  
December 31, 2024 and 2023**

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	<u>2024</u>	<u>2023</u>
<b>Investments, at Fair Value</b>		
Money market fund	\$ 12,092,588	\$ 12,341,683
Common or collective trust funds	20,053,432	19,034,496
Registered investment companies	<u>237,197,458</u>	<u>201,650,825</u>
<b>Total Investments, at Fair Value</b>	269,343,478	233,027,004
<b>Notes Receivable From Participants</b>	<u>5,297,486</u>	<u>4,916,894</u>
<b>Net Assets Available for Benefits</b>	<u>\$ 274,640,964</u>	<u>\$ 237,943,898</u>

**Mitsubishi Logisnext Americas 401(k) Plan  
Statement of Changes in Net Assets Available for Benefits  
Year Ended December 31, 2024**

<b>Additions</b>	
<b>Investment Income</b>	
Net appreciation in fair value of investments	\$ 24,326,560
Interest and dividends	9,434,202
	<hr/>
<b>Total Investment Income</b>	33,760,762
	<hr/>
<b>Interest Income From Participant Notes Receivable</b>	395,021
	<hr/>
<b>Contributions</b>	
Participant	12,169,527
Employer	9,218,211
Rollovers	2,424,643
	<hr/>
<b>Total Contributions</b>	23,812,381
	<hr/>
<b>Total Additions</b>	57,968,164
	<hr/>
<b>Deductions</b>	
Benefits paid to participants	20,940,127
Deemed distributed loans	11,027
Administrative expenses	319,944
	<hr/>
<b>Total Deductions</b>	21,271,098
	<hr/>
<b>Net Increase</b>	36,697,066
	<hr/>
<b>Net Assets Available for Benefits, Beginning of Year</b>	237,943,898
	<hr/>
<b>Net Assets Available for Benefits, End of Year</b>	\$ 274,640,964
	<hr/> <hr/>

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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**Note 1. Description of the Plan**

The following description of the Mitsubishi Logisnext Americas 401(k) Plan (Plan) provides general information about the Plan's provisions. Mitsubishi Logisnext Americas (Houston) Inc. is the plan sponsor. Participants should refer to the plan document for a more complete description of the Plan's provisions, copies of which may be obtained from the plan sponsor.

**General**

The Plan is a defined contribution plan covering all eligible employees of Mitsubishi Logisnext Americas (Houston) Inc.; Mitsubishi Logisnext Americas (Marengo) Inc.; and Rocrich AGV Solutions LLC (formerly known as MCJ Supply Chain Solutions LLC through September 2023) (collectively the Company). Employees are eligible to participate in the Plan on the first of the month following the date of hire. Fidelity Management Trust Company (Fidelity) serves as the trustee of the Plan. The Plan is subject to the provisions of the *Employee Retirement Income Security Act of 1974* (ERISA), as amended by subsequent legislation.

The Plan was amended on August 1, 2021, for the following:

Employer name was changed to Mitsubishi Logisnext Americas (Houston) Inc. from MCFA.

Plan name was changed to Mitsubishi Logisnext Americas 401(k) Plan from MCFA 401(k) Savings Plan.

**Contributions**

All Company employees are eligible to participate in the Plan immediately on the first of the month following the date of hire, with the exceptions of the following: expats on assignment from locations outside the US, residents of Canada receiving in-country benefits, leased employees, and certain interns.

Each year, participants may contribute up to 60% of their pretax, regular annual compensation and their bonus compensation, as defined in the Plan, subject to certain limitations. Each participant's annual contribution should not exceed the maximum amount allowed for deferral under the Internal Revenue Code (IRC), which was \$23,000 for 2024 and an additional \$7,500 in catch-up contributions for participants over the age of 50. The amount of a participant's annual compensation which may be taken into account for purposes of determining the amount of the Employer-matching contribution or for any other purpose under the Plan, shall not exceed the amount permitted annually by the IRC, which was \$345,000 for 2024. Additionally, if participants do not complete elections within the first 45 days of enrollment, participants are automatically enrolled into the Plan at a 6% of compensation contribution rate which is contributed to the age-based Fidelity Fdm Index Fund.

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

Participants direct the investment of their contribution and any Employer-matching contributions into various investment options offered by the Plan. The Company has a discretionary match of 100% of the participant contributions up to 3% of their annual compensation. The Company may also make a non-elective contribution to Company employees equal to 3.3% of their annual compensation.

**Participant Accounts**

Each participant's account is credited with the participant's contribution and allocations of the Employer's matching and non-elective contribution and plan earnings thereon.

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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Participant accounts are also charged with withdrawals and an allocation of plan losses and administrative expenses that are paid by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

***Investments***

Participants may change investments and transfer amounts between investment options daily. The Plan offers registered investment companies, common or collective trust funds and a money market fund.

***Vesting***

Participants become vested in Employer-matching contributions and related losses or earnings at a rate of 20% per year after one year of service, becoming 100% vested after five years of service. Participants become 100% vested in nonelective employer contributions immediately. Participants become 100% vested in QACA SH nonelective contributions after two years of service. One year of service is defined as a 12-month period during which the participant completed at least 1,000 hours of service. Upon death or total and permanent physical or mental disability, all participants become fully vested in Employer-matching contributions and related earnings or losses.

Years of service include all periods of employment with the Company and with any predecessor employer, as defined in the Plan document.

Participants are immediately vested in their contributions plus related earnings or losses.

***Notes Receivable From Participants***

Participants may borrow from their vested accounts, at a minimum of \$1,000, up to a maximum of the lesser of \$50,000 or 50% of their vested account balance. Loan terms range from one to ten years. In the event a loan is approved for the purchase of a primary residence; the term of the loan is up to a maximum of ten years. The loans bear interest at the annual prime rate plus 1.00% and are collateralized by the participant's vested account balance. Principal and interest are paid ratably through payroll deductions. Loans become immediately due and payable upon a participant's death. If a participant is terminated, loans become immediately due or may be repaid by ACH transfer on a monthly basis in accordance with certain terms and conditions. Participant loans outstanding as of December 31, 2024, had interest rates ranging from 4.25% to 9.50% and maturity dates through 2034.

***Administrative Expenses***

The Company provides various operational and administrative services to the Plan for which the costs are incurred directly by the Company. These expenses are not included in the Plan's financial statements. Any such expenses not paid by the Company are paid by the Plan and included in the Plan's financial statements.

***Payment of Benefits***

On termination of service due to death, disability, or retirement, a participant may elect to withdraw any part of his or her vested account. Benefits may also be paid by a lump-sum amount equal to the value of his or her account or by various annuity options. Withdrawals of employee contributions for undue financial hardship are also permitted after the participant has met the hardship withdrawal requirements. For hardship withdrawals, participants may withdraw only their contributions.

***Forfeited Accounts***

The Plan contains special rules relating to the consequences of a break in service by a participant. In the event a participant is not fully vested in the Employer-matching and non-elective contribution portion of the participant's

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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account at the time employment is terminated, the nonvested portion of such account will be forfeited, subject to the break-in-service provisions of the plan document.

At December 31, 2024 and 2023, the balance in the forfeiture account was \$65,345 and \$34,197, respectively. These amounts will be used to reduce future Employer-matching contributions and administrative expenses. In the year ended December 31, 2024, Employer-matching contributions were reduced by \$695,681 and \$38,953 of administrative expenses were paid from the forfeiture account.

## **Note 2. Summary of Significant Accounting Policies**

### ***Basis of Accounting***

The 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.

### ***Use of Estimates***

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

### ***Payment of Benefits***

Benefits are recorded when paid.

### ***Investment Valuation and Income Recognition***

Investments are reported at fair value.

The Plan's investments in shares of registered investment companies are valued at quoted market prices. The Plan's money market fund is valued at the closing price reported in the active market on which the individual securities are traded.

The common or collective trust funds are valued at net asset value (NAV) of units held. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the funds less its liability. There are no participant redemption restrictions for these investments and participant redemptions are allowed daily. A redemption notice period is applicable only at the plan level. There are no unfunded commitments at December 31, 2024 and 2023.

Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest income is recorded on the accrual basis. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

### ***Notes Receivable From Participants***

Notes receivable from participants are measured at their unpaid principal balance, plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received ratably through payroll deductions. Determination as to when participant loans are considered in default and reclassified as distributions is based on the terms of the plan document.

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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***Revenue Sharing***

Fidelity receives revenue from registered investment companies and common or collective trust fund service providers for services Fidelity provides to the funds. If the revenue received by Fidelity from such registered investment companies or common or collective trust fund service providers exceeds the amount owed under the agreement, Fidelity remits the excess to the Plan's trust. Such amounts are used to pay qualified plan administrative expenses. Revenue credits were \$16,437 for the year ended December 31, 2024. The Plan has revenue credits of \$41,924 available as of December 31, 2024, (see Note 6).

**Note 3. Fair Value Measurements**

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. There is a hierarchy of three level of inputs that may be used to measure fair value.

- Level 1** Quoted prices in active markets for identical assets or liabilities
- Level 2** Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities
- Level 3** Unobservable inputs supported by little or no market activity and are significant to the fair value of the asset or liabilities

The asset'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. There have been no changes in the methodologies used at December 31, 2024 and 2023.

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

Registered investment companies are determined by obtaining quoted prices on nationally recognized securities exchanges (Level 1)

The money market fund is valued at the closing price reported in the active market on which the individual securities are traded. The fund is traded at \$1 per unit (Level 1).

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

**Mitsubishi Logisnext Americas 401(k) Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

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

	<b>December 31, 2024</b>			
	<b>Fair Value Measurements at Reporting Date Using</b>			
<b>Fair Value</b>	<b>Quoted Prices in Active Markets for Identical Assets/ Liabilities (Level 1)</b>	<b>Significant Other Observable Inputs (Level 2)</b>	<b>Significant Unobservable Inputs (Level 3)</b>	
Registered investment companies	\$ 237,197,458	\$ 237,197,458	\$ -	\$ -
Money market fund	12,092,588	12,092,588	-	-
Total investments in fair value hierarchy	249,290,046	249,290,046	-	-
Investments measured at net asset value <sup>(A)</sup>	20,053,432	-	-	-
<b>Total</b>	<b>\$ 269,343,478</b>	<b>\$ 249,290,046</b>	<b>\$ -</b>	<b>\$ -</b>

**Mitsubishi Logisnext Americas 401(k) Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

	<b>December 31, 2023</b>			
	<b>Fair Value Measurements at Reporting Date Using</b>			
<b>Fair Value</b>	<b>Quoted Prices in Active Markets for Identical Assets/Liabilities (Level 1)</b>	<b>Significant Other Observable Inputs (Level 2)</b>	<b>Significant Unobservable Inputs (Level 3)</b>	
Registered investment companies	\$ 201,650,825	\$ 201,650,825	\$ -	\$ -
Money market fund	12,341,683	12,341,683	-	-
Total investments in fair value hierarchy	213,992,508	213,992,508	-	-
Investments measured at net asset value <sup>(A)</sup>	19,034,496	-	-	-
Total investments	<u>\$ 233,027,004</u>	<u>\$ 213,992,508</u>	<u>\$ -</u>	<u>\$ -</u>

(A) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

**Note 4. Information Certified by the Plan’s Trustee**

The plan administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity Management Trust Company, a qualified institution, has certified the following information included in the accompanying financial statements and ERISA-required supplemental schedules is complete and accurate:

- Investments and notes receivable from participants as shown in the statements of net assets available for benefits as of December 31, 2024 and 2023
- Investment income components and interest income on notes receivable from participants as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2024.
- Investment information and notes receivable from participants included in the accompanying supplemental schedule of assets (held at end of year) as of December 31, 2024.

The Plan’s independent auditors did not perform auditing procedures with respect to this certified information, except for comparing such information to the related information included in the financial statements and ERISA-required supplemental schedules.

**Mitsubishi Logisnext Americas 401(k) Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

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**Note 5. Income Tax Status**

The Plan operates under a non-standardized pre-approved profit sharing plan with CODA sponsored by FMR LLC. This non-standardized plan document has been filed with the appropriate agency and the sponsor has obtained an opinion letter dated June 30, 2020, from the Internal Revenue Service (IRS) stating that the non-standardized plan constitutes a qualified plan under Section 401 of the Internal Revenue Code (IRC). The Plan has been amended since receiving the opinion letter. However, the plan administrator believes that the Plan is designed and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified and the related trust is tax exempt as of the financial statement date.

Accounting principles generally accepted in the United States of America require Plan management 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.

**Note 6. Exempt Party-in-Interest Transactions**

At December 31, 2024 and 2023, certain plan investments were managed by an affiliate of Fidelity. Fidelity serves as the trustee and custodian under the Plan and, therefore, these transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA. The Plan issues loans to participants, which are secured by the vested balances in the participants' accounts.

Administrative revenues arise when investment managers return a portion of the investment fees to Fidelity to offset administrative expenses. During 2024, the Plan made direct payments for administrative expenses of \$336,381 before the effect of \$16,437 of revenue sharing.

**Note 7. Plan Termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event the Plan is terminated, participants will become 100% vested in their accounts.

**Note 8. Risk and Uncertainties**

The Plan invests in various investment options. These investment options are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment options and the level of uncertainty related to changes in the value of the investment options, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

**Note 9. Nonexempt Transactions**

Defined contribution plans are required to remit employee contributions to the Plan at the earliest date that such funds can be reasonably segregated from the Employer's general assets. During the plan years ended December 31, 2024, 2023 and 2022, the Plan engaged in prohibited transactions related to late deposits of employee contributions including loan repayments, totaling \$462,209, \$739,577 and \$52,858, respectively. Plan management has made the necessary corrections of the 2022 late deposits through the remittance of lost

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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earnings in 2024, 2023 and 2022. Plan management has made the necessary corrections of the 2023 late deposits through the remittance of lost earnings in 2024. Plan management is in the process of correcting the 2024 late deposits.

**Note 10. Subsequent Events**

Subsequent events have been evaluated through October 15, 2025, which is the date the financial statements were available to be issued.

## ***Supplemental Schedules***

**Mitsubishi Logisnext Americas 401(k) Plan**  
**EIN 34-1710051 PN 001**  
**Schedule H, Line 4a – Schedule of Delinquent Participant Contributions**  
**Year Ended December 31, 2024**

	Participant Contributions Transferred Late to Plan Check Here if Late Participant Loan Repayments are Included <input checked="" type="checkbox"/>	Total That Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
		Contributions Not Corrected	Contributions Corrected Outside of VFCP	Contributions Pending Correction in VFCP	
2024 late contributions	\$ 462,209	\$ 462,209	\$ -	\$ -	\$ -
2023 late contributions	\$ 739,577	\$ -	\$ 739,577	\$ -	\$ -
2022 late contributions	\$ 52,858	\$ -	\$ 52,858	\$ -	\$ -

**Mitsubishi Logisnext Americas 401(k) Plan**  
**EIN 34-1710051 PN 001**  
**Schedule H, Line 4i – Schedule of Assets (Held at End of Year)**  
**December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Vanguard	Money Market Fund Vang Vmmr-Fed MMKT Fund	**	\$ 12,092,588
	Putnam	Common or Collective Trust Funds Putnam Stable Value	**	15,703,846
	Great Gray Trust Company	PGIM Total Return Bond Fund	**	4,349,586
				<u>20,053,432</u>
		Registered investment companies		
	Alliance Bernstein	Large Cap Growth Fund	**	49,140,550
	American Century	Small Cap Growth Fund	**	3,344,888
	Franklin	Small Cap Value Fund	**	1,462,315
	Hartford	Strategic Income Fund	**	1,390,573
	Invesco	Developing Markets Fund	**	1,469,377
	John Hancock	Disciplined Value Mid Cap Fund	**	4,994,583
	John Hancock	International Growth R6 Fund	**	3,945,938
	MFS	Global Real Estate Fund	**	260,936
	Putnam	Large Cap Value Fund	**	6,679,819
*	Fidelity Investments	Fidelity Fdm Index Income IPR Fund	**	1,078,801
*	Fidelity Investments	Fidelity Fdm Index 2005 IPR Fund	**	-
*	Fidelity Investments	Fidelity Fdm Index 2010 IPR Fund	**	24,120
*	Fidelity Investments	Fidelity Fdm Index 2015 IPR Fund	**	490,464
*	Fidelity Investments	Fidelity Fdm Index 2020 IPR Fund	**	1,553,560
*	Fidelity Investments	Fidelity Fdm Index 2025 IPR Fund	**	6,282,068
*	Fidelity Investments	Fidelity Fdm Index 2030 IPR Fund	**	19,749,245
*	Fidelity Investments	Fidelity Fdm Index 2035 IPR Fund	**	19,903,487
*	Fidelity Investments	Fidelity Fdm Index 2040 IPR Fund	**	17,314,055
*	Fidelity Investments	Fidelity Fdm Index 2045 IPR Fund	**	9,510,849
*	Fidelity Investments	Fidelity Fdm Index 2050 IPR Fund	**	13,640,226
*	Fidelity Investments	Fidelity Fdm Index 2055 IPR Fund	**	6,203,419
*	Fidelity Investments	Fidelity Fdm Index 2060 IPR Fund	**	3,911,113
*	Fidelity Investments	Fidelity Fdm Index 2065 IPR Fund	**	2,193,409
*	Fidelity Investments	Fidelity Fdm Index 2070 IPR Fund	**	15,136
*	Fidelity Investments	US Bond Index Fund	**	5,121,616
*	Fidelity Investments	500 Index Fund	**	34,985,992
*	Fidelity Investments	International Index Fund	**	5,353,769
*	Fidelity Investments	Balanced Fund	**	13,162,393
*	Fidelity Investments	Mid Cap Index Fund	**	3,005,041
*	Fidelity Investments	Small Cap Index Fund	**	1,009,716
				<u>237,197,458</u>
*	Participant loans	Loan to plan participants with varying maturity dates through October 2034 and interest rates ranging from 4.25% to 9.50%	-0-	5,297,486
				<u>\$ 274,640,964</u>

\* Denotes a party-in-interest.

\*\* Cost information for participant-directed investments is not required.




# **Mitsubishi Logisnext Americas 401(k) Plan**

**EIN 34-1710051 PN 001**

**Independent Auditor's Report, Financial Statements  
and Supplemental Schedules**

December 31, 2024 and 2023



**Mitsubishi Logisnext Americas 401(k) Plan  
Contents  
December 31, 2024 and 2023**

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## Independent Auditor's Report

Plan Administrator  
Mitsubishi Logisnext Americas  
401(k) Plan  
Houston, Texas

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

We have performed audits of the financial statements of Mitsubishi Logisnext Americas 401(k) 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 statement of changes in net assets available for benefits for the year ended December 31, 2024, 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 financial statements of the Mitsubishi Logisnext Americas 401(k) Plan performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

### **Opinion**

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

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

### **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Mitsubishi Logisnext Americas 401(k) 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 Mitsubishi Logisnext Americas 401(k) Plan's ability to continue as a going concern within one year after the date that these financial statements are available to be issued.

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

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Mitsubishi Logisnext Americas 401(k) 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 Mitsubishi Logisnext Americas 401(k) 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.

***Other Matter – Supplemental Schedules Required by ERISA***

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

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

In our opinion:

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

**Forvis Mazars, LLP**

Chicago, Illinois  
October 15, 2025

**Federal Employer Identification Number: 44-0160260**

**Mitsubishi Logisnext Americas 401(k) Plan  
Statements of Net Assets Available for Benefits  
December 31, 2024 and 2023**

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	<u>2024</u>	<u>2023</u>
<b>Investments, at Fair Value</b>		
Money market fund	\$ 12,092,588	\$ 12,341,683
Common or collective trust funds	20,053,432	19,034,496
Registered investment companies	<u>237,197,458</u>	<u>201,650,825</u>
<b>Total Investments, at Fair Value</b>	269,343,478	233,027,004
<b>Notes Receivable From Participants</b>	<u>5,297,486</u>	<u>4,916,894</u>
<b>Net Assets Available for Benefits</b>	<u>\$ 274,640,964</u>	<u>\$ 237,943,898</u>

**Mitsubishi Logisnext Americas 401(k) Plan  
Statement of Changes in Net Assets Available for Benefits  
Year Ended December 31, 2024**

<b>Additions</b>	
<b>Investment Income</b>	
Net appreciation in fair value of investments	\$ 24,326,560
Interest and dividends	9,434,202
	<hr/>
<b>Total Investment Income</b>	33,760,762
	<hr/>
<b>Interest Income From Participant Notes Receivable</b>	395,021
	<hr/>
<b>Contributions</b>	
Participant	12,169,527
Employer	9,218,211
Rollovers	2,424,643
	<hr/>
<b>Total Contributions</b>	23,812,381
	<hr/>
<b>Total Additions</b>	57,968,164
	<hr/>
<b>Deductions</b>	
Benefits paid to participants	20,940,127
Deemed distributed loans	11,027
Administrative expenses	319,944
	<hr/>
<b>Total Deductions</b>	21,271,098
	<hr/>
<b>Net Increase</b>	36,697,066
	<hr/>
<b>Net Assets Available for Benefits, Beginning of Year</b>	237,943,898
	<hr/>
<b>Net Assets Available for Benefits, End of Year</b>	\$ 274,640,964
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**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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**Note 1. Description of the Plan**

The following description of the Mitsubishi Logisnext Americas 401(k) Plan (Plan) provides general information about the Plan's provisions. Mitsubishi Logisnext Americas (Houston) Inc. is the plan sponsor. Participants should refer to the plan document for a more complete description of the Plan's provisions, copies of which may be obtained from the plan sponsor.

**General**

The Plan is a defined contribution plan covering all eligible employees of Mitsubishi Logisnext Americas (Houston) Inc.; Mitsubishi Logisnext Americas (Marengo) Inc.; and Rocrich AGV Solutions LLC (formerly known as MCJ Supply Chain Solutions LLC through September 2023) (collectively the Company). Employees are eligible to participate in the Plan on the first of the month following the date of hire. Fidelity Management Trust Company (Fidelity) serves as the trustee of the Plan. The Plan is subject to the provisions of the *Employee Retirement Income Security Act of 1974* (ERISA), as amended by subsequent legislation.

The Plan was amended on August 1, 2021, for the following:

Employer name was changed to Mitsubishi Logisnext Americas (Houston) Inc. from MCFA.

Plan name was changed to Mitsubishi Logisnext Americas 401(k) Plan from MCFA 401(k) Savings Plan.

**Contributions**

All Company employees are eligible to participate in the Plan immediately on the first of the month following the date of hire, with the exceptions of the following: expats on assignment from locations outside the US, residents of Canada receiving in-country benefits, leased employees, and certain interns.

Each year, participants may contribute up to 60% of their pretax, regular annual compensation and their bonus compensation, as defined in the Plan, subject to certain limitations. Each participant's annual contribution should not exceed the maximum amount allowed for deferral under the Internal Revenue Code (IRC), which was \$23,000 for 2024 and an additional \$7,500 in catch-up contributions for participants over the age of 50. The amount of a participant's annual compensation which may be taken into account for purposes of determining the amount of the Employer-matching contribution or for any other purpose under the Plan, shall not exceed the amount permitted annually by the IRC, which was \$345,000 for 2024. Additionally, if participants do not complete elections within the first 45 days of enrollment, participants are automatically enrolled into the Plan at a 6% of compensation contribution rate which is contributed to the age-based Fidelity Fdm Index Fund.

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

Participants direct the investment of their contribution and any Employer-matching contributions into various investment options offered by the Plan. The Company has a discretionary match of 100% of the participant contributions up to 3% of their annual compensation. The Company may also make a non-elective contribution to Company employees equal to 3.3% of their annual compensation.

**Participant Accounts**

Each participant's account is credited with the participant's contribution and allocations of the Employer's matching and non-elective contribution and plan earnings thereon.

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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Participant accounts are also charged with withdrawals and an allocation of plan losses and administrative expenses that are paid by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

***Investments***

Participants may change investments and transfer amounts between investment options daily. The Plan offers registered investment companies, common or collective trust funds and a money market fund.

***Vesting***

Participants become vested in Employer-matching contributions and related losses or earnings at a rate of 20% per year after one year of service, becoming 100% vested after five years of service. Participants become 100% vested in nonelective employer contributions immediately. Participants become 100% vested in QACA SH nonelective contributions after two years of service. One year of service is defined as a 12-month period during which the participant completed at least 1,000 hours of service. Upon death or total and permanent physical or mental disability, all participants become fully vested in Employer-matching contributions and related earnings or losses.

Years of service include all periods of employment with the Company and with any predecessor employer, as defined in the Plan document.

Participants are immediately vested in their contributions plus related earnings or losses.

***Notes Receivable From Participants***

Participants may borrow from their vested accounts, at a minimum of \$1,000, up to a maximum of the lesser of \$50,000 or 50% of their vested account balance. Loan terms range from one to ten years. In the event a loan is approved for the purchase of a primary residence; the term of the loan is up to a maximum of ten years. The loans bear interest at the annual prime rate plus 1.00% and are collateralized by the participant's vested account balance. Principal and interest are paid ratably through payroll deductions. Loans become immediately due and payable upon a participant's death. If a participant is terminated, loans become immediately due or may be repaid by ACH transfer on a monthly basis in accordance with certain terms and conditions. Participant loans outstanding as of December 31, 2024, had interest rates ranging from 4.25% to 9.50% and maturity dates through 2034.

***Administrative Expenses***

The Company provides various operational and administrative services to the Plan for which the costs are incurred directly by the Company. These expenses are not included in the Plan's financial statements. Any such expenses not paid by the Company are paid by the Plan and included in the Plan's financial statements.

***Payment of Benefits***

On termination of service due to death, disability, or retirement, a participant may elect to withdraw any part of his or her vested account. Benefits may also be paid by a lump-sum amount equal to the value of his or her account or by various annuity options. Withdrawals of employee contributions for undue financial hardship are also permitted after the participant has met the hardship withdrawal requirements. For hardship withdrawals, participants may withdraw only their contributions.

***Forfeited Accounts***

The Plan contains special rules relating to the consequences of a break in service by a participant. In the event a participant is not fully vested in the Employer-matching and non-elective contribution portion of the participant's

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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account at the time employment is terminated, the nonvested portion of such account will be forfeited, subject to the break-in-service provisions of the plan document.

At December 31, 2024 and 2023, the balance in the forfeiture account was \$65,345 and \$34,197, respectively. These amounts will be used to reduce future Employer-matching contributions and administrative expenses. In the year ended December 31, 2024, Employer-matching contributions were reduced by \$695,681 and \$38,953 of administrative expenses were paid from the forfeiture account.

## **Note 2. Summary of Significant Accounting Policies**

### ***Basis of Accounting***

The 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.

### ***Use of Estimates***

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

### ***Payment of Benefits***

Benefits are recorded when paid.

### ***Investment Valuation and Income Recognition***

Investments are reported at fair value.

The Plan's investments in shares of registered investment companies are valued at quoted market prices. The Plan's money market fund is valued at the closing price reported in the active market on which the individual securities are traded.

The common or collective trust funds are valued at net asset value (NAV) of units held. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the funds less its liability. There are no participant redemption restrictions for these investments and participant redemptions are allowed daily. A redemption notice period is applicable only at the plan level. There are no unfunded commitments at December 31, 2024 and 2023.

Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest income is recorded on the accrual basis. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

### ***Notes Receivable From Participants***

Notes receivable from participants are measured at their unpaid principal balance, plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received ratably through payroll deductions. Determination as to when participant loans are considered in default and reclassified as distributions is based on the terms of the plan document.

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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***Revenue Sharing***

Fidelity receives revenue from registered investment companies and common or collective trust fund service providers for services Fidelity provides to the funds. If the revenue received by Fidelity from such registered investment companies or common or collective trust fund service providers exceeds the amount owed under the agreement, Fidelity remits the excess to the Plan's trust. Such amounts are used to pay qualified plan administrative expenses. Revenue credits were \$16,437 for the year ended December 31, 2024. The Plan has revenue credits of \$41,924 available as of December 31, 2024, (see Note 6).

**Note 3. Fair Value Measurements**

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. There is a hierarchy of three level of inputs that may be used to measure fair value.

- Level 1** Quoted prices in active markets for identical assets or liabilities
- Level 2** Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities
- Level 3** Unobservable inputs supported by little or no market activity and are significant to the fair value of the asset or liabilities

The asset'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. There have been no changes in the methodologies used at December 31, 2024 and 2023.

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

Registered investment companies are determined by obtaining quoted prices on nationally recognized securities exchanges (Level 1)

The money market fund is valued at the closing price reported in the active market on which the individual securities are traded. The fund is traded at \$1 per unit (Level 1).

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

**Mitsubishi Logisnext Americas 401(k) Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

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

	<b>December 31, 2024</b>			
	<b>Fair Value Measurements at Reporting Date Using</b>			
<b>Fair Value</b>	<b>Quoted Prices in Active Markets for Identical Assets/ Liabilities (Level 1)</b>	<b>Significant Other Observable Inputs (Level 2)</b>	<b>Significant Unobservable Inputs (Level 3)</b>	
Registered investment companies	\$ 237,197,458	\$ 237,197,458	\$ -	\$ -
Money market fund	12,092,588	12,092,588	-	-
Total investments in fair value hierarchy	249,290,046	249,290,046	-	-
Investments measured at net asset value <sup>(A)</sup>	20,053,432	-	-	-
<b>Total</b>	<b>\$ 269,343,478</b>	<b>\$ 249,290,046</b>	<b>\$ -</b>	<b>\$ -</b>

**Mitsubishi Logisnext Americas 401(k) Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

	<b>December 31, 2023</b>			
	<b>Fair Value Measurements at Reporting Date Using</b>			
<b>Fair Value</b>	<b>Quoted Prices in Active Markets for Identical Assets/Liabilities (Level 1)</b>	<b>Significant Other Observable Inputs (Level 2)</b>	<b>Significant Unobservable Inputs (Level 3)</b>	
Registered investment companies	\$ 201,650,825	\$ 201,650,825	\$ -	\$ -
Money market fund	12,341,683	12,341,683	-	-
Total investments in fair value hierarchy	213,992,508	213,992,508	-	-
Investments measured at net asset value <sup>(A)</sup>	19,034,496	-	-	-
Total investments	<u>\$ 233,027,004</u>	<u>\$ 213,992,508</u>	<u>\$ -</u>	<u>\$ -</u>

(A) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

**Note 4. Information Certified by the Plan’s Trustee**

The plan administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity Management Trust Company, a qualified institution, has certified the following information included in the accompanying financial statements and ERISA-required supplemental schedules is complete and accurate:

- Investments and notes receivable from participants as shown in the statements of net assets available for benefits as of December 31, 2024 and 2023
- Investment income components and interest income on notes receivable from participants as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2024.
- Investment information and notes receivable from participants included in the accompanying supplemental schedule of assets (held at end of year) as of December 31, 2024.

The Plan’s independent auditors did not perform auditing procedures with respect to this certified information, except for comparing such information to the related information included in the financial statements and ERISA-required supplemental schedules.

**Mitsubishi Logisnext Americas 401(k) Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

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**Note 5. Income Tax Status**

The Plan operates under a non-standardized pre-approved profit sharing plan with CODA sponsored by FMR LLC. This non-standardized plan document has been filed with the appropriate agency and the sponsor has obtained an opinion letter dated June 30, 2020, from the Internal Revenue Service (IRS) stating that the non-standardized plan constitutes a qualified plan under Section 401 of the Internal Revenue Code (IRC). The Plan has been amended since receiving the opinion letter. However, the plan administrator believes that the Plan is designed and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified and the related trust is tax exempt as of the financial statement date.

Accounting principles generally accepted in the United States of America require Plan management 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.

**Note 6. Exempt Party-in-Interest Transactions**

At December 31, 2024 and 2023, certain plan investments were managed by an affiliate of Fidelity. Fidelity serves as the trustee and custodian under the Plan and, therefore, these transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA. The Plan issues loans to participants, which are secured by the vested balances in the participants' accounts.

Administrative revenues arise when investment managers return a portion of the investment fees to Fidelity to offset administrative expenses. During 2024, the Plan made direct payments for administrative expenses of \$336,381 before the effect of \$16,437 of revenue sharing.

**Note 7. Plan Termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event the Plan is terminated, participants will become 100% vested in their accounts.

**Note 8. Risk and Uncertainties**

The Plan invests in various investment options. These investment options are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment options and the level of uncertainty related to changes in the value of the investment options, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

**Note 9. Nonexempt Transactions**

Defined contribution plans are required to remit employee contributions to the Plan at the earliest date that such funds can be reasonably segregated from the Employer's general assets. During the plan years ended December 31, 2024, 2023 and 2022, the Plan engaged in prohibited transactions related to late deposits of employee contributions including loan repayments, totaling \$462,209, \$739,577 and \$52,858, respectively. Plan management has made the necessary corrections of the 2022 late deposits through the remittance of lost

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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earnings in 2024, 2023 and 2022. Plan management has made the necessary corrections of the 2023 late deposits through the remittance of lost earnings in 2024. Plan management is in the process of correcting the 2024 late deposits.

**Note 10. Subsequent Events**

Subsequent events have been evaluated through October 15, 2025, which is the date the financial statements were available to be issued.

## ***Supplemental Schedules***

**Mitsubishi Logisnext Americas 401(k) Plan**  
**EIN 34-1710051 PN 001**  
**Schedule H, Line 4a – Schedule of Delinquent Participant Contributions**  
**Year Ended December 31, 2024**

	Participant Contributions Transferred Late to Plan Check Here if Late Participant Loan Repayments are Included <input checked="" type="checkbox"/>	Total That Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
		Contributions Not Corrected	Contributions Corrected Outside of VFCP	Contributions Pending Correction in VFCP	
2024 late contributions	\$ 462,209	\$ 462,209	\$ -	\$ -	\$ -
2023 late contributions	\$ 739,577	\$ -	\$ 739,577	\$ -	\$ -
2022 late contributions	\$ 52,858	\$ -	\$ 52,858	\$ -	\$ -

**Mitsubishi Logisnext Americas 401(k) Plan**  
**EIN 34-1710051 PN 001**  
**Schedule H, Line 4i – Schedule of Assets (Held at End of Year)**  
**December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Vanguard	Money Market Fund Vang Vmmr-Fed MMKT Fund	**	\$ 12,092,588
	Putnam	Common or Collective Trust Funds Putnam Stable Value	**	15,703,846
	Great Gray Trust Company	PGIM Total Return Bond Fund	**	4,349,586
				<u>20,053,432</u>
		Registered investment companies		
	Alliance Bernstein	Large Cap Growth Fund	**	49,140,550
	American Century	Small Cap Growth Fund	**	3,344,888
	Franklin	Small Cap Value Fund	**	1,462,315
	Hartford	Strategic Income Fund	**	1,390,573
	Invesco	Developing Markets Fund	**	1,469,377
	John Hancock	Disciplined Value Mid Cap Fund	**	4,994,583
	John Hancock	International Growth R6 Fund	**	3,945,938
	MFS	Global Real Estate Fund	**	260,936
	Putnam	Large Cap Value Fund	**	6,679,819
*	Fidelity Investments	Fidelity Fdm Index Income IPR Fund	**	1,078,801
*	Fidelity Investments	Fidelity Fdm Index 2005 IPR Fund	**	-
*	Fidelity Investments	Fidelity Fdm Index 2010 IPR Fund	**	24,120
*	Fidelity Investments	Fidelity Fdm Index 2015 IPR Fund	**	490,464
*	Fidelity Investments	Fidelity Fdm Index 2020 IPR Fund	**	1,553,560
*	Fidelity Investments	Fidelity Fdm Index 2025 IPR Fund	**	6,282,068
*	Fidelity Investments	Fidelity Fdm Index 2030 IPR Fund	**	19,749,245
*	Fidelity Investments	Fidelity Fdm Index 2035 IPR Fund	**	19,903,487
*	Fidelity Investments	Fidelity Fdm Index 2040 IPR Fund	**	17,314,055
*	Fidelity Investments	Fidelity Fdm Index 2045 IPR Fund	**	9,510,849
*	Fidelity Investments	Fidelity Fdm Index 2050 IPR Fund	**	13,640,226
*	Fidelity Investments	Fidelity Fdm Index 2055 IPR Fund	**	6,203,419
*	Fidelity Investments	Fidelity Fdm Index 2060 IPR Fund	**	3,911,113
*	Fidelity Investments	Fidelity Fdm Index 2065 IPR Fund	**	2,193,409
*	Fidelity Investments	Fidelity Fdm Index 2070 IPR Fund	**	15,136
*	Fidelity Investments	US Bond Index Fund	**	5,121,616
*	Fidelity Investments	500 Index Fund	**	34,985,992
*	Fidelity Investments	International Index Fund	**	5,353,769
*	Fidelity Investments	Balanced Fund	**	13,162,393
*	Fidelity Investments	Mid Cap Index Fund	**	3,005,041
*	Fidelity Investments	Small Cap Index Fund	**	1,009,716
				<u>237,197,458</u>
*	Participant loans	Loan to plan participants with varying maturity dates through October 2034 and interest rates ranging from 4.25% to 9.50%	-0-	5,297,486
				<u>\$ 274,640,964</u>

\* Denotes a party-in-interest.

\*\* Cost information for participant-directed investments is not required.




# **Mitsubishi Logisnext Americas 401(k) Plan**

**EIN 34-1710051 PN 001**

**Independent Auditor's Report, Financial Statements  
and Supplemental Schedules**

December 31, 2024 and 2023



**Mitsubishi Logisnext Americas 401(k) Plan  
Contents  
December 31, 2024 and 2023**

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## Independent Auditor's Report

Plan Administrator  
Mitsubishi Logisnext Americas  
401(k) Plan  
Houston, Texas

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

We have performed audits of the financial statements of Mitsubishi Logisnext Americas 401(k) 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 statement of changes in net assets available for benefits for the year ended December 31, 2024, 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 financial statements of the Mitsubishi Logisnext Americas 401(k) Plan performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

### **Opinion**

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

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

### **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Mitsubishi Logisnext Americas 401(k) 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 Mitsubishi Logisnext Americas 401(k) Plan's ability to continue as a going concern within one year after the date that these financial statements are available to be issued.

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

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Mitsubishi Logisnext Americas 401(k) 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 Mitsubishi Logisnext Americas 401(k) 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.

***Other Matter – Supplemental Schedules Required by ERISA***

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

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

In our opinion:

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

**Forvis Mazars, LLP**

Chicago, Illinois  
October 15, 2025

**Federal Employer Identification Number: 44-0160260**

**Mitsubishi Logisnext Americas 401(k) Plan  
Statements of Net Assets Available for Benefits  
December 31, 2024 and 2023**

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	<u>2024</u>	<u>2023</u>
<b>Investments, at Fair Value</b>		
Money market fund	\$ 12,092,588	\$ 12,341,683
Common or collective trust funds	20,053,432	19,034,496
Registered investment companies	<u>237,197,458</u>	<u>201,650,825</u>
<b>Total Investments, at Fair Value</b>	269,343,478	233,027,004
<b>Notes Receivable From Participants</b>	<u>5,297,486</u>	<u>4,916,894</u>
<b>Net Assets Available for Benefits</b>	<u>\$ 274,640,964</u>	<u>\$ 237,943,898</u>

**Mitsubishi Logisnext Americas 401(k) Plan  
Statement of Changes in Net Assets Available for Benefits  
Year Ended December 31, 2024**

<b>Additions</b>	
<b>Investment Income</b>	
Net appreciation in fair value of investments	\$ 24,326,560
Interest and dividends	9,434,202
	<hr/>
<b>Total Investment Income</b>	33,760,762
	<hr/>
<b>Interest Income From Participant Notes Receivable</b>	395,021
	<hr/>
<b>Contributions</b>	
Participant	12,169,527
Employer	9,218,211
Rollovers	2,424,643
	<hr/>
<b>Total Contributions</b>	23,812,381
	<hr/>
<b>Total Additions</b>	57,968,164
	<hr/>
<b>Deductions</b>	
Benefits paid to participants	20,940,127
Deemed distributed loans	11,027
Administrative expenses	319,944
	<hr/>
<b>Total Deductions</b>	21,271,098
	<hr/>
<b>Net Increase</b>	36,697,066
	<hr/>
<b>Net Assets Available for Benefits, Beginning of Year</b>	237,943,898
	<hr/>
<b>Net Assets Available for Benefits, End of Year</b>	\$ 274,640,964
	<hr/> <hr/>

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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**Note 1. Description of the Plan**

The following description of the Mitsubishi Logisnext Americas 401(k) Plan (Plan) provides general information about the Plan's provisions. Mitsubishi Logisnext Americas (Houston) Inc. is the plan sponsor. Participants should refer to the plan document for a more complete description of the Plan's provisions, copies of which may be obtained from the plan sponsor.

**General**

The Plan is a defined contribution plan covering all eligible employees of Mitsubishi Logisnext Americas (Houston) Inc.; Mitsubishi Logisnext Americas (Marengo) Inc.; and Rocrich AGV Solutions LLC (formerly known as MCJ Supply Chain Solutions LLC through September 2023) (collectively the Company). Employees are eligible to participate in the Plan on the first of the month following the date of hire. Fidelity Management Trust Company (Fidelity) serves as the trustee of the Plan. The Plan is subject to the provisions of the *Employee Retirement Income Security Act of 1974* (ERISA), as amended by subsequent legislation.

The Plan was amended on August 1, 2021, for the following:

Employer name was changed to Mitsubishi Logisnext Americas (Houston) Inc. from MCFA.

Plan name was changed to Mitsubishi Logisnext Americas 401(k) Plan from MCFA 401(k) Savings Plan.

**Contributions**

All Company employees are eligible to participate in the Plan immediately on the first of the month following the date of hire, with the exceptions of the following: expats on assignment from locations outside the US, residents of Canada receiving in-country benefits, leased employees, and certain interns.

Each year, participants may contribute up to 60% of their pretax, regular annual compensation and their bonus compensation, as defined in the Plan, subject to certain limitations. Each participant's annual contribution should not exceed the maximum amount allowed for deferral under the Internal Revenue Code (IRC), which was \$23,000 for 2024 and an additional \$7,500 in catch-up contributions for participants over the age of 50. The amount of a participant's annual compensation which may be taken into account for purposes of determining the amount of the Employer-matching contribution or for any other purpose under the Plan, shall not exceed the amount permitted annually by the IRC, which was \$345,000 for 2024. Additionally, if participants do not complete elections within the first 45 days of enrollment, participants are automatically enrolled into the Plan at a 6% of compensation contribution rate which is contributed to the age-based Fidelity Fdm Index Fund.

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

Participants direct the investment of their contribution and any Employer-matching contributions into various investment options offered by the Plan. The Company has a discretionary match of 100% of the participant contributions up to 3% of their annual compensation. The Company may also make a non-elective contribution to Company employees equal to 3.3% of their annual compensation.

**Participant Accounts**

Each participant's account is credited with the participant's contribution and allocations of the Employer's matching and non-elective contribution and plan earnings thereon.

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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Participant accounts are also charged with withdrawals and an allocation of plan losses and administrative expenses that are paid by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

***Investments***

Participants may change investments and transfer amounts between investment options daily. The Plan offers registered investment companies, common or collective trust funds and a money market fund.

***Vesting***

Participants become vested in Employer-matching contributions and related losses or earnings at a rate of 20% per year after one year of service, becoming 100% vested after five years of service. Participants become 100% vested in nonelective employer contributions immediately. Participants become 100% vested in QACA SH nonelective contributions after two years of service. One year of service is defined as a 12-month period during which the participant completed at least 1,000 hours of service. Upon death or total and permanent physical or mental disability, all participants become fully vested in Employer-matching contributions and related earnings or losses.

Years of service include all periods of employment with the Company and with any predecessor employer, as defined in the Plan document.

Participants are immediately vested in their contributions plus related earnings or losses.

***Notes Receivable From Participants***

Participants may borrow from their vested accounts, at a minimum of \$1,000, up to a maximum of the lesser of \$50,000 or 50% of their vested account balance. Loan terms range from one to ten years. In the event a loan is approved for the purchase of a primary residence; the term of the loan is up to a maximum of ten years. The loans bear interest at the annual prime rate plus 1.00% and are collateralized by the participant's vested account balance. Principal and interest are paid ratably through payroll deductions. Loans become immediately due and payable upon a participant's death. If a participant is terminated, loans become immediately due or may be repaid by ACH transfer on a monthly basis in accordance with certain terms and conditions. Participant loans outstanding as of December 31, 2024, had interest rates ranging from 4.25% to 9.50% and maturity dates through 2034.

***Administrative Expenses***

The Company provides various operational and administrative services to the Plan for which the costs are incurred directly by the Company. These expenses are not included in the Plan's financial statements. Any such expenses not paid by the Company are paid by the Plan and included in the Plan's financial statements.

***Payment of Benefits***

On termination of service due to death, disability, or retirement, a participant may elect to withdraw any part of his or her vested account. Benefits may also be paid by a lump-sum amount equal to the value of his or her account or by various annuity options. Withdrawals of employee contributions for undue financial hardship are also permitted after the participant has met the hardship withdrawal requirements. For hardship withdrawals, participants may withdraw only their contributions.

***Forfeited Accounts***

The Plan contains special rules relating to the consequences of a break in service by a participant. In the event a participant is not fully vested in the Employer-matching and non-elective contribution portion of the participant's

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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account at the time employment is terminated, the nonvested portion of such account will be forfeited, subject to the break-in-service provisions of the plan document.

At December 31, 2024 and 2023, the balance in the forfeiture account was \$65,345 and \$34,197, respectively. These amounts will be used to reduce future Employer-matching contributions and administrative expenses. In the year ended December 31, 2024, Employer-matching contributions were reduced by \$695,681 and \$38,953 of administrative expenses were paid from the forfeiture account.

## **Note 2. Summary of Significant Accounting Policies**

### ***Basis of Accounting***

The 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.

### ***Use of Estimates***

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

### ***Payment of Benefits***

Benefits are recorded when paid.

### ***Investment Valuation and Income Recognition***

Investments are reported at fair value.

The Plan's investments in shares of registered investment companies are valued at quoted market prices. The Plan's money market fund is valued at the closing price reported in the active market on which the individual securities are traded.

The common or collective trust funds are valued at net asset value (NAV) of units held. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the funds less its liability. There are no participant redemption restrictions for these investments and participant redemptions are allowed daily. A redemption notice period is applicable only at the plan level. There are no unfunded commitments at December 31, 2024 and 2023.

Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest income is recorded on the accrual basis. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

### ***Notes Receivable From Participants***

Notes receivable from participants are measured at their unpaid principal balance, plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received ratably through payroll deductions. Determination as to when participant loans are considered in default and reclassified as distributions is based on the terms of the plan document.

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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***Revenue Sharing***

Fidelity receives revenue from registered investment companies and common or collective trust fund service providers for services Fidelity provides to the funds. If the revenue received by Fidelity from such registered investment companies or common or collective trust fund service providers exceeds the amount owed under the agreement, Fidelity remits the excess to the Plan's trust. Such amounts are used to pay qualified plan administrative expenses. Revenue credits were \$16,437 for the year ended December 31, 2024. The Plan has revenue credits of \$41,924 available as of December 31, 2024, (see Note 6).

**Note 3. Fair Value Measurements**

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. There is a hierarchy of three level of inputs that may be used to measure fair value.

- Level 1** Quoted prices in active markets for identical assets or liabilities
- Level 2** Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities
- Level 3** Unobservable inputs supported by little or no market activity and are significant to the fair value of the asset or liabilities

The asset'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. There have been no changes in the methodologies used at December 31, 2024 and 2023.

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

Registered investment companies are determined by obtaining quoted prices on nationally recognized securities exchanges (Level 1)

The money market fund is valued at the closing price reported in the active market on which the individual securities are traded. The fund is traded at \$1 per unit (Level 1).

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

**Mitsubishi Logisnext Americas 401(k) Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

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

	<b>December 31, 2024</b>			
	<b>Fair Value Measurements at Reporting Date Using</b>			
<b>Fair Value</b>	<b>Quoted Prices in Active Markets for Identical Assets/ Liabilities (Level 1)</b>	<b>Significant Other Observable Inputs (Level 2)</b>	<b>Significant Unobservable Inputs (Level 3)</b>	
Registered investment companies	\$ 237,197,458	\$ 237,197,458	\$ -	\$ -
Money market fund	12,092,588	12,092,588	-	-
Total investments in fair value hierarchy	249,290,046	249,290,046	-	-
Investments measured at net asset value <sup>(A)</sup>	20,053,432	-	-	-
<b>Total</b>	<b>\$ 269,343,478</b>	<b>\$ 249,290,046</b>	<b>\$ -</b>	<b>\$ -</b>

**Mitsubishi Logisnext Americas 401(k) Plan**  
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	<b>December 31, 2023</b>			
	<b>Fair Value Measurements at Reporting Date Using</b>			
<b>Fair Value</b>	<b>Quoted Prices in Active Markets for Identical Assets/Liabilities (Level 1)</b>	<b>Significant Other Observable Inputs (Level 2)</b>	<b>Significant Unobservable Inputs (Level 3)</b>	
Registered investment companies	\$ 201,650,825	\$ 201,650,825	\$ -	\$ -
Money market fund	12,341,683	12,341,683	-	-
Total investments in fair value hierarchy	213,992,508	213,992,508	-	-
Investments measured at net asset value <sup>(A)</sup>	19,034,496	-	-	-
Total investments	<u>\$ 233,027,004</u>	<u>\$ 213,992,508</u>	<u>\$ -</u>	<u>\$ -</u>

(A) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

**Note 4. Information Certified by the Plan’s Trustee**

The plan administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity Management Trust Company, a qualified institution, has certified the following information included in the accompanying financial statements and ERISA-required supplemental schedules is complete and accurate:

- Investments and notes receivable from participants as shown in the statements of net assets available for benefits as of December 31, 2024 and 2023
- Investment income components and interest income on notes receivable from participants as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2024.
- Investment information and notes receivable from participants included in the accompanying supplemental schedule of assets (held at end of year) as of December 31, 2024.

The Plan’s independent auditors did not perform auditing procedures with respect to this certified information, except for comparing such information to the related information included in the financial statements and ERISA-required supplemental schedules.

**Mitsubishi Logisnext Americas 401(k) Plan**  
**Notes to Financial Statements**  
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**Note 5. Income Tax Status**

The Plan operates under a non-standardized pre-approved profit sharing plan with CODA sponsored by FMR LLC. This non-standardized plan document has been filed with the appropriate agency and the sponsor has obtained an opinion letter dated June 30, 2020, from the Internal Revenue Service (IRS) stating that the non-standardized plan constitutes a qualified plan under Section 401 of the Internal Revenue Code (IRC). The Plan has been amended since receiving the opinion letter. However, the plan administrator believes that the Plan is designed and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified and the related trust is tax exempt as of the financial statement date.

Accounting principles generally accepted in the United States of America require Plan management 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.

**Note 6. Exempt Party-in-Interest Transactions**

At December 31, 2024 and 2023, certain plan investments were managed by an affiliate of Fidelity. Fidelity serves as the trustee and custodian under the Plan and, therefore, these transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA. The Plan issues loans to participants, which are secured by the vested balances in the participants' accounts.

Administrative revenues arise when investment managers return a portion of the investment fees to Fidelity to offset administrative expenses. During 2024, the Plan made direct payments for administrative expenses of \$336,381 before the effect of \$16,437 of revenue sharing.

**Note 7. Plan Termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event the Plan is terminated, participants will become 100% vested in their accounts.

**Note 8. Risk and Uncertainties**

The Plan invests in various investment options. These investment options are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment options and the level of uncertainty related to changes in the value of the investment options, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

**Note 9. Nonexempt Transactions**

Defined contribution plans are required to remit employee contributions to the Plan at the earliest date that such funds can be reasonably segregated from the Employer's general assets. During the plan years ended December 31, 2024, 2023 and 2022, the Plan engaged in prohibited transactions related to late deposits of employee contributions including loan repayments, totaling \$462,209, \$739,577 and \$52,858, respectively. Plan management has made the necessary corrections of the 2022 late deposits through the remittance of lost

**Mitsubishi Logisnext Americas 401(k) Plan  
Notes to Financial Statements  
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earnings in 2024, 2023 and 2022. Plan management has made the necessary corrections of the 2023 late deposits through the remittance of lost earnings in 2024. Plan management is in the process of correcting the 2024 late deposits.

**Note 10. Subsequent Events**

Subsequent events have been evaluated through October 15, 2025, which is the date the financial statements were available to be issued.

## ***Supplemental Schedules***

**Mitsubishi Logisnext Americas 401(k) Plan**  
**EIN 34-1710051 PN 001**  
**Schedule H, Line 4a – Schedule of Delinquent Participant Contributions**  
**Year Ended December 31, 2024**

	Participant Contributions Transferred Late to Plan Check Here if Late Participant Loan Repayments are Included <input checked="" type="checkbox"/>	Total That Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
		Contributions Not Corrected	Contributions Corrected Outside of VFCP	Contributions Pending Correction in VFCP	
2024 late contributions	\$ 462,209	\$ 462,209	\$ -	\$ -	\$ -
2023 late contributions	\$ 739,577	\$ -	\$ 739,577	\$ -	\$ -
2022 late contributions	\$ 52,858	\$ -	\$ 52,858	\$ -	\$ -

**Mitsubishi Logisnext Americas 401(k) Plan**  
**EIN 34-1710051 PN 001**  
**Schedule H, Line 4i – Schedule of Assets (Held at End of Year)**  
**December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Vanguard	Money Market Fund Vang Vmmr-Fed MMKT Fund	**	\$ 12,092,588
	Putnam	Common or Collective Trust Funds Putnam Stable Value	**	15,703,846
	Great Gray Trust Company	PGIM Total Return Bond Fund	**	4,349,586
				<u>20,053,432</u>
		Registered investment companies		
	Alliance Bernstein	Large Cap Growth Fund	**	49,140,550
	American Century	Small Cap Growth Fund	**	3,344,888
	Franklin	Small Cap Value Fund	**	1,462,315
	Hartford	Strategic Income Fund	**	1,390,573
	Invesco	Developing Markets Fund	**	1,469,377
	John Hancock	Disciplined Value Mid Cap Fund	**	4,994,583
	John Hancock	International Growth R6 Fund	**	3,945,938
	MFS	Global Real Estate Fund	**	260,936
	Putnam	Large Cap Value Fund	**	6,679,819
*	Fidelity Investments	Fidelity Fdm Index Income IPR Fund	**	1,078,801
*	Fidelity Investments	Fidelity Fdm Index 2005 IPR Fund	**	-
*	Fidelity Investments	Fidelity Fdm Index 2010 IPR Fund	**	24,120
*	Fidelity Investments	Fidelity Fdm Index 2015 IPR Fund	**	490,464
*	Fidelity Investments	Fidelity Fdm Index 2020 IPR Fund	**	1,553,560
*	Fidelity Investments	Fidelity Fdm Index 2025 IPR Fund	**	6,282,068
*	Fidelity Investments	Fidelity Fdm Index 2030 IPR Fund	**	19,749,245
*	Fidelity Investments	Fidelity Fdm Index 2035 IPR Fund	**	19,903,487
*	Fidelity Investments	Fidelity Fdm Index 2040 IPR Fund	**	17,314,055
*	Fidelity Investments	Fidelity Fdm Index 2045 IPR Fund	**	9,510,849
*	Fidelity Investments	Fidelity Fdm Index 2050 IPR Fund	**	13,640,226
*	Fidelity Investments	Fidelity Fdm Index 2055 IPR Fund	**	6,203,419
*	Fidelity Investments	Fidelity Fdm Index 2060 IPR Fund	**	3,911,113
*	Fidelity Investments	Fidelity Fdm Index 2065 IPR Fund	**	2,193,409
*	Fidelity Investments	Fidelity Fdm Index 2070 IPR Fund	**	15,136
*	Fidelity Investments	US Bond Index Fund	**	5,121,616
*	Fidelity Investments	500 Index Fund	**	34,985,992
*	Fidelity Investments	International Index Fund	**	5,353,769
*	Fidelity Investments	Balanced Fund	**	13,162,393
*	Fidelity Investments	Mid Cap Index Fund	**	3,005,041
*	Fidelity Investments	Small Cap Index Fund	**	1,009,716
				<u>237,197,458</u>
*	Participant loans	Loan to plan participants with varying maturity dates through October 2034 and interest rates ranging from 4.25% to 9.50%	-0-	5,297,486
				<u>\$ 274,640,964</u>

\* Denotes a party-in-interest.

\*\* Cost information for participant-directed investments is not required.