

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

Complete all entries in accordance with the instructions to the Form 5500.

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

Part II Basic Plan Information—enter all requested information

1a Name of plan: AERA ENERGY SERVICES COMPANY CASH BALANCE PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 08/01/1997
2a Plan sponsor's name (employer, if for a single-employer plan): AERA ENERGY SERVICES COMPANY
2b Employer Identification Number (EIN): 77-0456453
2c Plan Sponsor's telephone number: 661-665-5000
2d Business code (see instructions): 211120

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

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

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

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

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	1537
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	790
	6a(2)	609
	6b	201
	6c	560
	6d	1370
	6e	37
	6f	1407
	6g(1)	
	6g(2)	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1A 1C 1E

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

9a Plan funding arrangement (check all that apply)	9b 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	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input checked="" type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached _____
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> G (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

A Name of plan <u>AERA ENERGY SERVICES COMPANY CASH BALANCE PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>AERA ENERGY SERVICES COMPANY</u>	D Employer Identification Number (EIN) <u>77-0456453</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>314435460</u>
	b Actuarial value	2b	<u>314435460</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>201</u>	<u>42040158</u>
	b For terminated vested participants	<u>554</u>	<u>114306725</u>
	c For active participants	<u>790</u>	<u>97143405</u>
	d Total	<u>1545</u>	<u>253490288</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>5.26 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>8682212</u>
	b Expected plan-related expenses	6b	<u>210000</u>
	c Target normal cost	6c	<u>8892212</u>

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

SIGN HERE			
	Signature of actuary	<u>09/08/2025</u>	Date
	<u>JEREMY CLEAR</u>	<u>23-06667</u>	Most recent enrollment number
	Type or print name of actuary	<u>415-445-7964</u>	Telephone number (including area code)
	<u>FIDELITY INVESTMENTS</u>		
	Firm name		
	<u>100 CALIFORNIA ST 1200</u> <u>SAM FRANCISCO, CA 94111</u>		
	Address of the firm		

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

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	30292097	35669989
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	9379902	0
9	Amount remaining (line 7 minus line 8)	20912195	35669989
10	Interest on line 9 using prior year's actual return of <u>11.56</u> %	2417450	4123451
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.33</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	23329645	39793440

Part III Funding Percentages			
14	Funding target attainment percentage	14	98.69 %
15	Adjusted funding target attainment percentage	15	123.48 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	108.96 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

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

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

21 Discount rate:

a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
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b Applicable month (enter code) **21b** 0

22 Weighted average retirement age **22** 63

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	31a	8892212
b Excess assets, if applicable, but not greater than line 31a	31b	0

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

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

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	8892212
	Carryover balance	Prefunding balance
35 Balances elected for use to offset funding requirement	8892212	8892212

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

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

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

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

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	39	0
40 Unpaid minimum required contributions for all years	40	0

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

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

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

A Name of plan AERA ENERGY SERVICES COMPANY CASH BALANCE PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 AERA ENERGY SERVICES COMPANY	D Employer Identification Number (EIN) 77-0456453	

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 INSTITUTIONAL ASSET MGMT

20-4659714

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

FIDELITY MANAGEMENT TRUST CO

04-2723880

(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 MANAGEMENT TRUST CO

04-2723880

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
17 50 21 51 25	TRUSTEE	1042844	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)

INDEPENDENT FINANCIAL PARTNERS

59-3331424

(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 50	NONE	68209	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)

BDO USA LLP

13-5381590

(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 50	NONE	24669	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

a Name: VALERIE PIRKTL	b EIN: 04-2867786
c Position: ACTUARY	
d Address: FIDELITY INVESTMENTS 100 CALIFORNIA ST 1200 SAN FRANCISCO, CA 94111	e Telephone: 415-445-6997

Explanation: DUE TO CLIENT ASSIGNMENT CHANGES WITHIN FIDELITY

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

A Name of plan <u>AERA ENERGY SERVICES COMPANY CASH BALANCE PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>AERA ENERGY SERVICES COMPANY</u>	D Employer Identification Number (EIN) <u>77-0456453</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIAM BROAD MKT DURATION COMM POOL</u>	b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST CO</u>	
c EIN-PN <u>20-4659714-012</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>37715745</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIAM INSTITUTIONAL CASH COMM</u>	b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST CO</u>	
c EIN-PN <u>20-4659714-055</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4357196</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIAM SELECT EMERGING MARKETS EQUITY</u>	b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST CO</u>	
c EIN-PN <u>20-4659714-100</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>12250926</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIAM FLOATING RATE HIGH INCOME COMM</u>	b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST CO</u>	
c EIN-PN <u>20-4659714-058</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>38719691</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIAM SELECT INTL SMALL CAP COMM PL</u>	b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST CO</u>	
c EIN-PN <u>20-4659714-036</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2070455</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SPARTAN 500 INDEX</u>	b Name of sponsor of entity listed in (a): <u>GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC</u>	
c EIN-PN <u>82-6293122-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>64581615</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIAM LONG CORPORATE COMMINGLED POOL</u>	b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST CO</u>	
c EIN-PN <u>20-4659714-187</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>88509158</u>

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan AERA ENERGY SERVICES COMPANY CASH BALANCE PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 AERA ENERGY SERVICES COMPANY	D Employer Identification Number (EIN) 77-0456453

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

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	75371	449047
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	58186950	6395790
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	278086	358257
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		27919678
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	277642626	272336796
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	61593816	47818359
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	26032184	

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	423809033	355277927
Liabilities			
g Benefit claims payable.....	1g	278086	358257
h Operating payables.....	1h	58269001	6731200
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	58547087	7089457
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	365261946	348188470

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	21228	
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		21228
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	91875	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	2198202	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2290077
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	12528161	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	10734089	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		1794072
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	2044285	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		19544778
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		1668904
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		27363344

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	42803478	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		42803478
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	1387269	
(4) IQPA audit fees	2i(4)	10770	
(5) Investment advisory and investment management fees	2i(5)	14000	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	65561	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	155742	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1633342
j Total expenses. Add all expense amounts in column (b) and enter total	2j		44436820

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-17073476
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **BDO USA, P.C.**

(2) EIN: **13-5381590**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 552803.

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

A Name of plan <u>AERA ENERGY SERVICES COMPANY CASH BALANCE PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>AERA ENERGY SERVICES COMPANY</u>	D Employer Identification Number (EIN) <u>77-0456453</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

1		0
---	--	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 04-3275867

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....

3		122
---	--	-----

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline?..... Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: 46.50 % Private Equity: 0.00 % Investment-Grade Debt and Interest Rate Hedging Assets: 39.80 %
 High-Yield Debt: 11.10 % Real Assets: 0.00 % Cash or Cash Equivalents: 0.20 % Other: 2.40 %

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

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

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

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

Part VII IRS Compliance Questions

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

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

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

Aera Energy Services Company Cash Balance Plan

Financial Statements and Supplemental Schedules

**As of and for the Years Ended
December 31, 2024 and 2023**

Aera Energy Services Company Cash Balance Plan
Index
December 31, 2024 and 2023

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<p>* Other schedules required by Section 2520.103-10 of the Department of Labor Rules and Regulations for Reporting and Disclosures under ERISA have been omitted because they are not applicable.</p>	



Independent Auditor's Report

To the Plan Administrator
Aera Energy Services Company Cash Balance Plan
Bakersfield, California

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

We have performed audits of the financial statements of Aera Energy Services Company Cash Balance Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). 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 (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, 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 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 (GAAP); and
- the certified investment information in the accompanying financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified 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 the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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



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

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for 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 the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, 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 GAAP.

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

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



Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedules of schedule H, line 4i - schedule of assets (held at year end) as of December 31, 2024 and schedule H, line 4j - schedule of reportable transactions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the 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 DOL'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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- the certified investment information in the supplemental schedules agrees to, or are derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

BDO USA, P.C.

December 10, 2025

Aera Energy Services Company Cash Balance Plan
Statements of Net Assets Available for Benefits
As of December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Non-Interest Bearing Cash	\$ 381,114	\$ -
Investments, at Fair Value		
Interest Bearing Cash	358,257	278,086
Common Collective Trusts	231,136,719	238,853,643
Mutual Funds	40,584,228	52,965,381
Common Stock	23,695,890	22,351,418
Total Investments	<u>296,156,208</u>	<u>314,448,528</u>
Net Assets Held in 401(h) Account	52,726,908	51,173,555
	<u>52,726,908</u>	<u>51,173,555</u>
Receivables		
Due from broker for securities sold	5,398,573	58,186,950
Accrued Interest	29,639	-
	<u>5,428,212</u>	<u>58,186,950</u>
Total Assets	354,311,328	423,809,033
Liabilities		
Accrued Expenses	341,877	347,068
Due to broker for securities purchased	5,422,724	57,921,933
Obligation of 401(h) Account	52,726,908	51,173,555
	<u>58,491,509</u>	<u>109,442,556</u>
Total Liabilities	58,491,509	109,442,556
Total Net Assets Available for Benefits	<u>\$ 295,819,819</u>	<u>\$ 314,366,477</u>

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

Aera Energy Services Company Cash Balance Plan
Statements of Changes in Net Assets Available for Benefits
For the Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Additions		
Investment Income		
Net Appreciation in Fair Value of investments	\$ 21,515,408	\$ 32,639,385
Interest and Dividends	1,800,253	3,257,501
Employer Contributions	-	-
Total Additions	<u>23,315,661</u>	<u>35,896,886</u>
Deductions		
Benefits Paid Directly to Participants	40,228,977	35,116,629
Administrative and Other Expenses	1,633,342	1,682,885
Total Deductions	<u>41,862,319</u>	<u>36,799,514</u>
Net Change	(18,546,658)	(902,628)
Net Assets Available for Benefits		
Beginning of Year	<u>314,366,477</u>	<u>315,269,105</u>
End of Year	<u>\$ 295,819,819</u>	<u>\$ 314,366,477</u>

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

Aera Energy Services Company Cash Balance Plan

Notes to Financial Statements

December 31, 2024 and 2023

1. Description of the Plan

The following brief description of the Aera Energy Services Company (the “Company” or the “Plan Sponsor”) Cash Balance Plan (the “Plan”) is provided for general information purposes only. More complete information regarding the Plan’s provisions may be found in the plan document.

General

Effective August 1, 1997, the Company established the Plan as a defined benefit pension plan. The Plan is intended to qualify as a pension plan under Section 401(a) of the Internal Revenue Code (the “IRC”). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). Each employee is an eligible participant after completing an hour of service. The Plan was amended effective January 1, 2007 to provide for an increase in future accruals to participant accounts and effective January 1, 2008 to provide for a three-year vesting of participant accounts to comply with the Pension Protection Act of 2006. Effective January 1, 2015, the Plan was amended to include a bifurcation payment component. Effective September 30, 2024, the Plan was amended to freeze participation from new entrants and eliminate future benefit accruals.

During the year ended December 31, 2024, the Company initiated employee layoffs triggering a partial plan termination. Accordingly, these participants who were involuntarily terminated as a result of these layoffs became fully vested in their account balances.

401(h)

Effective December 31, 2007, the Plan was amended to include a health-benefit component (“Retiree Health Account Plan”) in addition to the normal retirement benefits to fund a portion of the postretirement obligations for retirees and their beneficiaries in accordance with Section 401(h) of the IRC. A separate account was established and maintained in the Plan for the net assets related to the Retiree Health Account Plan. Plan participants do not contribute to the 401(h) account. Employer contributions or qualified transfers to the Retiree Health Account Plan are determined annually and are at the discretion of the Plan Sponsor. Effective September 30, 2024, the Retiree Health Account Plan was amended to freeze participation from new entrants and eliminate future benefit accruals.

Trustee and Plan Administration

Fidelity Management Trust Company (the “Trustee”) holds and executes investment transactions for the Plan. Fidelity Workplace Services LLC, the recordkeeper, maintains participant accounts. The Vice President of Compensation and Benefits of the Company acts as the Plan Administrator (the “Plan Administrator”).

Pension Benefits

Eligible employees previously employed by Mobil Oil Company and Shell Oil Company, the predecessor employers, were granted an opening balance credit. The opening balance credit was based on attained age, accredited service (as defined in the plan document) and base pay as of August 1, 1997, or the date of the employee’s employment with the Company, whichever was later.

Participants receive a monthly employer contribution credit on the last day of the month. The credit can range from 5% - 13% of the participant’s compensation depending on age and pensionable earnings (as defined in Section 1.8 of the plan document) paid in that month. In addition, interest is credited at the end of each month based on the account balance as of the end of the preceding month. The rate of interest that is applied shall be compounded monthly and shall be equal to one-twelfth of the greater of (1) 5% or (2) the one-year U.S. Treasury Constant Maturities Rate as published on November 1 of the preceding year, plus 1%.

Several forms of benefit payments are offered to participants. Benefits are based on each participant’s hypothetical account balance on the annuity start date. A participant becomes eligible to request a distribution of benefits upon termination of employment, retirement, early retirement, and death. Participants may elect to receive their benefit payment in the form of a lump sum distribution, an annuity or bifurcation (25%, 50%, 75% lump sum and remaining as an annuity).

Vesting

A participant is fully vested in their regular on-going employer contribution after completion of three years of eligible service or upon reaching a normal retirement age (65) before completing three years.

Aera Energy Services Company Cash Balance Plan

Notes to Financial Statements

December 31, 2024 and 2023

Participant Accounts

Individual hypothetical accounts are maintained for each participant to reflect opening balance credits, if any, monthly employer contribution credits and interest credits.

Plan Investments

Contributions to the Plan are invested in several non-participant directed investment options held in funds with the Trustee.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Allocation

The Plan's investments are stated at fair value. 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. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by its investment advisers. See Note 5 for a discussion of fair value measurements. Units in common collective trusts are valued at the net asset value of the units held by the Plan at year end. Shares in mutual funds are valued at the net asset value (quoted by the mutual fund company) of the shares held by the Plan at year end. Shares in common stock are valued at unadjusted quoted prices in active markets. Purchases and sales of investments are recorded on a trade-date basis. The Plan presents in the statements of changes in net assets available for benefits the net appreciation (depreciation) in the fair value of its investments, which consists of the realized gains or losses and the unrealized appreciation (depreciation) of those investments. Dividends are recorded on the ex-dividend date. Interest income is recorded on the accrual basis.

Expenses

Fees for the Pension Benefit Guaranty Corporation (the "PBGC"), actuaries, auditors and other plan administrative expenses are paid by the Plan, except for certain actuarial fees paid by the Company during 2024 and 2023. Expenses that are paid directly by the Company are excluded from these financial statements. In addition, certain investment related expenses are included in net appreciation (depreciation) in fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

Payment of Benefits

Benefits are recorded when paid.

3. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments that are attributable to the employees under the Plan's provisions for services rendered. Accumulated plan benefits include benefits expected to be paid to (1) retired or terminated employees or their beneficiaries, (2) beneficiaries of employees who have died and (3) present employees or their beneficiaries. Benefits under the Plan are accumulated based on employees' compensation during each year of credited service. The accumulated plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances, including retirement, death, and termination of employment, are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

Aera Energy Services Company Cash Balance Plan

Notes to Financial Statements

December 31, 2024 and 2023

The actuarial present value of accumulated plan benefits is determined by the Plan's actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as death, withdrawal or retirement) between the valuation dates and the expected dates of payment. The computation of the actuarial present value of the accumulated plan benefits were made as of January 1, 2024. Had the valuation been performed as of December 31, 2023, there would be no material difference.

The significant actuarial assumptions used in the actuarial valuation were as follows:

Interest rate	5.01%
Mortality	Pri-2012/MP-2021

The retirement age assumption used in 2024 for each age range is as follows:

Percentage of Eligible Participants Retiring	
Age	Percent
55	2.00%
56	2.00%
57	5.00%
58	8.00%
59	8.00%
60	15.00%
61	15.00%
62	15.00%
63	25.00%
64	25.00%
65	25.00%
66	25.00%
67	15.00%
68	15.00%
69	15.00%
70	15.00%
71	15.00%
72+	100.00%

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

The actuarial present value of accumulated plan benefits as of December 31, 2023 is as follows:

	<u>December 31, 2023</u>
Actuarial present value of accumulated plan benefits	
Vested benefits:	
Participants or beneficiaries currently receiving payments	\$ 42,409,056
Other participants	216,717,483
	<u>259,126,539</u>
Non-vested benefits	1,229,031
Total actuarial present value of accumulated plan benefits	<u>\$ 260,355,570</u>

Aera Energy Services Company Cash Balance Plan
Notes to Financial Statements
December 31, 2024 and 2023

The change in the actuarial present value of the accumulated plan benefits is as follows:

Actuarial present value of accumulated plan benefits as of December 31, 2022	\$ 257,755,103
Increase (decrease) during the year attributable to	
Benefits paid	(35,209,469)
Additional benefits earned, including experience gains and losses	12,532,278
Assumption changes *	12,754,179
Decrease in discount period	12,523,479
Net decrease	<u>2,600,467</u>
Actuarial present value of accumulated plan benefits as of December 31, 2023	<u>\$ 260,355,570</u>

* The prior year valuation used 5.21% as the interest rate assumption.

4. Investments and Information Certified by the 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 that the following investment information included in the accompanying financial statements and ERISA-required supplemental schedules are complete and accurate:

- Investments as shown in the statements of net assets available for benefits as of December 31, 2024 and 2023.
- Investment income (loss) and net appreciation/(depreciation) in fair value of investments and interest and dividend income, as shown in the statements of changes in net assets available for benefits for the years ended December 31, 2024 and 2023.
- Investment information included in the supplemental Schedule H-Line 4i-Schedule of Assets (Held at End of Year) as of December 31, 2024, and the supplement Schedule H-Line 4j-Reportable Transactions for the year ended December 31, 2024.

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing the certified investment information with the related information presented and disclosed in the financial statements and supplemental schedules, reading the disclosures relating to the investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP and whether the supplemental schedules are in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

5. Assets and Liabilities Measured at Fair Value

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

Level 1	Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the plan has the ability to access.
Level 2	Inputs to the valuation methodology include; <ul style="list-style-type: none"> • quoted prices for similar assets or liabilities in active markets; • quoted prices for identical or similar assets or liabilities in inactive markets;

Aera Energy Services Company Cash Balance Plan

Notes to Financial Statements

December 31, 2024 and 2023

	<ul style="list-style-type: none"> inputs other than quoted prices that are observable for the asset or liability; and inputs that are derived principally from or corroborated by observable market data by correlation or other means.
Level 3	Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The following is a description of the valuation methodologies used for assets at fair value for the years ended December 31, 2024 and 2023. There have been no changes in the methodologies used.

Interest Bearing Cash: This asset is stated at cost which represents fair value due to its liquid nature.

Mutual Funds: The value is based on pricing provided by the fund's vendor/pricing agent. The price is normally calculated as of the close of business of the New York Stock Exchange ("NYSE"). The fund's assets normally are valued as of this time for the purpose of computing the fund's net asset value.

Common Stock: The value is based on pricing provided by the fund's vendor/pricing agent. The price is normally calculated as of the close of business of the appropriate stock exchange.

Common Collective Trusts ("CCT"): Units held in CCT are valued at the net asset value ("NAV") based on fair market value of the underlying investments of the account less its liabilities. The NAV, as provided by the Trustee, is used as a practical expedient to estimate fair value. CCT invests in common stocks, certified deposits, commercial paper, nonconvertible bonds, US government and government agency obligations, fixed income funds, bank loan obligation, and money market funds. Transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the CCTs, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

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

The table below sets forth by level, within the fair value hierarchy, the plan's assets at fair value as of December 31, 2024.

	Assets at Fair Value			
	As of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Interest bearing cash	\$ 358,257	\$ -	\$ -	\$ 358,257
Mutual funds	40,584,228	-	-	40,584,228
Common stock	23,695,890	-	-	23,695,890
Total investments in fair value hierarchy	64,638,375	-	-	64,638,375
Investments measured at net asset value *				231,136,719
Total Investments at fair value	\$ 64,638,375	\$ -	\$ -	\$ 295,775,094

Aera Energy Services Company Cash Balance Plan
Notes to Financial Statements
December 31, 2024 and 2023

The table below sets forth by level, within the fair value hierarchy, the plan's assets at fair value as of December 31, 2023.

Assets at Fair Value				
As of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Interest bearing cash	\$ 278,086	\$ -	\$ -	\$ 278,086
Mutual funds	52,965,381	-	-	52,965,381
Common stock	22,351,418	-	-	22,351,418
Total investments in fair value hierarchy	75,594,885	-	-	75,594,885
Investments measured at net asset value *				238,853,643
Total Investments at fair value	\$ 75,594,885	\$ -	\$ -	\$ 314,448,528

* Investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amount presented in this table is intended to permit reconciliation of the fair value hierarchy to the amount presented in the Statements of Net Assets Available for Benefits.

Fair Value of Investments in Entities that Use NAV

The following table summarizes attributes of the investments in certain entities that calculate net asset value per share as of December 31, 2024 and 2023.

	Fair Value at December 31, 2024	Fair Value at December 31, 2023	Unfunded Commitment	Remaining Life	Redemption Frequency	Trade to Settlement Terms	Redemption Notice Period
Fidelity Institutional Cash Commingled Pool	\$ 3,698,025	\$ 72,111	-	N/A	daily, pending	1 to 3 days	Up to 5 business days
Spartan 500 Index Commingled Pool	54,811,479	50,578,923	-	N/A	daily, pending	1 to 3 days	Up to 5 business days
Fidelity Broad Market Duration Collective Trust	32,009,973	42,435,753	-	N/A	daily, pending	1 to 3 days	Up to 5 business days
Floating Rate High Income Comm PI	32,862,039	33,766,034	-	N/A	daily, pending	1 to 3 days	Up to 5 business days
Select International Portfolio	1,757,230	6,905,768	-	N/A	daily, pending	1 to 3 days	Up to 5 business days
Small/Mid Cap Opportunities	20,481,233	15,953,380	-	N/A	daily, pending	1 to 3 days	Up to 5 business days
Fidelity Select Emerging Markets Commingled Pool	10,397,562	9,977,674	-	N/A	daily, pending	1 to 3 days	Up to 5 business days
Long Corporate Commingled Pool	75,119,178	79,164,000	-	N/A	daily, pending	1 to 3 days	Up to 5 business days
	<u>\$ 231,136,719</u>	<u>\$ 238,853,643</u>					

Aera Energy Services Company Cash Balance Plan

Notes to Financial Statements

December 31, 2024 and 2023

6. Funding Policy

The Sponsor's policy is to contribute an amount each year that is at least the minimum required by ERISA but does not exceed the maximum tax-deductible limit as permitted by the IRC, which is determined by the Plan's independent actuary. The Plan is in compliance with applicable minimum funding requirements for the years ended December 31, 2024 and 2023.

7. Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the plan document to terminate the Plan subject to the provisions set forth by ERISA. In the event of a plan termination, all participants will become 100% vested in their accounts. Certain benefits under the Plan are insured by a U.S. Government Agency if the Plan terminates. Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan Sponsor and the level of benefits guaranteed by the PBGC.

8. Tax Status of the Plan

The Plan obtained its latest determination letter on August 25, 2014, in which the IRC stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan was amended since receiving the determination letter. However, the Plan Sponsor believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes is included in the Plan's financial statements. GAAP requires plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the DOL. As of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Party-In-Interest and Related Party Transactions

Certain plan investments are shares of funds managed by Fidelity Institutional Asset Management Trust Co, LLC, a related party of Fidelity Management Trust Company. Fidelity Management Trust Company is the Plan's trustee and therefore, these transactions are considered exempt party-in-interest transactions.

Fees paid by the Plan to the Trustee for investment management fees were \$1,387,221 and \$1,530,437 for the years ended December 31, 2024 and 2023, respectively.

10. Risk and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

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

11. 401(h) Account

As discussed in Note 1, the Plan includes a medical-benefit component in addition to the normal retirement benefits to fund a portion of the postretirement obligations for retirees and their beneficiaries in accordance with Section 401(h) of the IRC. In accordance with IRC Section 401(h), the Plan's investments in the 401(h) account may not be used for, or diverted to, any purpose other than providing health benefits for retirees and their beneficiaries. Any assets transferred to the 401(h) account from the defined benefit pension plan in a qualified transfer of excess pension plan assets (and any income allocable thereto) that are not used during the plan year must be transferred out of the account to the pension plan. The related obligations for health benefits are not included in this Plan's obligations but are reflected as obligations in the financial statements of the health and welfare benefit plan. Plan participants do not contribute to the 401(h) account. Employer contributions or qualified transfers to the 401(h) account are determined annually and are at the discretion of the Plan Sponsor. Certain of the Plan's net assets are restricted to fund a portion of postretirement health benefits for retirees and their beneficiaries in accordance with IRC Section 401(h).

Aera Energy Services Company Cash Balance Plan
Notes to Financial Statements
December 31, 2024 and 2023

Refer to Note 5 for description of the valuation methodologies used.

Assets at Fair Value				
As of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Mutual funds	7,234,131	-	-	7,234,131
Common stock	4,223,788	-	-	4,223,788
Total investments in fair value hierarchy	11,457,919	-	-	11,457,919
Investments measured at net asset value *				41,200,077
Total Investments at fair value	\$ 11,457,919	\$ -	\$ -	\$ 52,657,996

Assets at Fair Value				
As of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 8,628,434	\$ -	\$ -	\$ 8,628,434
Common stock	3,637,636	-	-	3,637,636
Total investments in fair value hierarchy	12,266,070	-	-	12,266,070
Investments measured at net asset value *				38,864,353
Total Investments at fair value	\$ 12,266,070	\$ -	\$ -	\$ 51,130,423

* Investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amount presented in this table is intended to permit reconciliation of the fair value hierarchy to the amount presented in the Statements of Net Assets Available for Benefits.

12. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of the Statements of Net Assets Available for Benefits from the financial statements as of December 31:

	2024	2023
Net assets available for benefits per the financial statements	\$ 295,819,819	\$ 314,366,477
Amounts allocated to withdrawing participants	(358,257)	(278,086)
Net asset held in 401(h) account included as assets in Form 5500	52,726,908	51,173,555
Net assets available for benefits per Form 5500	\$ 348,188,470	\$ 365,261,946

The net assets of the 401(h) account included in Form 5500 are not available to pay pension benefits but can be used only to pay retiree health accounts.

Aera Energy Services Company Cash Balance Plan

Notes to Financial Statements

December 31, 2024 and 2023

The following is a reconciliation of the changes in net assets per the financial statements to the Form 5500 for the years ended December 31, 2024 and 2023:

December 31, 2024	Amounts per Financial Statements	401(h) Account	Amounts per Form 5500
Net appreciation in fair value of investments	\$ 21,515,408	\$ 3,536,631	\$ 25,052,039
Interest and dividends	1,800,253	511,052	2,311,305
Employer contributions	-	-	-
Benefits paid to retirees	(40,228,977)	(2,674,587)	(42,903,564)
Administrative expenses	(1,633,342)	-	(1,633,342)

December 31, 2023	Amounts per Financial Statements	401(h) Account	Amounts per Form 5500
Net appreciation in fair value of investments	\$ 32,639,385	\$ 5,097,170	\$ 37,736,555
Interest and dividends	3,257,501	565,493	3,822,994
Employer contributions	-	-	-
Benefits paid to retirees	(35,116,629)	(2,562,552)	(37,679,181)
Administrative expenses	(1,682,885)	2,659	(1,680,226)

13. Subsequent Events

The Plan has evaluated subsequent events and transactions through December 10, 2025, which is the date the financial statements were available to be issued.

Aera Energy Services Company Cash Balance Plan
(Plan Sponsor EIN: 77-0456453/Plan No. 001)
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
As of 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
*	Interest Bearing Demand Deposit Account	Cash	\$ 358,257	\$ 358,257
*	Fidelity Institutional Cash Commingled Pool	Collective Trust	4,357,196	4,357,196
	Spartan 500 Index Commingled Pool	Collective Trust	43,169,264	64,581,615
*	Fidelity Broad Market Duration Collective Trust	Collective Trust	36,269,343	37,715,745
*	Fidelity Floating Rate High Income Commingled Pool	Collective Trust	30,690,774	38,719,691
*	Fidelity Long Corporate Commingled Pool	Collective Trust	93,159,469	88,509,158
*	Fidelity Select International Portfolio	Collective Trust	2,015,051	2,070,455
*	Fidelity Small/Mid Cap Opportunities	Collective Trust	22,437,803	24,132,009
*	Fidelity Select Emerging Markets Commingled Pool	Collective Trust	11,760,924	12,250,926
*	Fidelity Real Estate Income Fund	Mutual Fund	22,264,687	22,398,431
*	Fidelity International Index Fund	Mutual Fund	17,775,415	19,725,561
*	Fidelity Capital & Income Fund	Mutual Fund	5,600,336	5,694,367
	iShares Gold Trust	Common Stock	16,202,150	19,307,217
	Vaneck Gold Miners	Common Stock	8,127,135	8,612,462
			<u>\$ 314,187,804</u>	<u>\$ 348,433,090</u>

See independent auditor's report.

* This is a related party to the Plan's Trustee, Fidelity Management Trust Company, a party-in-interest for which a statutory exemption exists.

Aera Energy Services Company Cash Balance Plan

(Plan Sponsor EIN: 77-0456453/Plan No. 001)

Schedule H, Line 4j - Reportable Transactions

For the Year Ended December 31, 2024

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction	(i) Net Gain or (Loss)
<u>Series of Transactions in Same Security</u>						
*	Fidelity Broad Market Duration Collective Trust Total Shares: 257,711 No. of Acquisition Transactions: 13	\$ 13,545,030	\$ -	\$ 13,545,030	\$ 13,545,030	\$ -
	Total Shares: 494,969 No. of Sales Transactions: 49	-	25,824,819	24,890,658	25,824,819	934,161
		13,545,030	25,824,819	38,435,688	39,369,849	934,161
*	Fidelity Floating Rate High Income Commingled Pool Total Shares: 278,166 No. of Acquisitions: 15	7,409,049	-	7,409,049	7,409,049	-
	Total Shares: 432,707 No. of Sales Transactions: 46	-	11,131,261	8,903,468	11,131,261	2,227,793
		7,409,049	11,131,261	16,312,517	18,540,310	2,227,793
*	Fidelity Select International Small Cap Total Shares: 83,494 No. of Acquisition Transactions: 15	7,191,485	-	7,191,485	7,191,485	-
	Total Shares: 155,010 No. of Disposal Transactions: 46	-	12,592,043	11,253,759	12,592,043	1,338,284
		7,191,485	12,592,043	18,445,244	19,783,528	1,338,284
*	Fidelity Institutional Cash Commingled Pool Total Shares: 28,400,336 No. of Acquisitions: 18	28,400,336	-	28,400,336	28,400,336	-
	Total Shares: 24,043,156 No. of Sales Transactions: 25	-	24,043,156	24,043,156	24,043,156	-
		28,400,336	24,043,156	52,443,492	52,443,492	-

Aera Energy Services Company Cash Balance Plan

(Plan Sponsor EIN: 77-0456453/Plan No. 001)

Schedule H, Line 4j - Reportable Transactions

For the Year Ended December 31, 2024

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction	(i) Net Gain or (Loss)
<u>Series of Transactions in Same Security</u>						
*	Fidelity Long Corporate Commingled Pool					
	Total Shares: 1,850,058					
	No. of Acquisitions: 17	17,993,079	-	17,993,079	17,993,079	-
	Total Shares: 2,090,076					
	No. of Sales Transactions: 45	-	20,343,620	21,238,423	20,343,620	(894,803)
		17,993,079	20,343,620	39,231,502	38,336,699	(894,803)
*	International Index					
	Total Shares: 68,930					
	No. of Acquisitions: 15	3,392,458	-	3,392,458	3,392,458	-
	Total Shares: 426,270					
	No. of Sales Transactions: 50	-	21,507,447	18,135,216	21,507,447	3,372,231
		3,392,458	21,507,447	21,527,674	24,899,905	3,372,231
*	Real Estate Income					
	Total Shares: 2,263,334					
	No. of Acquisitions: 16	26,650,864	-	26,650,864	26,650,864	-
	Total Shares: 374,766					
	No. of Sales Transactions: 31	-	4,404,491	4,386,178	4,404,491	18,313
		26,650,864	4,404,491	31,037,042	31,055,355	18,313
*	Spartan 500 Index Pool A					
	Total Shares: 62,996					
	No. of Acquisitions: 17	16,373,928	-	16,373,928	16,373,928	-
	Total Shares: 95,385					
	No. of Sales Transactions: 48	-	24,353,297	16,138,705	24,353,297	8,214,592
		16,373,928	24,353,297	32,512,633	40,727,225	8,214,592

Aera Energy Services Company Cash Balance Plan

(Plan Sponsor EIN: 77-0456453/Plan No. 001)

Schedule H, Line 4j - Reportable Transactions

For the Year Ended December 31, 2024

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction	(i) Net Gain or (Loss)
<u>Series of Transactions in Same Security</u>						
*	Fidelity Small/Mid Cap Opportunities					
	Total Shares: 1,419,460					
	No. of Acquisitions: 15	18,642,465	-	18,642,465	18,642,465	-
	Total Shares: 1,149,638					
	No. of Sales Transactions: 48	-	15,085,842	13,415,057	15,085,842	1,670,785
		18,642,465	15,085,842	32,057,522	33,728,307	1,670,785
*	Fidelity Select Emerging Markets Equity					
	Total Shares: 337,431					
	No. of Acquisitions: 13	11,898,689	-	11,898,689	11,898,689	-
	Total Shares: 335,529					
	No. of Sales Transactions: 50	-	11,783,701	10,647,478	11,783,701	1,136,223
		11,898,689	11,783,701	22,546,167	23,682,390	1,136,223

* This is a related party to the Plan's Trustee, Fidelity Management Trust Company, a party-in-interest for which a statutory exemption exists.

See independent auditor's report.

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024


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

A Name of plan AERA ENERGY SERVICES COMPANY CASH BALANCE PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF AERA ENERGY SERVICES COMPANY	D Employer Identification Number (EIN) 77-0456453	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	314,435,460
	b Actuarial value	2b	314,435,460
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	201	42,040,158
	b For terminated vested participants	554	114,306,725
	c For active participants	790	97,143,405
	d Total	1,545	253,490,288
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	5.26%
6	Target normal cost		
	a Present value of current plan year accruals	6a	8,682,212
	b Expected plan-related expenses	6b	210,000
	c Target normal cost	6c	8,892,212

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

SIGN HERE	 Jeremy Clear Signature of actuary	<u>9/8/2025</u> Date 2306667 Most recent enrollment number 415-445-7964 Telephone number (including area code)
JEREMY CLEAR Type or print name of actuary		
FIDELITY INVESTMENTS Firm name 100 CALIFORNIA ST 1200 SAN FRANCISCO CA 94111 Address of the firm		

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

21 Discount rate:

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

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

22 Weighted average retirement age **22** 63

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

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

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c).....	31a	8,892,212
b Excess assets, if applicable, but not greater than line 31a	31b	0

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

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

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	8,892,212
	Carryover balance	Prefunding balance
35 Balances elected for use to offset funding requirement	8,892,212	0
36 Additional cash requirement (line 34 minus line 35).....	36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	0

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

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

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

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

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

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

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

Attachment to the 2024 Form 5500 Schedule SB

Line 22 – Description of Weighted Average Retirement Age

The average of weighted retirement ages for Line 22 is calculated based on the retirement rates by age shown below, assumed to occur at mid-year. Other than retirement, no other decrements are reflected in this calculation.

<u>(1)</u>	<u>(2)</u>	<u>(3)</u>	<u>(4)</u>
			(1) x (2) x (3)
Age	Retirement Rate	Weight	Product
55.5	2.00%	100.00%	1.11
56.5	2.00%	98.00%	1.11
57.5	5.00%	96.04%	2.76
58.5	8.00%	91.24%	4.27
59.5	8.00%	83.94%	4.00
60.5	15.00%	77.22%	7.01
61.5	15.00%	65.64%	6.06
62.5	15.00%	55.79%	5.23
63.5	25.00%	47.43%	7.53
64.5	25.00%	35.57%	5.74
65.5	25.00%	26.68%	4.37
66.5	25.00%	20.01%	3.33
67.5	15.00%	15.01%	1.52
68.5	15.00%	12.75%	1.31
69.5	15.00%	10.84%	1.13
70.5	15.00%	9.22%	0.97
71.5	15.00%	7.83%	0.84
72	100.00%	6.66%	4.79

Weighted Average of Retirement Ages:

63.07

Aera Energy Services Company Cash Balance Plan
EIN: 77-0456453
PN: 001

Attachment to the 2024 Form 5500 Schedule SB
Line 26 – Schedule of Active Participant Data

Age and Service Distribution of Active Members

Completed Years of Credited Service on January 1, 2024

Attained Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
Under 25	2	2									4
25-29	5	18	2								25
30-34	9	23	38	18							88
35-39	9	32	38	65	16						160
40-44	7	19	19	38	40	8					131
45-49	5	21	9	49	21	18					123
50-54	6	7	17	26	28	16	4				104
55-59	1	9	9	26	13	9	21		1		89
60-64	1	3	3	13	10	6	11				47
65-69		3	2	3	2	2	4				16
Over 69					2		1				3
Total	45	137	137	238	132	59	41		1		790

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

Attachment to the 2024 Form 5500 Schedule SB

Line 24 – Change in Actuarial Assumptions

The following summarizes the changes made in the non-prescribed actuarial assumptions for the current plan year:

- The salary scale was updated to be 5.00% in 2024 and 4.00% thereafter, as selected by the company to represent an estimate of future experience (previously 5.00% in 2023 and 4.00% thereafter).
- The Cash Balance Interest Crediting Rate was updated to be 6.37% for 2024 and 1yr forward rates in effect at 12/31/2023 for 2025+ (previously 5.75% for 2023 and 5.00% thereafter). The assumption is based on the actual interest crediting rate for 2024 and the projected 1-year US Treasury rate.

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

**Attachment to the 2024 Form 5500 Schedule SB
Part V – Statement of Actuarial Assumptions/Methods**

Actuarial Assumptions and Methods for Funding Purposes

ERISA Interest Rates as required by IRC Section 430 based on plan sponsor election of the look-back month for the segment rates:

“Minimum” means for the purpose of calculating the PPA funding liability and normal cost for the minimum required contribution.

“Maximum” means for the purpose of calculating the PPA funding liability and normal cost for the maximum tax-deductible contribution.

Purpose	2024 Plan Year		2023 Plan Year	
	Minimum	Maximum	Minimum	Maximum
Interest rate type	Stabilized	Non-Stabilized	Stabilized	Non-Stabilized
Segment rates or full yield curve	Segment	Segment	Segment	Segment
Look-back months	0	0	0	0
First five years	4.75%	4.37%	4.75%	2.13%
Next 15 years	4.96%	4.96%	5.00%	3.62%
Over 20 years	5.59%	4.95%	5.74%	3.93%
Applicable law for the segment rates corridor	ARPA	Not Applicable	ARPA	Not Applicable

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

Attachment to the 2024 Form 5500 Schedule SB

Part V – Statement of Actuarial Assumptions/Methods

Actuarial Assumptions and Methods for Funding Purposes (continued)

Cash Balance Interest Crediting Rate: 6.37% for 2024 and following the table below for 2025+ based on the 1 year forward rates in effect at 12/31/2023 (previously 5.75% for 2023, and 5.00% thereafter):

Year	Interest Crediting Rate
2025	5.00%
2026	5.00%
2027	5.00%
2028	5.00%
2029	5.00%
2030	5.00%
2031	5.00%
2032	5.00%
2033	5.00%
2034	5.59%
2035	5.62%
2036	5.62%
2037	5.62%
2038	5.62%
2039	5.62%
2040	5.62%
2041	5.62%
2042	5.62%
2043	5.62%
2044+	5.00%

Cash Balance Annuity Conversion Rate: IRS 417(e) segment rates as of November 1, 2023 of 5.50%, 5.76%, 5.83% (previously IRS 417(e) segment rates as of November 1, 2022 of 5.09%, 5.60%, 5.41%).

Salary Scale: 5.00% in 2024 and 4.00% thereafter, as selected by the company to represent an estimate of future experience (previously 5.00% in 2023 and 4.00% thereafter).

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

Attachment to the 2024 Form 5500 Schedule SB Part V – Statement of Actuarial Assumptions/Methods

Actuarial Assumptions and Methods for Funding Purposes (continued)

Administrative Expenses:

\$210,000 (previously \$250,000). This is estimated based on the noninvestment related administrative expenses paid from the Trust in the prior year plus estimated PBGC premiums for the current year.

Mortality:

IRS 2024 Generational Mortality Table as prescribed by IRC Section 430 for plans with more than 500 participants. This is a fully generational mortality table based on the Pri-2012 Total Mortality Tables projected with the adjusted MP 2021 Mortality Improvement Scale with annual mortality improvements capped at 0.78% as required by Secure 2.0 Act. This plan does not have a large enough population to vary from the standard tables (previously, IRS 2023 Static Mortality Table).

Retirement Rates: Rates varying by age are shown below and are based on an experience study conducted in 2020.

<u>Age</u>	<u>Rates</u>
55	2.00%
56	2.00%
57	5.00%
58	8.00%
59	8.00%
60	15.00%
61	15.00%
62	15.00%
63	25.00%
64	25.00%
65	25.00%
66	25.00%
67	15.00%
68	15.00%
69	15.00%
70	15.00%
71	15.00%
72+	100.00%

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

Attachment to the 2024 Form 5500 Schedule SB

Part V – Statement of Actuarial Assumptions/Methods

Actuarial Assumptions and Methods for Funding Purposes (continued)

Termination Rates: Sample rates varying by age and gender are shown below and are based on an experience study conducted in 2020.

Age	Rates	
	Males	Females
20	8.00%	8.00%
25	7.00%	8.00%
30	6.00%	8.00%
35	5.00%	7.40%
40	4.00%	5.90%
45	3.00%	5.00%
50	2.00%	5.00%
55	2.00%	5.00%

Marital Status: 80% of males and females are assumed married, with females 2 years younger than males as determined by the company.

Compensation: Assumed plan compensation for the year beginning on the valuation date was determined as actual pensionable earnings during the prior year provided by the employer, annualized for participants who did not work for a full year and increased with a full year's assumed salary increase.

New or rehired employees: It was assumed there will be no new or rehired employees.

Maximum Benefit: \$275,000 for 2024.

Maximum Salary: \$345,000 for 2024.

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

Attachment to the 2024 Form 5500 Schedule SB Part V – Statement of Actuarial Assumptions/Methods

Actuarial Assumptions and Methods for Funding Purposes (continued)

Form and Timing of Payment:

Active Participants who Terminate Prior to Age 55: 20% are assumed to elect an immediate lump sum. It is assumed that 60% of the remaining participants will defer commencing their benefits until age 65 and 40% of them until age 72, based on the form of payment elections shown below.

Active Participants who Terminate on or after Age 55: 50% are assumed to commence their benefits immediately based on the form of payment elections shown below. It is assumed that 60% of the remaining participants will defer commencing their benefits until age 65 and 40% of them until age 72, based on the form of payment elections shown below.

Terminated Vested Participants: 5% are assumed to elect a lump sum each year up to age 64, and 10% are assumed to elect a lump sum each year during ages 65 through 71. At age 72, it is assumed that the remaining terminated vested participants commence their benefits based on the form of payment elections shown below.

<u>Form of Payment</u>	<u>Married</u>	<u>Single</u>
Single Life Annuity	0%	20%
50% Joint and Survivor Annuity	5%	0%
100% Joint and Survivor Annuity	15%	0%
Lump Sum	80%	80%

The form and timing of payment assumptions are based on an experience study conducted in 2020.

Actuarial Value of Plan Assets for Funding Purposes: The actuarial value of assets is equal to the market value of assets (including discounted employer contributions receivable) on the valuation date.

Shortfall Amortization Charge for ERISA Funding Purposes: Per IRC Section 430(c), the shortfall amortization charge for any plan year is the aggregate total (not less than zero) of the shortfall amortization installments for such plan year with respect to any shortfall amortization base which has not been fully amortized. The shortfall amortization installments are the amounts necessary to amortize the shortfall amortization base of the plan for any plan year in level annual installments over the 15-year period beginning with such plan year.

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

Attachment to the 2024 Form 5500 Schedule SB

Part V – Statement of Actuarial Assumptions/Methods

Actuarial Assumptions and Methods for Funding Purposes (continued)

Actuarial Cost Method: The unit credit cost method is used for ERISA funding target (FT) purposes. Under this method, accrued pension benefits are determined for all eligible active participants. These benefits reflect service, salary and negotiated benefit increases to date. The liability is then equal to the present value of all benefits (PVAB) for inactive participants plus the PVAB for active participants.

The normal cost is determined on an individual basis for all active participants who have not attained the assumed retirement age and is equal to the present value of the difference between the current accrued benefit and the anticipated accrued benefit one year later, with the accrued benefit based upon earnings, or negotiated benefit increases, to date in both cases. The total normal cost is based upon the sum of the individual normal costs. The target normal cost for funding is equal to the total normal cost plus assumed administrative expenses expected to be paid from the trust.

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

Attachment to the 2024 Form 5500 Schedule SB

Part V – Summary of Plan Provisions

Plan Provisions

Name of Plan: Aera Energy Services Company Cash Balance Plan

Employer Identification Number / Plan Number: 77-0456453 / 001

Effective Date: August 1, 1997 (restated effective October 1, 2016)

Covered Employees: All employees other than limited benefit employees, independent contractors, leased employees and employees hired for temporary periods under special programs (e.g. summer interns). Employees covered by a collective bargaining agreement that does not specifically provide coverage under the Plan are ineligible.

Participation Date: After completion of one Hour of Service.

Definitions:

Service: An Employee will earn a year of Service for continuous service for the aggregate of the periods of time between employment (or re-employment) commencement date and severance date.

Vesting Service: Same as Service.

Vesting Schedule of Ongoing Benefits:

Ongoing benefits shall vest as shown below.

Completed Years of Service	Vested Percentage
<3	0%
3+	100%

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

Attachment to the 2024 Form 5500 Schedule SB

Part V – Summary of Plan Provisions

Plan Provisions (continued)

Vesting Schedule of Opening Balance Credits:

Opening balance credits received as a transition benefit for former Mobil or Shell/CalResources employees, plus interest, shall vest as shown below.

Completed Years of Service	Vested Percentage
<1	0%
1	25%
2	50%
3	75%
4+	100%

Compensation: Regular base compensation, including scheduled overtime, shift differential and annual bonus payments.

Normal retirement date (NRD): The participant's 65th birthday.

Integration Level (IL): \$27,500 below the Social Security Taxable Wage Base.

Cash Balance Account: A cash balance account will be established for each participant and credited with amounts (1) and (2):

- (1) Monthly Contribution Credit: For Compensation earned on or after January 1, 2007, the credit is based on age and year-to-date Compensation as follows:

Age	Monthly Contribution percentage of pay up to IL	Monthly Contribution percentage of pay over IL
<50	5%	10%
50-54	6%	11%
55+	8%	13%

For Compensation earned prior to January 1, 2007, the monthly credit was 5%.

- (2) Monthly Interest Credit: Greater of one twelfth of the following:

- (i) 5%
- (ii) The 1-year US Treasury rate as of November 1 of the prior year plus 1%

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

Attachment to the 2024 Form 5500 Schedule SB Part V – Summary of Plan Provisions

Plan Provisions (continued)

Eligibility for Benefits:

Normal Retirement: Retirement on NRD.

Early Retirement: Optional retirement for vested participants who terminate prior to attaining NRD.

Benefits Paid Upon the Following Events:

Normal Retirement: Lump sum equal to the participant's Cash Balance Account or an actuarially equivalent monthly annuity.

Early retirement: Lump sum equal to the participant's Cash Balance Account or an actuarially equivalent monthly annuity.

Pre-retirement death benefit:

- Married participants: A monthly annuity paid to the spouse that is actuarially equivalent to the participant's Cash Balance Account, not less than the benefit determined as if the participant had elected a 100% joint and survivor annuity, or an actuarially equivalent lump sum.
- Unmarried participants: Lump sum equal to the participant's Cash Balance Account

Aera Energy Services Company Cash Balance Plan

EIN: 77-0456453

PN: 001

Attachment to the 2024 Form 5500 Schedule SB Part V – Summary of Plan Provisions

Plan Provisions (continued)

Forms of Payment:

Normal Form:

- Married participants: Actuarially reduced 100% Joint and Survivor Annuity
- Unmarried participants: Single Life Annuity

Optional forms: Participants who retire under the plan may elect a Single Life Annuity, 50% Joint and Survivor Annuity, 100% Joint and Survivor Annuity, Partial Lump Sum or Lump Sum distribution.

Cash Balance Account less than \$7,000 will be paid in a Lump Sum.

Description of optional form conversion factors: The single life annuity is converted to optional forms based on an interest rate of 8% and the 1983 Group Annuity Mortality Table.

Maximum on Benefits and Pay: All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Future Plan Changes: No future plan changes were recognized in determining pension cost.

Aera Energy Services Company Cash Balance Plan
(Plan Sponsor EIN: 77-0456453/Plan No. 001)
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
As of 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
	* Non-Interest Bearing Demand Deposit Account	Cash	\$ 449,047	\$ 449,047
	* Fidelity Institutional Cash Commingled Pool	Collective Trust	4,357,196	4,357,196
	Spartan 500 Index Commingled Pool	Collective Trust	43,169,264	64,581,615
	* Fidelity Broad Market Duration Collective Trust	Collective Trust	36,269,343	37,715,745
	* Fidelity Floating Rate High Income Commingled Pool	Collective Trust	30,690,774	38,719,691
	* Fidelity Long Corporate Commingled Pool	Collective Trust	93,159,469	88,509,158
	* Fidelity Select International Portfolio	Collective Trust	2,015,051	2,070,455
	* Fidelity Small/Mid Cap Opportunities	Collective Trust	22,437,803	24,132,009
	* Fidelity Select Emerging Markets Commingled Pool	Collective Trust	11,760,924	12,250,926
	* Fidelity Real Estate Income Fund	Mutual Fund	22,264,687	22,398,431
	* Fidelity International Index Fund	Mutual Fund	17,775,415	19,725,561
	* Fidelity Capital & Income Fund	Mutual Fund	5,600,336	5,694,367
	iShares Gold Trust	Common Stock	16,202,150	19,307,217
	Vaneck Gold Miners	Common Stock	8,127,135	8,612,462
			\$ 314,278,594	\$ 348,523,880

See independent auditor's report.

* This is a related party to the Plan's Trustee, Fidelity Management Trust Company, a party-in-interest for which a statutory exemption exists.

Aera Energy Services Company Cash Balance Plan

(Plan Sponsor EIN: 77-0456453/Plan No. 001)

Schedule H, Line 4j - Reportable Transactions

For the Year Ended December 31, 2024

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction	(i) Net Gain or (Loss)
<u>Series of Transactions in Same Security</u>						
*	Fidelity Broad Market Duration Collective Trust Total Shares: 257,711 No. of Acquisition Transactions: 13	\$ 13,545,030	\$ -	\$ 13,545,030	\$ 13,545,030	\$ -
	Total Shares: 494,969 No. of Sales Transactions: 49	-	25,824,819	24,890,658	25,824,819	934,161
		13,545,030	25,824,819	38,435,688	39,369,849	934,161
*	Fidelity Floating Rate High Income Commingled Pool Total Shares: 278,166 No. of Acquisitions: 15	7,409,049	-	7,409,049	7,409,049	-
	Total Shares: 432,707 No. of Sales Transactions: 46	-	11,131,261	8,903,468	11,131,261	2,227,793
		7,409,049	11,131,261	16,312,517	18,540,310	2,227,793

Aera Energy Services Company Cash Balance Plan

(Plan Sponsor EIN: 77-0456453/Plan No. 001)

Schedule H, Line 4j - Reportable Transactions

For the Year Ended December 31, 2024

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction	(i) Net Gain or (Loss)
*	Fidelity Select International Small Cap					
	Total Shares: 83,494					
	No. of Acquisition Transactions: 15	7,191,485	-	7,191,485	7,191,485	-
	Total Shares: 155,010					
	No. of Disposal Transactions: 46	-	12,592,043	11,253,759	12,592,043	1,338,284
		7,191,485	12,592,043	18,445,244	19,783,528	1,338,284
*	Fidelity Institutional Cash Commingled Pool					
	Total Shares: 28,400,336					
	No. of Acquisitions: 18	28,400,336	-	28,400,336	28,400,336	-
	Total Shares: 24,043,156					
	No. of Sales Transactions: 25	-	24,043,156	24,043,156	24,043,156	-
		28,400,336	24,043,156	52,443,492	52,443,492	-
*	Fidelity Long Corporate Commingled Pool					
	Total Shares: 1,850,058					
	No. of Acquisitions: 17	17,993,079	-	17,993,079	17,993,079	-
	Total Shares: 2,090,076					
	No. of Sales Transactions: 45	-	20,343,620	21,238,423	20,343,620	(894,803)
		17,993,079	20,343,620	39,231,502	38,336,699	(894,803)

Aera Energy Services Company Cash Balance Plan

(Plan Sponsor EIN: 77-0456453/Plan No. 001)

Schedule H, Line 4j - Reportable Transactions

For the Year Ended December 31, 2024

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction	(i) Net Gain or (Loss)
*	International Index					
	Total Shares: 68,930					
	No. of Acquisitions: 15	3,392,458	-	3,392,458	3,392,458	-
	Total Shares: 426,270					
	No. of Sales Transactions: 50	-	21,507,447	18,135,216	21,507,447	3,372,231
		3,392,458	21,507,447	21,527,674	24,899,905	3,372,231
*	Real Estate Income					
	Total Shares: 2,263,334					
	No. of Acquisitions: 16	26,650,864	-	26,650,864	26,650,864	-
	Total Shares: 374,766					
	No. of Sales Transactions: 31	-	4,404,491	4,386,178	4,404,491	18,313
		26,650,864	4,404,491	31,037,042	31,055,355	18,313
*	Spartan 500 Index Pool A					
	Total Shares: 62,996					
	No. of Acquisitions: 17	16,373,928	-	16,373,928	16,373,928	-
	Total Shares: 95,385					
	No. of Sales Transactions: 48	-	24,353,297	16,138,705	24,353,297	8,214,592
		16,373,928	24,353,297	32,512,633	40,727,225	8,214,592

Aera Energy Services Company Cash Balance Plan

(Plan Sponsor EIN: 77-0456453/Plan No. 001)

Schedule H, Line 4j - Reportable Transactions

For the Year Ended December 31, 2024

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction	(i) Net Gain or (Loss)
*	Fidelity Small/Mid Cap Opportunities					
	Total Shares: 1,419,460					
	No. of Acquisitions: 15	18,642,465	-	18,642,465	18,642,465	-
	Total Shares: 1,149,638					
	No. of Sales Transactions: 48	-	15,085,842	13,415,057	15,085,842	1,670,785
		18,642,465	15,085,842	32,057,522	33,728,307	1,670,785
*	Fidelity Select Emerging Markets Equity					
	Total Shares: 337,431					
	No. of Acquisitions: 13	11,898,689	-	11,898,689	11,898,689	-
	Total Shares: 335,529					
	No. of Sales Transactions: 50	-	11,783,701	10,647,478	11,783,701	1,136,223
		11,898,689	11,783,701	22,546,167	23,682,390	1,136,223

See independent auditor's report.

* This is a related party to the Plan's Trustee, Fidelity Management Trust Company, a party-in-interest for which a statutory exemption exists.