Form 5500	Annual Return/Report of Employee Benefit Plan	OMB Nos. 1210-0110 1210-0089
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection**

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

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

D Check box if filing under:
- [ ] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
SOUTHERN ENVIRONMENTAL LAW CENTER RETIREMENT & EMPLOYEE SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 07/08/1996

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
SOUTHERN ENVIRONMENTAL LAW CENTER

120 GARRETT ST.
SUITE 400
CHARLOTTESVILLE, VA 22902-5613

2b Employer Identification Number (EIN) 52-1436778

2c Plan Sponsor's telephone number 434-977-4090

2d Business code (see instructions) 541190

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	07/30/2026	CALVIN BRONDYKE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] 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**	293
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1) Total number of active participants at the beginning of the plan year	**6a(1)**	222
a(2) Total number of active participants at the end of the plan year	**6a(2)**	236
b Retired or separated participants receiving benefits	**6b**	0
c Other retired or separated participants entitled to future benefits	**6c**	80
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	316
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**.	**6f**	316
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	235
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	293
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

2G 2L

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

9a Plan funding arrangement (check all that apply)

- **(1)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
SOUTHERN ENVIRONMENTAL LAW CENTER RETIREMENT & EMPLOYEE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
SOUTHERN ENVIRONMENTAL LAW CENTER

D Employer Identification Number (EIN)
52-1436778

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).. . . . . [X] 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

LINCOLN NATIONAL CORPORATION

35-1140070

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

FIDELITY INVESTMENTS

04-2647786

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

THE VANGUARD GROUP, INC.

23-1945930

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

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

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

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

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

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

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

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

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

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

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

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

FIDELITY INVESTMENTS

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	3111	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDELITY

245 SUMMER ST.
BOSTON, MA 02210

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 65	RECORDKEEPER	40	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

LINCOLN NATIONAL CORPORATION

35-0472300

(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?
13	SERVICE PROVIDER	25	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

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

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

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

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500)	Financial Information	OMB No. 1210-0110
Department of the Treasury Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
SOUTHERN ENVIRONMENTAL LAW CENTER RETIREMENT & EMPLOYEE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
SOUTHERN ENVIRONMENTAL LAW CENTER

D Employer Identification Number (EIN)
52-1436778

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.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	15	1283
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	3272962	2084206
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	86836	198565
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	48255046	59695392
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	51614859	61979446
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	51614859	61979446

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)	2239769	
(B) Participants	2a(1)(B)	1890207	
(C) Others (including rollovers)	2a(1)(C)	412850	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		4542826
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	19815	
(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)	7758	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		27573
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	1806017	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		1806017
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		6952281
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		13328697
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2951437	
(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)		2951437
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)	50	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	12623	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		12673
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		2964110
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		10364587
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) [X] 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) [X] 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: GRF CPAS AND ADVISORS **(2)** EIN: 52-1392008

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.)	4a		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.)	4b		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.)	4c		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.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		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?	4g		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?	4h		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.)	4i	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.)	4j		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?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

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

SCHEDULE R (Form 5500)	Retirement Plan Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
SOUTHERN ENVIRONMENTAL LAW CENTER RETIREMENT & EMPLOYEE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
SOUTHERN ENVIRONMENTAL LAW CENTER

D Employer Identification Number (EIN)
52-1436778

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): 23-1945930 04-2647786

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

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

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

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

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

a Name of contributing employer

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

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

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

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

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

a Name of contributing employer

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

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

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

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

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

a Name of contributing employer

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

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

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

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

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

a Name of contributing employer

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

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

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

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

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

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 03 / 31 / 2017 (MM/DD/YYYY) and the Opinion Letter serial number J500385A .

Financial Statements

Southern Environmental Law Center Retirement & Employee Savings Plan

For the Year Ended December 31, 2025

Southern Environmental Law Center Retirement & Employee Savings Plan

Table of Contents
For the Year Ended December 31, 2025

Independent Auditor's Report 2

Statements of Net Assets Available for Benefits 6

Statement of Changes in Net Assets Available for Benefits 7

Notes to the Financial Statements 8

Supplemental Information 14

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) 15

CPAs & ADVISORS

INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees
Southern Environmental Law Center Retirement & Employee Savings Plan
Charlottesville, Virginia

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

We have performed audits of the financial statements of Southern Environmental Law Center Retirement & Employee Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

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

Management has obtained certifications from the qualified institutions as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the 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 certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

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

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule of Schedule H, line 4i - Schedule of Assets (Held at End of Year), as of December 31, 2025 is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 schedule, 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 schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Gelman Rosenberg & Freedman

July 30, 2026

Southern Environmental Law Center Retirement & Employee Savings Plan

Statements of Net Assets Available for Benefits
As of December 31, 2025

	2025	2024
Assets		
Investments at fair value	$ 61,779,598	$ 51,528,008
Receivables		
Employer contributions	1,283	15
Notes receivable from participants	198,565	86,836
Total receivables	199,848	86,851
Net Assets Available for Benefits	$ 61,979,446	$ 51,614,859

See accompanying notes to the financial statements.

Southern Environmental Law Center Retirement & Employee Savings Plan

Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2025

	2025
Additions	
Investment income	
Interest and dividends	$ 1,825,832
Net appreciation in fair value of investments	6,952,281
Total investment income	8,778,113
Interest income on notes receivable from participants	7,758
Contributions	
Participant contributions	1,890,207
Employer contributions	2,239,769
Rollovers	412,850
Total contributions	4,542,826
Total additions	13,328,697
Deductions	
Benefits paid to participants	2,951,437
Administrative expenses	12,673
Total deductions	2,964,110
Net increase	10,364,587
Net assets available for benefits, beginning of year	51,614,859
Net Assets Available for Benefits, End of Year	$ 61,979,446

See accompanying notes to the financial statements.

1. Description of Plan

The following description of the Southern Environmental Law Center Retirement & Employee Savings Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution Plan established July 8, 1996, as restated March 31, 2020. The Plan covers all employees of Southern Environmental Law Center (the Plan Sponsor or Employer). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974.

Effective January 1,2025, the Plan was amended to reduce the eligibility requirement for employer non-elective contributions from two years to one year and changed entry date for employer contributions to the first of the month following meeting the one-year service requirement. In addition, the Plan amendment includes a provision to exclude fringe benefits from eligible compensation.

Eligibility

Employees over the age of 21 who work over 1,000 hours per year are eligible to participate in the Plan at the entry date coinciding with the beginning of their employment. Employees may begin elective deferrals at their employment start date and may receive employer contributions after one year of employment.

Contributions

Each pay period, the Company contributes to the Plan a salary deferral amount elected by each participant. Each participant may elect to contribute a portion of their salary, either pre-tax and /or Roth up to 100% of their paid incentive compensation bonuses, subject to Federal limitations. The Plan also allows for catch up contributions for participants who are 50 and older. All contributions are subject to certain IRS limitations.

The employer may make a discretionary contribution subject to approval by the Board of Trustees. For the year ended December 31, 2025, the employer made a 9% discretionary contribution to participants on a semi-monthly basis.

Participants may also contribute amounts representing distributions from other qualified plans (rollover).

Participant accounts

Each participant's account is credited with (a) the participant’s salary reduction contributions, (b) investment earnings and losses and (c) the employer's contributions. Participants accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations of investment earnings and losses, and administrative expenses, are based on participant earnings or account balances, as defined in the Plan document.

1. Description of Plan (Continued)

Vesting

Participants are fully vested in their elective deferral contributions, participant rollover contributions, and employer contributions, plus actual earnings thereon.

Notes receivable from participants

Participants may borrow from their accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Principal and interest is paid ratably directly to the asset custodian by the Plan participant. All notes receivable from participants are secured by the balance in the participant's account and bear interest at the prime interest rate plus 1%. Interest rates on loans to participants range from 4.25% to 9.50%.

Investment elections

Contributions to the Plan are invested with Fidelity Management Trust Company, Lincoln National Life Insurance Company, Ascensus, LLC, the custodians, according to participant instructions.

Payment of benefits

Benefits provided by the Plan are paid from net assets available for benefits. The benefit to which a Plan participant is entitled is the benefit that can be provided by the contributions and net earnings thereon allocated to such participant’s account. Benefit payments are made in the form of participant directed lump sum or installment upon separation, retirement, total and permanent disability, or death, as applicable. Benefits are recorded when paid whether directly to or on behalf of a participant. If the total vested value is below $1,000 in a participant’s account at the time of termination, then a distribution will be made to the participant regardless of whether they consent to receive it.

If the total vested value is greater than $1,000, but less than $5,000, the participant has the option of either 1) rolling over their balance into a qualified individual retirement account, or 2) receiving a distribution. If the vested value is greater than $5,000, the participant may remain in the Plan.

Hardship distributions to employees are permitted if certain conditions are met.

The Plan also provides for minimum required distributions per IRS regulations by April 1 of the calendar year following the later of the calendar year in which the participant reaches age 73 or the calendar year the participant retires. In addition, participants may elect in-service withdrawals of their vested account balances after reaching age 59½.

2. Summary of Accounting Policies

Basis of accounting

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

2. Summary of Accounting Policies (Continued)

Use of estimates

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Fair value measurement

The Plan applies the provisions of FASB ASC 820, Fair Value Measurement. FASB ASC 820 defines fair value, establishes a framework for measuring fair value, establishes a fair value hierarchy based on the quality of inputs (assumptions that market participants would use in pricing assets and liabilities, including assumptions about risk) used to measure fair value, and enhances disclosure requirements for fair value measurements. The Plan accounts for a significant portion of its financial instruments at fair value or considers fair value in their measurement.

Valuation of investments

Investments are stated at their 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. See Note 3 for discussion on fair value measurement.

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

Notes receivable from participants

Notes receivable from participants are measured at their unpaid principal balance, plus accrued interest.

Payment of benefits

Benefits are recorded when paid.

Administrative expenses

Certain expenses of maintaining the Plan are paid directly by the Employer, and some are paid out of the Plan, which are included in these financial statements. Investment-related expenses are included as a reduction in the net appreciation of fair value of investments presented in the accompanying Statement of Change in Net Assets Available for Benefits. Expenses that are paid by the Employer are excluded from these financial statements.

2. Summary of Accounting Policies (Continued)

Subsequent events

In preparing these financial statements, the Plan has evaluated events and transactions for potential recognition or disclosure through July 30, 2026, the date the financial statements were available to be issued.

3. Fair Value Measurements

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB ASC 820, *Fair Value Measurement*, are described as follows:

Level 1 - Inputs to the valuation technique 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 technique include:

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

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

Level 3 - Inputs to the valuation technique are unobservable and significant to the fair value measurement.

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

Following is a description of the valuation techniques used for assets measured at fair value. There have been no changes in the techniques used at December 31, 2025 and 2024.

Money market funds: Valued at the quoted net asset value (NAV) of shares held by the Plan at year end.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

3. Fair Value Measurements (Continued)

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024:

Assets at Fair Value as of December 31, 2025	Level 1	Level 2	Level 3	Total
Money market funds	$ 2,084,206	$ -	$ -	$ 2,084,206
Mutual funds	59,695,392	-	-	59,695,392
Total Investments at Fair Value	$ 61,779,598	$ -	$ -	$ 61,779,598

Assets at Fair Value as of December 31, 2024	Level 1	Level 2	Level 3	Total
Money market funds	$ 3,272,962	$ -	$ -	$ 3,272,962
Mutual funds	48,255,046	-	-	48,255,046
Total Investments at Fair Value	$ 51,528,008	$ -	$ -	$ 51,528,008

4. Information Certified by Custodians

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA for 2025 and 2024. Accordingly, Lincoln National Life Insurance Company, Fidelity Management Trust Company and Ascensus, LLC, the Custodians of the Plan, have certified to the completeness and accuracy of all investments and notes receivable from participants reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2025 and 2024, and the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2025, and the related investment activity and interest income on notes receivable from participants reported in the Statement of Change in Net Assets Available for Benefits for the year ended December 31, 2025.

5. Related-Party and Party In Interest Transactions

Certain Plan investments are managed by the Custodians. In addition, the Custodians provide recordkeeping, Plan management and day-to-day support to the Plan; therefore, these transactions qualify as party in interest transactions.

Additionally, the Plan issues loans to participants, which are secured by the participant’s account balances. These transactions qualify as party in interest transactions.

Certain administrative functions of the Plan are performed by officers or employees of the Organization. No such officer or employee receives compensation from the Plan.

6. Plan Termination

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

7. Tax Status

The Plan Sponsor has adopted a pre-approved Plan document that has received an opinion letter from the Internal Revenue Service dated March 31,2017, stating that the form of the pre-approved Plan document was in compliance with applicable requirements of the Internal Revenue Code (IRC). Although, the Plan has been amended since adopting the pre-approved Plan document, the Plan Administrator believes that the Plan is designed, and is currently being operated, incompliance with the applicable requirements of the IRC, and, therefore, believes that the Plan is qualified.

The Plan is required to operate in conformity with the Internal Revenue Code (IRC) to maintain its tax exemption. Management believes the Plan is currently designed and operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service.

The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025, and 2024, 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.

8. Risks 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 participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits.

Supplemental Information

Southern Environmental Law Center Retirement & Employee Savings Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
For the Year Ended December 31, 2025

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Money Market Funds:			
*	Fidelity Management Trust Company	Fidelity Government Money Market Fund	N/A	$ 546,186
*	Fidelity Management Trust Company	Fidelity Government Cash Reserve	N/A	12,884
*	Ascensus, LLC	Vanguard Cash Reserves Federal Money Market Fund	N/A	305,901
*	Ascensus, LLC	Vanguard Federal Money Market Fund	N/A	1,219,235
	Mutual Funds:			
*	Lincoln Financial Group	American Funds Growth	N/A	81,383
*	Lincoln Financial Group	American Funds International	N/A	20,694
*	Lincoln Financial Group	LVIP Macquarie Smid Cap Core Series	N/A	226
*	Lincoln Financial Group	Fidelity VIP Contrafund	N/A	97,449
*	Lincoln Financial Group	LVIP Macquarie Mid Cap Value	N/A	16,089
*	Lincoln Financial Group	LVIP Mondrian International Value	N/A	14,752
*	Ascensus, LLC	Vanguard Balanced Index Adm	N/A	240,850
*	Ascensus, LLC	Vanguard Lifestrategy Consv Growth Inv	N/A	549,821
*	Ascensus, LLC	Vanguard Lifestrategy Growth Inv	N/A	15,487
*	Ascensus, LLC	Vanguard Lifestrategy Income Inv	N/A	132,413
*	Ascensus, LLC	Vanguard Lifestrategy Moderate Gr Inv	N/A	8,224
*	Ascensus, LLC	Vanguard Star Inv	N/A	192,221
*	Ascensus, LLC	Vanguard Wellesley Income Adm	N/A	197,954
*	Ascensus, LLC	Vanguard Wellington Admiral	N/A	774,946
*	Ascensus, LLC	Vanguard Long-Term Bond Index Adm	N/A	25,872
*	Ascensus, LLC	Vanguard Inflation-Protected Sec Adm	N/A	3,842
*	Ascensus, LLC	Vanguard Interm-Term Bond Index Adm	N/A	171,193
*	Ascensus, LLC	Vanguard Interm-Term Invst Grade Adm	N/A	245,614
*	Ascensus, LLC	Vanguard Short-Term Invest Grade Adm	N/A	61,424
*	Ascensus, LLC	Vanguard Total Bond Market Index Adm	N/A	391,831
*	Ascensus, LLC	Vanguard Total Intl Bond Index Adm	N/A	122,875
*	Ascensus, LLC	Vanguard Gnma Adm	N/A	161,549
*	Ascensus, LLC	Vanguard Short-Term Federal Adm	N/A	70,648
*	Ascensus, LLC	Vanguard Short-Term Treasury Adm	N/A	343,175
*	Ascensus, LLC	Vanguard Developed Mkts Index Adm	N/A	819,833
*	Ascensus, LLC	Vanguard Emerging Mkts Stock Idx Adm	N/A	373,546
*	Ascensus, LLC	Vanguard Ftse All-World Ex-Us Idx Adm	N/A	262,791
*	Ascensus, LLC	Vanguard Global Minimum Volatility Adm	N/A	196,048
*	Ascensus, LLC	Vanguard International Growth Adm	N/A	110,687
*	Ascensus, LLC	Vanguard International Value Inv	N/A	89,006
*	Ascensus, LLC	Vanguard Total Intl Stock Index Adm	N/A	387,993
*	Ascensus, LLC	Vanguard Total World Stock Index Adm	N/A	282,378
*	Ascensus, LLC	Vanguard 500 Index Adm	N/A	2,337,959
*	Ascensus, LLC	Vanguard Dividend Apprec Index Adm	N/A	77,519
*	Ascensus, LLC	Vanguard Dividend Growth Inv	N/A	352,301
*	Ascensus, LLC	Vanguard Equity Income Adm	N/A	195,179
*	Ascensus, LLC	Vanguard Ftse Social Index Adm	N/A	2,938,269
*	Ascensus, LLC	Vanguard Growth Index Adm	N/A	1,314,324
*	Ascensus, LLC	Vanguard Large Cap Index Adm	N/A	103,455
*	Ascensus, LLC	Vanguard Primecap Core Inv	N/A	404,164
*	Ascensus, LLC	Vanguard Global Equity Inv	N/A	11,707
*	Ascensus, LLC	Vanguard Total Stock Market Index Adm	N/A	2,761,185
*	Ascensus, LLC	Vanguard Windsor Ii Adm	N/A	770,992
*	Ascensus, LLC	Vanguard Extended Market Index Adm	N/A	201,940
*	Ascensus, LLC	Vanguard Mid Cap Index Adm	N/A	1,297,769
*	Ascensus, LLC	Vanguard Mid-Cap Growth Index Adm	N/A	636,412
*	Ascensus, LLC	Vanguard Explorer Adm	N/A	118,181
*	Ascensus, LLC	Vanguard Small-Cap Growth Index Adm	N/A	96,009
*	Ascensus, LLC	Vanguard Small-Cap Index Adm	N/A	1,276,296

Southern Environmental Law Center Retirement & Employee Savings Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
For the Year Ended December 31, 2025

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Mutual Funds (Continued):			
*	Ascensus, LLC	Vanguard Small-Cap Value Index Adm	N/A	$ 5,601
*	Ascensus, LLC	Vanguard Strategic Small-Cap Equity Inv	N/A	16,668
*	Ascensus, LLC	Vanguard European Stock Index Adm	N/A	53,552
*	Ascensus, LLC	Vanguard Pacific Stock Index Adm	N/A	4,588
*	Ascensus, LLC	Vanguard Energy Adm	N/A	69,066
*	Ascensus, LLC	Vanguard Health Care Adm	N/A	59,287
*	Ascensus, LLC	Vanguard Real Estate Index Adm	N/A	46,608
*	Ascensus, LLC	Vanguard Target Retirement 2025 Fund	N/A	582
*	Ascensus, LLC	Vanguard Target Retirement 2030 Fund	N/A	206,901
*	Ascensus, LLC	Vanguard Target Retirement 2035 Fund	N/A	2,272,457
*	Ascensus, LLC	Vanguard Target Retirement 2040 Fund	N/A	321,720
*	Ascensus, LLC	Vanguard Target Retirement 2045 Fund	N/A	880,137
*	Ascensus, LLC	Vanguard Target Retirement 2050 Fund	N/A	388,154
*	Ascensus, LLC	Vanguard Target Retirement 2055 Fund	N/A	888,909
*	Ascensus, LLC	Vanguard Target Retirement 2060 Fund	N/A	668,568
*	Ascensus, LLC	Vanguard Target Retirement 2065 Fund	N/A	26,645
*	Fidelity Management Trust Company	Fidelity Fund	N/A	28,198
*	Fidelity Management Trust Company	Fidelity 500 Index	N/A	8,280,653
*	Fidelity Management Trust Company	Fidelity 500 Index	N/A	18,401
*	Fidelity Management Trust Company	Fidelity Magellan	N/A	147,781
*	Fidelity Management Trust Company	Fidelity Contrafund	N/A	769,045
*	Fidelity Management Trust Company	Fidelity Contrafund	N/A	27,471
*	Fidelity Management Trust Company	Fidelity Growth Company	N/A	2,398,444
*	Fidelity Management Trust Company	Fidelity Select Biotechnology Fund	N/A	161,604
*	Fidelity Management Trust Company	Fidelity Government Income Fund	N/A	449
*	Fidelity Management Trust Company	Fidelity Select Healthcare	N/A	45,334
*	Fidelity Management Trust Company	Fidelity Select Brokerage	N/A	57,913
*	Fidelity Management Trust Company	Fidelity OTC Portfolio	N/A	63,025
*	Fidelity Management Trust Company	Fidelity Overseas Fund	N/A	10,914
*	Fidelity Management Trust Company	Fidelity Blue Chip Growth Fund	N/A	225,523
*	Fidelity Management Trust Company	Fid Blue Chip Value	N/A	13,612
*	Fidelity Management Trust Company	Fidelity Equity Dividend Income Fund	N/A	59,246
*	Fidelity Management Trust Company	Fidelity Emerging Markets	N/A	66,636
*	Fidelity Management Trust Company	Fidelity Growth Strategies Fund	N/A	46,407
*	Fidelity Management Trust Company	Fidelity Diversified International Fund	N/A	4,140
*	Fidelity Management Trust Company	Fidelity Dividend Growth Fund	N/A	57,356
*	Fidelity Management Trust Company	Fidelity New Markets Income Fund	N/A	3,298
*	Fidelity Management Trust Company	Fidelity Focused Stock Fund	N/A	27,783
*	Fidelity Management Trust Company	Fidelity Large Cap Stock Fund	N/A	34,699
*	Fidelity Management Trust Company	Fidelity Multi-Asset Index Fund	N/A	19,469
*	Fidelity Management Trust Company	Fidelity High Income Fund	N/A	836,575
*	Fidelity Management Trust Company	Fid Value	N/A	149,235
*	Fidelity Management Trust Company	Fid Value	N/A	190,999
*	Fidelity Management Trust Company	Fid St Tr BD IDX	N/A	332,933
*	Fidelity Management Trust Company	Fid Intm Tr BD Idx	N/A	420,611
*	Fidelity Management Trust Company	Fid Low Priced Stk	N/A	44,865
*	Fidelity Management Trust Company	Fid Intl Cap Apprec	N/A	7,400
*	Fidelity Management Trust Company	Fid Mid Cap Stock	N/A	13,895
*	Fidelity Management Trust Company	Fid Corporate Bond	N/A	766,153
*	Fidelity Management Trust Company	Fid Emrg Mkts Idx	N/A	1,356,766
*	Fidelity Management Trust Company	Fidelity Natural Resources Fund	N/A	9,286
*	Fidelity Management Trust Company	Fidelity Total Bond Fund	N/A	25,107

Southern Environmental Law Center Retirement & Employee Savings Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
For the Year Ended December 31, 2025

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Mutual Funds (Continued):			
*	Fidelity Management Trust Company	Fidelity Total Bond Fund	N/A	$ 604,139
*	Fidelity Management Trust Company	Fidelity NASDAQ Composite Index® Fund	N/A	8,209
*	Fidelity Management Trust Company	Fidelity Small Cap Growth Fund	N/A	16,342
*	Fidelity Management Trust Company	Fid Capital & Income	N/A	116,749
*	Fidelity Management Trust Company	Fid Capital & Income	N/A	13,013
*	Fidelity Management Trust Company	Fid Emerging Asia	N/A	2,702
*	Fidelity Management Trust Company	Fid Env Alt Energy	N/A	16,630
*	Fidelity Management Trust Company	Fid Europe	N/A	2,324
*	Fidelity Management Trust Company	Fid Extd Mkt Idx	N/A	5,928
*	Fidelity Management Trust Company	Fid Fdm Idx 2050 Ipr	N/A	1,264
*	Fidelity Management Trust Company	Fid Fdm Idx 2055 Ipr	N/A	8,236
*	Fidelity Management Trust Company	Fid Fdm Idx 2055 Ipr	N/A	41,389
*	Fidelity Management Trust Company	Fid Fdm Idx 2065 Ipr	N/A	1,264
*	Fidelity Management Trust Company	Fid Float Rt Hi Inc	N/A	4,608
*	Fidelity Management Trust Company	Fid Freedom 2025 K	N/A	37,449
*	Fidelity Management Trust Company	Fid Freedom 2030 K	N/A	344,130
*	Fidelity Management Trust Company	Fid Freedom 2035 K	N/A	21,244
*	Fidelity Management Trust Company	Fid Freedom 2040 K	N/A	1,135,141
*	Fidelity Management Trust Company	Fid Freedom 2045 K	N/A	919,699
*	Fidelity Management Trust Company	Fid Freedom 2050 K	N/A	359,386
*	Fidelity Management Trust Company	Fid Freedom 2055 K	N/A	166,012
*	Fidelity Management Trust Company	Fid Freedom 2060 K	N/A	70,084
*	Fidelity Management Trust Company	Fid Freedom 2065 K	N/A	36,309
*	Fidelity Management Trust Company	Fid US Bond Idx	N/A	312,434
*	Fidelity Management Trust Company	Fid Global Eq Income	N/A	111,612
*	Fidelity Management Trust Company	Fid Growth Disc	N/A	25,690
*	Fidelity Management Trust Company	Fid Intl Index	N/A	69,498
*	Fidelity Management Trust Company	Fid Intermed Bond	N/A	473,573
*	Fidelity Management Trust Company	Fid Intermed Bond	N/A	44,747
*	Fidelity Management Trust Company	Fid Intl Small Cap	N/A	8,618
*	Fidelity Management Trust Company	Fid Small CapValue	N/A	7,685
*	Fidelity Management Trust Company	Fid Pacific Basin	N/A	9,328
*	Fidelity Management Trust Company	Fid New Millen	N/A	15,453
*	Fidelity Management Trust Company	Fid Sel Hth Care Svc	N/A	5,984
*	Fidelity Management Trust Company	Fid Sel Semiconduct	N/A	290,249
*	Fidelity Management Trust Company	Fid Sel Technology	N/A	17,802
*	Fidelity Management Trust Company	Fid Sm Cap Discovery	N/A	2,001
*	Fidelity Management Trust Company	Fid Worldwide	N/A	25,471
*	Fidelity Management Trust Company	Fid Strategic Income	N/A	33,291
*	Fidelity Management Trust Company	Fidelity Global ex U.S. Index Fund	N/A	1,475,999
*	Fidelity Management Trust Company	Fidelity Mid Cap Index Fund	N/A	3,247,334
*	Fidelity Management Trust Company	Fidelity Mid Cap Index Fund	N/A	25,649
*	Fidelity Management Trust Company	Fidelity Small Cap Index Fund	N/A	2,630,856
*	Fidelity Management Trust Company	Fidelity Total Market Index Fund	N/A	923,284
*	Fidelity Management Trust Company	Fidelity Inflation-Protected Bond Index Fund	N/A	142,315
*	Fidelity Management Trust Company	Fidelity US Sustainability Index Fund	N/A	425,544
*	Fidelity Management Trust Company	Fidelity Freedom Index 2030 IPR	N/A	84,501
*	Fidelity Management Trust Company	Fidelity Freedom Index 2035 IPR	N/A	60,731
*	Fidelity Management Trust Company	Fidelity Freedom Index 2040 IPR	N/A	2,631
*	Fidelity Management Trust Company	Fidelity Global Commodity Stock	N/A	8,069
*	Fidelity Management Trust Company	Fidelity Select Energy	N/A	27,553
*	Fidelity Management Trust Company	Fidelity Trend	N/A	11,531
*	Fidelity Management Trust Company	Fidelity Equity Income	N/A	10,664
*	Fidelity Management Trust Company	Fidelity Stock Select Small Cap	N/A	114,502
*	Fidelity Management Trust Company	Fidelity Short Term Bond	N/A	221,295

Southern Environmental Law Center Retirement & Employee Savings Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
For the Year Ended December 31, 2025

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Mutual Funds (Continued):			
*	Fidelity Management Trust Company	Fidelity Short Term Bond	N/A	$ 27,112
*	Fidelity Management Trust Company	Fidelity Value Discovery	N/A	208,465
*	Fidelity Management Trust Company	Fidelity Value Discovery	N/A	25,991
*	Fidelity Management Trust Company	Fidelity International Value	N/A	191,024
*	Fidelity Management Trust Company	Fidelity Total International EQ	N/A	119,452
*	Fidelity Management Trust Company	Fidelity International Growth	N/A	155,267
*	Fidelity Management Trust Company	Fidelity Real Estate Index	N/A	2,796
*	Fidelity Management Trust Company	Fidelity EQ Div Income	N/A	121,292
*	Fidelity Management Trust Company	Fidelity Intl Value	N/A	24,218
*	Fidelity Management Trust Company	Fidelity Intl Growth	N/A	19,852
*	Fidelity Management Trust Company	Fidely STK SEM SM CAP	N/A	14,634
	Notes Receivable from Participants:			
*	Fidelity Management Trust Company and Ascensus LLC	Participant Loans - Interest rates ranging from 4.25% - 9.50%	N/A	198,565
				$ 61,978,163

* Denotes Party-in-Interest

N/A - Cost information not required for participant directed investments.

Form 5500	Annual Return/Report of Employee Benefit Plan	OMB Nos. 1210-0110 1210-0089
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection**

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

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

D Check box if filing under:
- [ ] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
Southern Environmental Law Center Retirement & Employee Savings Plan

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 07/08/1996

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)

Southern Environmental Law Center

120 Garrett St.
Suite 400
Charlottesville VA 22902-5613

2b Employer Identification Number (EIN) 52-1436778

2c Plan Sponsor's telephone number 434-977-4090

2d Business code (see instructions) 541190

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

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

SIGN HERE		7/30/2026	Calvin Brondyke
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

3a Plan administrator's name and address [X] 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**	293
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1) Total number of active participants at the beginning of the plan year	**6a(1)**	222
a(2) Total number of active participants at the end of the plan year	**6a(2)**	236
b Retired or separated participants receiving benefits	**6b**	0
c Other retired or separated participants entitled to future benefits	**6c**	80
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	316
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**.	**6f**	316
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	235
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	293
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
2G 2L

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

9a Plan funding arrangement (check all that apply)	**9b** Plan benefit arrangement (check all that apply)
(1) [X] Insurance	**(1)** [ ] Insurance
(2) [ ] Code section 412(e)(3) insurance contracts	**(2)** [ ] Code section 412(e)(3) insurance contracts
(3) [X] Trust	**(3)** [X] Trust
(4) [ ] General assets of the sponsor	**(4)** [ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 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_____

Southern Environmental Law Center Retirement & Employee Savings Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
For the Year Ended December 31, 2025

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Money Market Funds:			
*	Fidelity Management Trust Company	Fidelity Government Money Market Fund	N/A	$ 546,186
*	Fidelity Management Trust Company	Fidelity Government Cash Reserve	N/A	12,884
*	Ascensus, LLC	Vanguard Cash Reserves Federal Money Market Fund	N/A	305,901
*	Ascensus, LLC	Vanguard Federal Money Market Fund	N/A	1,219,235
	Mutual Funds:			
*	Lincoln Financial Group	American Funds Growth	N/A	81,383
*	Lincoln Financial Group	American Funds International	N/A	20,694
*	Lincoln Financial Group	LVIP Macquarie Smid Cap Core Series	N/A	226
*	Lincoln Financial Group	Fidelity VIP Contrafund	N/A	97,449
*	Lincoln Financial Group	LVIP Macquarie Mid Cap Value	N/A	16,089
*	Lincoln Financial Group	LVIP Mondrian International Value	N/A	14,752
*	Ascensus, LLC	Vanguard Balanced Index Adm	N/A	240,850
*	Ascensus, LLC	Vanguard Lifestrategy Consv Growth Inv	N/A	549,821
*	Ascensus, LLC	Vanguard Lifestrategy Growth Inv	N/A	15,487
*	Ascensus, LLC	Vanguard Lifestrategy Income Inv	N/A	132,413
*	Ascensus, LLC	Vanguard Lifestrategy Moderate Gr Inv	N/A	8,224
*	Ascensus, LLC	Vanguard Star Inv	N/A	192,221
*	Ascensus, LLC	Vanguard Wellesley Income Adm	N/A	197,954
*	Ascensus, LLC	Vanguard Wellington Admiral	N/A	774,946
*	Ascensus, LLC	Vanguard Long-Term Bond Index Adm	N/A	25,872
*	Ascensus, LLC	Vanguard Inflation-Protected Sec Adm	N/A	3,842
*	Ascensus, LLC	Vanguard Interm-Term Bond Index Adm	N/A	171,193
*	Ascensus, LLC	Vanguard Interm-Term Invst Grade Adm	N/A	245,614
*	Ascensus, LLC	Vanguard Short-Term Invest Grade Adm	N/A	61,424
*	Ascensus, LLC	Vanguard Total Bond Market Index Adm	N/A	391,831
*	Ascensus, LLC	Vanguard Total Intl Bond Index Adm	N/A	122,875
*	Ascensus, LLC	Vanguard Gnma Adm	N/A	161,549
*	Ascensus, LLC	Vanguard Short-Term Federal Adm	N/A	70,648
*	Ascensus, LLC	Vanguard Short-Term Treasury Adm	N/A	343,175
*	Ascensus, LLC	Vanguard Developed Mkts Index Adm	N/A	819,833
*	Ascensus, LLC	Vanguard Emerging Mkts Stock Idx Adm	N/A	373,546
*	Ascensus, LLC	Vanguard Ftse All-World Ex-Us Idx Adm	N/A	262,791
*	Ascensus, LLC	Vanguard Global Minimum Volatility Adm	N/A	196,048
*	Ascensus, LLC	Vanguard International Growth Adm	N/A	110,687
*	Ascensus, LLC	Vanguard International Value Inv	N/A	89,006
*	Ascensus, LLC	Vanguard Total Intl Stock Index Adm	N/A	387,993
*	Ascensus, LLC	Vanguard Total World Stock Index Adm	N/A	282,378
*	Ascensus, LLC	Vanguard 500 Index Adm	N/A	2,337,959
*	Ascensus, LLC	Vanguard Dividend Apprec Index Adm	N/A	77,519
*	Ascensus, LLC	Vanguard Dividend Growth Inv	N/A	352,301
*	Ascensus, LLC	Vanguard Equity Income Adm	N/A	195,179
*	Ascensus, LLC	Vanguard Ftse Social Index Adm	N/A	2,938,269
*	Ascensus, LLC	Vanguard Growth Index Adm	N/A	1,314,324
*	Ascensus, LLC	Vanguard Large Cap Index Adm	N/A	103,455
*	Ascensus, LLC	Vanguard Primecap Core Inv	N/A	404,164
*	Ascensus, LLC	Vanguard Global Equity Inv	N/A	11,707
*	Ascensus, LLC	Vanguard Total Stock Market Index Adm	N/A	2,761,185
*	Ascensus, LLC	Vanguard Windsor Ii Adm	N/A	770,992
*	Ascensus, LLC	Vanguard Extended Market Index Adm	N/A	201,940
*	Ascensus, LLC	Vanguard Mid Cap Index Adm	N/A	1,297,769
*	Ascensus, LLC	Vanguard Mid-Cap Growth Index Adm	N/A	636,412
*	Ascensus, LLC	Vanguard Explorer Adm	N/A	118,181
*	Ascensus, LLC	Vanguard Small-Cap Growth Index Adm	N/A	96,009
*	Ascensus, LLC	Vanguard Small-Cap Index Adm	N/A	1,276,296

Southern Environmental Law Center Retirement & Employee Savings Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
For the Year Ended December 31, 2025

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Mutual Funds (Continued):			
*	Ascensus, LLC	Vanguard Small-Cap Value Index Adm	N/A	$ 5,601
*	Ascensus, LLC	Vanguard Strategic Small-Cap Equity Inv	N/A	16,668
*	Ascensus, LLC	Vanguard European Stock Index Adm	N/A	53,552
*	Ascensus, LLC	Vanguard Pacific Stock Index Adm	N/A	4,588
*	Ascensus, LLC	Vanguard Energy Adm	N/A	69,066
*	Ascensus, LLC	Vanguard Health Care Adm	N/A	59,287
*	Ascensus, LLC	Vanguard Real Estate Index Adm	N/A	46,608
*	Ascensus, LLC	Vanguard Target Retirement 2025 Fund	N/A	582
*	Ascensus, LLC	Vanguard Target Retirement 2030 Fund	N/A	206,901
*	Ascensus, LLC	Vanguard Target Retirement 2035 Fund	N/A	2,272,457
*	Ascensus, LLC	Vanguard Target Retirement 2040 Fund	N/A	321,720
*	Ascensus, LLC	Vanguard Target Retirement 2045 Fund	N/A	880,137
*	Ascensus, LLC	Vanguard Target Retirement 2050 Fund	N/A	388,154
*	Ascensus, LLC	Vanguard Target Retirement 2055 Fund	N/A	888,909
*	Ascensus, LLC	Vanguard Target Retirement 2060 Fund	N/A	668,568
*	Ascensus, LLC	Vanguard Target Retirement 2065 Fund	N/A	26,645
*	Fidelity Management Trust Company	Fidelity Fund	N/A	28,198
*	Fidelity Management Trust Company	Fidelity 500 Index	N/A	8,280,653
*	Fidelity Management Trust Company	Fidelity 500 Index	N/A	18,401
*	Fidelity Management Trust Company	Fidelity Magellan	N/A	147,781
*	Fidelity Management Trust Company	Fidelity Contrafund	N/A	769,045
*	Fidelity Management Trust Company	Fidelity Contrafund	N/A	27,471
*	Fidelity Management Trust Company	Fidelity Growth Company	N/A	2,398,444
*	Fidelity Management Trust Company	Fidelity Select Biotechnology Fund	N/A	161,604
*	Fidelity Management Trust Company	Fidelity Government Income Fund	N/A	449
*	Fidelity Management Trust Company	Fidelity Select Healthcare	N/A	45,334
*	Fidelity Management Trust Company	Fidelity Select Brokerage	N/A	57,913
*	Fidelity Management Trust Company	Fidelity OTC Portfolio	N/A	63,025
*	Fidelity Management Trust Company	Fidelity Overseas Fund	N/A	10,914
*	Fidelity Management Trust Company	Fidelity Blue Chip Growth Fund	N/A	225,523
*	Fidelity Management Trust Company	Fid Blue Chip Value	N/A	13,612
*	Fidelity Management Trust Company	Fidelity Equity Dividend Income Fund	N/A	59,246
*	Fidelity Management Trust Company	Fidelity Emerging Markets	N/A	66,636
*	Fidelity Management Trust Company	Fidelity Growth Strategies Fund	N/A	46,407
*	Fidelity Management Trust Company	Fidelity Diversified International Fund	N/A	4,140
*	Fidelity Management Trust Company	Fidelity Dividend Growth Fund	N/A	57,356
*	Fidelity Management Trust Company	Fidelity New Markets Income Fund	N/A	3,298
*	Fidelity Management Trust Company	Fidelity Focused Stock Fund	N/A	27,783
*	Fidelity Management Trust Company	Fidelity Large Cap Stock Fund	N/A	34,699
*	Fidelity Management Trust Company	Fidelity Multi-Asset Index Fund	N/A	19,469
*	Fidelity Management Trust Company	Fidelity High Income Fund	N/A	836,575
*	Fidelity Management Trust Company	Fid Value	N/A	149,235
*	Fidelity Management Trust Company	Fid Value	N/A	190,999
*	Fidelity Management Trust Company	Fid St Tr BD IDX	N/A	332,933
*	Fidelity Management Trust Company	Fid Intm Tr BD Idx	N/A	420,611
*	Fidelity Management Trust Company	Fid Low Priced Stk	N/A	44,865
*	Fidelity Management Trust Company	Fid Intl Cap Apprec	N/A	7,400
*	Fidelity Management Trust Company	Fid Mid Cap Stock	N/A	13,895
*	Fidelity Management Trust Company	Fid Corporate Bond	N/A	766,153
*	Fidelity Management Trust Company	Fid Emrg Mkts Idx	N/A	1,356,766
*	Fidelity Management Trust Company	Fidelity Natural Resources Fund	N/A	9,286
*	Fidelity Management Trust Company	Fidelity Total Bond Fund	N/A	25,107

Southern Environmental Law Center Retirement & Employee Savings Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
For the Year Ended December 31, 2025

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Mutual Funds (Continued):			
*	Fidelity Management Trust Company	Fidelity Total Bond Fund	N/A	$ 604,139
*	Fidelity Management Trust Company	Fidelity NASDAQ Composite Index® Fund	N/A	8,209
*	Fidelity Management Trust Company	Fidelity Small Cap Growth Fund	N/A	16,342
*	Fidelity Management Trust Company	Fid Capital & Income	N/A	116,749
*	Fidelity Management Trust Company	Fid Capital & Income	N/A	13,013
*	Fidelity Management Trust Company	Fid Emerging Asia	N/A	2,702
*	Fidelity Management Trust Company	Fid Env Alt Energy	N/A	16,630
*	Fidelity Management Trust Company	Fid Europe	N/A	2,324
*	Fidelity Management Trust Company	Fid Extd Mkt Idx	N/A	5,928
*	Fidelity Management Trust Company	Fid Fdm Idx 2050 Ipr	N/A	1,264
*	Fidelity Management Trust Company	Fid Fdm Idx 2055 Ipr	N/A	8,236
*	Fidelity Management Trust Company	Fid Fdm Idx 2055 Ipr	N/A	41,389
*	Fidelity Management Trust Company	Fid Fdm Idx 2065 Ipr	N/A	1,264
*	Fidelity Management Trust Company	Fid Float Rt Hi Inc	N/A	4,608
*	Fidelity Management Trust Company	Fid Freedom 2025 K	N/A	37,449
*	Fidelity Management Trust Company	Fid Freedom 2030 K	N/A	344,130
*	Fidelity Management Trust Company	Fid Freedom 2035 K	N/A	21,244
*	Fidelity Management Trust Company	Fid Freedom 2040 K	N/A	1,135,141
*	Fidelity Management Trust Company	Fid Freedom 2045 K	N/A	919,699
*	Fidelity Management Trust Company	Fid Freedom 2050 K	N/A	359,386
*	Fidelity Management Trust Company	Fid Freedom 2055 K	N/A	166,012
*	Fidelity Management Trust Company	Fid Freedom 2060 K	N/A	70,084
*	Fidelity Management Trust Company	Fid Freedom 2065 K	N/A	36,309
*	Fidelity Management Trust Company	Fid US Bond Idx	N/A	312,434
*	Fidelity Management Trust Company	Fid Global Eq Income	N/A	111,612
*	Fidelity Management Trust Company	Fid Growth Disc	N/A	25,690
*	Fidelity Management Trust Company	Fid Intl Index	N/A	69,498
*	Fidelity Management Trust Company	Fid Intermed Bond	N/A	473,573
*	Fidelity Management Trust Company	Fid Intermed Bond	N/A	44,747
*	Fidelity Management Trust Company	Fid Intl Small Cap	N/A	8,618
*	Fidelity Management Trust Company	Fid Small CapValue	N/A	7,685
*	Fidelity Management Trust Company	Fid Pacific Basin	N/A	9,328
*	Fidelity Management Trust Company	Fid New Millen	N/A	15,453
*	Fidelity Management Trust Company	Fid Sel Hth Care Svc	N/A	5,984
*	Fidelity Management Trust Company	Fid Sel Semiconduct	N/A	290,249
*	Fidelity Management Trust Company	Fid Sel Technology	N/A	17,802
*	Fidelity Management Trust Company	Fid Sm Cap Discovery	N/A	2,001
*	Fidelity Management Trust Company	Fid Worldwide	N/A	25,471
*	Fidelity Management Trust Company	Fid Strategic Income	N/A	33,291
*	Fidelity Management Trust Company	Fidelity Global ex U.S. Index Fund	N/A	1,475,999
*	Fidelity Management Trust Company	Fidelity Mid Cap Index Fund	N/A	3,247,334
*	Fidelity Management Trust Company	Fidelity Mid Cap Index Fund	N/A	25,649
*	Fidelity Management Trust Company	Fidelity Small Cap Index Fund	N/A	2,630,856
*	Fidelity Management Trust Company	Fidelity Total Market Index Fund	N/A	923,284
*	Fidelity Management Trust Company	Fidelity Inflation-Protected Bond Index Fund	N/A	142,315
*	Fidelity Management Trust Company	Fidelity US Sustainability Index Fund	N/A	425,544
*	Fidelity Management Trust Company	Fidelity Freedom Index 2030 IPR	N/A	84,501
*	Fidelity Management Trust Company	Fidelity Freedom Index 2035 IPR	N/A	60,731
*	Fidelity Management Trust Company	Fidelity Freedom Index 2040 IPR	N/A	2,631
*	Fidelity Management Trust Company	Fidelity Global Commodity Stock	N/A	8,069
*	Fidelity Management Trust Company	Fidelity Select Energy	N/A	27,553
*	Fidelity Management Trust Company	Fidelity Trend	N/A	11,531
*	Fidelity Management Trust Company	Fidelity Equity Income	N/A	10,664
*	Fidelity Management Trust Company	Fidelity Stock Select Small Cap	N/A	114,502
*	Fidelity Management Trust Company	Fidelity Short Term Bond	N/A	221,295

Southern Environmental Law Center Retirement & Employee Savings Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
For the Year Ended December 31, 2025

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Mutual Funds (Continued):			
*	Fidelity Management Trust Company	Fidelity Short Term Bond	N/A	$ 27,112
*	Fidelity Management Trust Company	Fidelity Value Discovery	N/A	208,465
*	Fidelity Management Trust Company	Fidelity Value Discovery	N/A	25,991
*	Fidelity Management Trust Company	Fidelity International Value	N/A	191,024
*	Fidelity Management Trust Company	Fidelity Total International EQ	N/A	119,452
*	Fidelity Management Trust Company	Fidelity International Growth	N/A	155,267
*	Fidelity Management Trust Company	Fidelity Real Estate Index	N/A	2,796
*	Fidelity Management Trust Company	Fidelity EQ Div Income	N/A	121,292
*	Fidelity Management Trust Company	Fidelity Intl Value	N/A	24,218
*	Fidelity Management Trust Company	Fidelity Intl Growth	N/A	19,852
*	Fidelity Management Trust Company	Fidely STK SEM SM CAP	N/A	14,634
	Notes Receivable from Participants:			
*	Fidelity Management Trust Company and Ascensus LLC	Participant Loans - Interest rates ranging from 4.25% - 9.50%	N/A	198,565
				$ 61,978,163

* Denotes Party-in-Interest

N/A - Cost information not required for participant directed investments.