Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

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. . . . . ▶ [X]

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

1b Three-digit plan number (PN) ▶ 047

1c Effective date of plan 09/30/1941

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)
FMC CORPORATION

2929 WALNUT STREET
PHILADELPHIA, PA 19104

2b Employer Identification Number (EIN)
94-0479804

2c Plan Sponsor's telephone number
215-299-6000

2d Business code (see instructions)
339900

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.	09/29/2026	ANDREW SANDIFER
	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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	7924
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)**	74
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	72
b	Retired or separated participants receiving benefits	**6b**	5265
c	Other retired or separated participants entitled to future benefits	**6c**	999
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	6336
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1299
f	Total. Add lines **6d** and **6e**.	**6f**	7635
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)**	
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)**	
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:

1A 1B 3F 3H

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)** [X]	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)** [X] **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)** [X] **A** (Insurance Information) – Number Attached 1
- **(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 A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

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
FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

B Three-digit plan number (PN) ▶ 047

C Plan sponsor's name as shown on line 2a of Form 5500
FMC CORPORATION

D Employer Identification Number (EIN)
94-0479804

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
22-1211670	68241	005753	0	01/01/2025	12/31/2025

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	105405259
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☒ other ▶ GROUP ANNUITY CONTRACT

b	Balance at the end of the previous year			7b	104636558
c	Additions: (1) Contributions deposited during the year	7c(1)			
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	3149193		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below)	7c(5)	4703104		
	▶				
	(6)Total additions			7c(6)	7852297
d	Total of balance and additions (add lines **7b** and **7c(6)**).			7d	112488855
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	7083596		
	(2) Administration charge made by carrier	7e(2)			
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below)	7e(4)			
	▶				
	(5) Total deductions			7e(5)	7083596
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	105405259

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- **a** ☐ Health (other than dental or vision)
- **b** ☐ Dental
- **c** ☐ Vision
- **d** ☐ Life insurance
- **e** ☐ Temporary disability (accident and sickness)
- **f** ☐ Long-term disability
- **g** ☐ Supplemental unemployment
- **h** ☐ Prescription drug
- **i** ☐ Stop loss (large deductible)
- **j** ☐ HMO contract
- **k** ☐ PPO contract
- **l** ☐ Indemnity contract
- **m** ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

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

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

B Three-digit plan number (PN) ▶ 047

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
FMC CORPORATION

D Employer Identification Number (EIN)
94-0479804

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	958416174
b Actuarial value	**2b**	971880622

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	8028	802304502	802304502
b For terminated vested participants	1184	110132167	110132167
c For active participants	74	25262165	26566806
d Total	9286	937698834	939003475

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.33 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	1447949
b Expected plan-related expenses	**6b**	3500000
c Target normal cost	**6c**	4947949

Statement by Enrolled Actuary

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

SIGN HERE

Signature of actuary

09/16/2026
Date

MICHAEL J. GIBBONS
Type or print name of actuary

26-06845
Most recent enrollment number

AON CONSULTING, INC.
Firm name

847-295-5000
Telephone number (including area code)

MSC# 17755
PO BOX 551343
ATLANTA, GA 30355
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	151826012
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	10467159
9	Amount remaining (line 7 minus line 8)	0	141358853
10	Interest on line 9 using prior year's actual return of 0.71 %	0	1003648
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.05 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	142362501

Part III Funding Percentages

14	Funding target attainment percentage	14	88.34 %
15	Adjusted funding target attainment percentage	15	103.50 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	96.42 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

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

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	4947949
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	109485354	10469124
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	15417073

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	15417073	15417073

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

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
FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

B Three-digit plan number (PN) ▶ 047

C Plan sponsor's name as shown on line 2a of Form 5500
FMC CORPORATION

D Employer Identification Number (EIN)
94-0479804

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

DRYFUS TREASURY PRIME CASH

13-3495921

(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

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

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

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

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

AON CONSULTING INC

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 14 27 50	NONE	1630353	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

NISA INVESTMENT ADVISORS

48-1140940

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	506221	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

PACIFIC INVESTMENT MANAGEMENT

33-0629048

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	486851	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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)

WELLINGTON GROUP HOLDINGS LLP

47-1167553

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	409867	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BANK OF NEW YORK MELLON

13-5160382

(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?
18 19 21 50	TRUSTEE	379959	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PGIM, INC

22-2540245

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	373506	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

MITCHELL & TITUS

13-2781641

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	79989	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

TEMPO HOLDING COMPANY, LLC

82-1061233

(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?
14 17 50	NONE	23300	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PENSION BENEFIT INFORMATION

94-2856521

(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?
15 50	NONE	15518	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)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

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
FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

B Three-digit plan number (PN) ▶ 047

C Plan sponsor's name as shown on line 2a of Form 5500
FMC CORPORATION

D Employer Identification Number (EIN)
94-0479804

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		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	68056748	39252587
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	847012	2547092
(2) U.S. Government securities	1c(2)	273952794	277519926
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	309165762	316077849
(B) All other	1c(3)(B)	279895741	265123313
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(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)	51959707	36629836
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	104636558	105405259
(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	1088514322	1042555862
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	599238	558648
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	129498910	96145771
1k Total liabilities (add all amounts in lines 1g through1j)	1k	130098148	96704419
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	958416174	945851443

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	-17978	
(B) U.S. Government securities	2b(1)(B)	3660684	
(C) Corporate debt instruments	2b(1)(C)	28814209	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	2597593	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		35054508
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	-945	
(B) Common stock	2b(2)(B)	-2679	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	510286	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		506662
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	1990622744	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	1983203190	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		7419554
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	29603685	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		29603685

		(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)		
c Other income	2c		1807683
d Total income. Add all **income** amounts in column (b) and enter total	2d		74392092
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	81712945	
(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)		81712945
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	1776445	
(6) Bank or trust company trustee/custodial fees	2i(6)	1240	
(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)	3466193	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		5243878
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		86956823
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-12564731
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: MITCHELL AND TITUS, LLP **(2)** EIN: 13-2781641

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		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	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			
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.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 587001.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

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
FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

B Three-digit plan number (PN) ▶ 047

C Plan sponsor's name as shown on line 2a of Form 5500
FMC CORPORATION

D Employer Identification Number (EIN)
94-0479804

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): 25-1926855

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** 1

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: 99.0 %
High-Yield Debt: 1.0 % Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Financial Statements and Supplemental Schedules

December 31, 2025 and 2024

(With Independent Auditors' Report Thereon)

FMC CORPORATION

EMPLOYEES' RETIREMENT PROGRAM

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Note: All other schedules required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA) have been omitted because there is no information to report.

MITCHELL TITUS

INDEPENDENT AUDITOR'S REPORT

To the Employee Welfare Benefits Plan Committee of
FMC Corporation

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

We have performed audits of the financial statements of FMC Corporation Employees' Retirement Program (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, the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 7 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.

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MITCHELL TITUS

- 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 one year after the date that the financial statements are 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 audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

MITCHELL TITUS

Other Matter—Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at year end) as of December 31, 2025 and reportable transactions for the year ended December 31, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Mitchell & Titus, LLP

September 28, 2026

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

Statements of Net Assets Available for Benefits

December 31, 2025 and 2024

	2025	2024
Assets		
Investments at fair value:		
Cash and short-term investments	$ 2,547,092	$ 847,012
U.S. government securities and other instruments	277,519,926	273,952,794
Corporate debt	581,201,162	589,061,503
Investment contracts with insurance company	105,405,259	104,636,558
Registered investment companies	36,629,836	51,959,707
Total investments at fair value	$ 1,003,303,275	$ 1,020,457,574
Receivables:		
Due from brokers	39,252,587	68,056,748
Total receivables	$ 39,252,587	$ 68,056,748
Total assets	**$ 1,042,555,862**	**$ 1,088,514,322**
Liabilities		
Accrued expenses	$ 558,648	$ 599,238
Due to brokers	96,145,771	129,498,910
Total liabilities	**96,704,419**	**130,098,148**
Net assets available for benefits	**$ 945,851,443**	**$ 958,416,174**

See accompanying notes to financial statements.

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2025 and 2024

	2025	2024
Additions to net assets		
Net investment income:		
Interest and dividend income	$ 35,823,144	$ 37,190,240
Net appreciation in fair value of investments	38,568,948	—
Total net investment income	$ 74,392,092	$ 37,190,240
Total additions	$ 74,392,092	$ 37,190,240
Deductions from net assets		
Net depreciation in fair value of investments	$ —	$ 28,184,023
Benefits paid	81,712,945	82,167,381
Administrative expenses	5,243,878	5,450,886
Total deductions	$ 86,956,823	$ 115,802,290
Net increase (decrease)	$ (12,564,731)	$ (78,612,050)
Net assets available for benefits, beginning of year	958,416,174	1,037,028,224
Net assets available for benefits, end of year	**$ 945,851,443**	**$ 958,416,174**

See accompanying notes to financial statements.

(1) Description of the Plan and the Trust

The FMC Corporation Employees' Retirement Program (the Plan) was established effective September 30, 1941. The Plan was subsequently amended and certain plans were subsequently merged into it, including certain frozen and union plans.

All of the assets of the Plan will be available to pay benefits to participants of the Plan; however, the Plan retains the distinct benefit structures of each of the prior plans. The plan document contains additional information about the Plan.

The FMC Corporation Defined Benefit Retirement Trust assets are reported under the investment accounts as of December 31, 2025.

The investment decisions related to the Plan are made by the Pension Investment Subcommittee of the Employee Welfare Benefits Plan Committee of FMC Corporation (the Company and Plan Sponsor).

The following provisions of the Plan apply to the salaried and nonunion hourly employees of the Company; however, effective July 1, 2007, all newly hired and rehired salaried and nonunion hourly employees of the Company are not eligible for the Plan:

- The normal retirement age is 65. A participant who terminates employment prior to completing five years of service is not eligible to receive a pension under the Plan, unless he/she has attained normal retirement age. The normal monthly benefit amount for salaried and nonunion hourly employees is calculated by the formula below:

  Equal to the sum of [(1) + (2)] times (3), plus (4) where:

  (1) 1.0% of final average earnings up to allowable Social Security covered compensation, plus 1.5% of final average earnings over allowable Social Security covered compensation times years of credited service projected to age 65 (up to 35 years).

  (2) 1.5% of final average earnings times years of credited service projected to age 65 (in excess of 35 years).

  (3) Ratio of years of credited service as of termination to years of credited service projected to age 65.

  (4) $1 for each $120 of unwithdrawn employee contributions accumulated with interest.

Participants are entitled to early retirement following attainment of age 55 and 10 years of service. The Plan also has provisions for benefits for the surviving spouse or beneficiary of a participant.

The following provisions of the Plan apply to employees covered by the Baltimore Union[(1)]; Green River Union[(1)(2)]; Buffalo Union[(1)]; Middleport Union; Newark, Delaware Union[(3)]; and Spring Hill Union[(1)] benefit structures:

- Effective February 1, 2013 all newly hired or rehired employees covered by the Middleport Union are not eligible for the Plan. In addition, effective March 31, 2013, Middleport Union employees who, as of January 31, 2017 are not age 55 and do not have 10 years of credited service will cease to accrue additional benefits under the Plan. These employees will be fully vested in their accrued benefits and continue to receive service credit for early retirement eligibility. Employees who were aged 55 years and had at least 10 years of credited service on or before January 31, 2017 are designated as "grandfathered employees" and accrued benefits until January 31, 2017. Benefit accruals for all Middleport union employees ceased on January 31, 2017.
- The normal retirement age is age 65. A participant who terminates employment prior to completing five years of service is not eligible to receive a pension under the Plan. The normal monthly benefit amount ranges between $38.50 and $86.25 times years of service.

(continued)

- Participants are entitled to early retirement following attainment of age 55 and 10 years of credited service. For early retirement, the benefit is reduced by early retirement reduction factors outlined in the Plan.
- Union hourly participants at the former Baltimore location who retire on or after June 1, 2000 and after attainment of age 62 receive a supplemental early retirement benefit payable until age 65. The amount of the early retirement supplement is equal to the difference between the participant's benefit before reduction for early retirement and the participant's benefit after reduction for early retirement.
- Certain union participants may be eligible for disability benefits after completing 10 to 15 years of service; some union groups also require attainment of age 40 to 45; the Newark groups do not offer a disability benefit. The Plan also has provisions for benefits for the surviving spouse of a participant.

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(1) The Company no longer has operations at these locations.
(2) On April 1, 2015, the Company sold its Alkali Chemical division and, as a result, benefits accruals for all Green River participants ceased.
(3) On November 1, 2017, the Company sold its FMC Health and Nutrition segment and, as a result, benefits accruals for the Newark, Delaware Union ceased.

(2) Summary of Significant Accounting Policies

(a) Basis of Accounting

The accompanying financial statements are presented on the accrual basis of accounting.

(b) Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. See Note 10 for a discussion of fair value measurements. Security transactions are recognized on a trade-date basis. Net appreciation (depreciation) includes gains and losses on investments bought and sold as well as held during the year. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

The Plan reached fully funded status during 2018. The primary investment strategy is a liability hedging approach with an objective of maintaining the funded status of the plan such that the funded status volatility is minimized and the likelihood that the Company will be required to make significant contributions to the plan is limited. The portfolio is primarily comprised of fixed income securities and cash. Investment performance and related risks are measured and monitored on an ongoing basis through monthly liability measurements, periodic asset liability studies, and quarterly investment portfolio reviews.

(c) Financial Instruments

Our financial instruments include employer contribution receivables, receivables due from brokers, accrued expenses and payables due to brokers. The carrying value of these financial instruments approximates their fair value.

(d) Administrative Expenses

All administrative expenses are paid from the Plan unless the Company, at its discretion, pays such expenses.

(continued)

(e) Use of Estimates

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

(f) Payment of Benefits

Benefit payments to participants are recorded when paid.

(3) Funding Policies

The Company contributes to the Plan such sums as are actuarially determined to be necessary to provide defined pension benefits to participants, maintain certain acceptable funding levels, and ensure that all contributions are deductible for federal income tax purposes.

The Company did not make any contributions to the Plan for either the 2025 or 2024 plan years. The Plan met the minimum funding requirements of the Employee Retirement Income Security Act of 1974 (ERISA) for years ended December 31, 2025 and 2024.

(4) Plan Termination

Although it has not expressed a desire to do so, the Company has the right under the Plan to discontinue its contribution at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

(a) Unwithdrawn employee contributions.

(b) Benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The amount is limited to the lowest benefit that would be payable under the Plan's provisions in effect at any time during the five years preceding plan termination.

(c) Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to the applicable limitations (discussed below).

(d) All other benefits (that is, vested benefits not insured by the PBGC).

(e) All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal retirement age benefits, early retirement benefits, and certain disability and survivor benefits. However, the PBGC does not guarantee all types of benefits provided by the Plan, and the amount of benefit protection from the PBGC is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan termination. However, a statutory ceiling exists, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees. For plan terminations occurring during 2025, that ceiling was $7,432 per month. For plan terminations occurring during 2024, that ceiling was $7,108 per month. The ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and who are 65 years old at the time of retirement or plan termination (whichever comes later). For annuitants who elect to receive their benefits in a payment form that is more valuable than a single-life annuity, or who elect to commence their payments prior to age 65, the statutory ceiling is actuarially adjusted downward. The PBGC maximum benefit is adjusted upward for participants who commence their payments later than age 65.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

(5) Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to retired or terminated employees or their beneficiaries, beneficiaries of employees who have died, and present employees or their beneficiaries. Benefits payable under all circumstances (retirement, death, disability, and termination) are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by an actuary from Aon plc and is an amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest), expected salary changes and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment. The significant actuarial assumptions used in the valuation as of January 1, 2025 (the most recent valuation date), were as follows:

- The interest rate used to compute the present value of accrued benefits changed from 4.50% to 5.25%
- Pri-2012 Table with projection scale MP-2021 remained the same as last year

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

The total actuarial present value of accumulated plan benefits as of January 1, 2025 consisted of the following:

Vested benefits:		
Participants currently receiving benefits	$	812,863,344
Participants with deferred benefits		113,300,154
Other participants		25,358,972
Total vested benefits	$	951,522,470
Nonvested benefits		1,186,193
Total actuarial present value of accumulated plan benefits	**$**	**952,708,663**

The reasons for the change in the actuarial present value of accumulated plan benefits during 2024 were as follows:

Beginning balance, January 1, 2024	$	1,045,911,441
Assumption changes [1]	$	(64,036,418)
Other changes		7,763,429
Interest accumulation		45,237,592
Benefits paid		(82,167,381)
Total change in actuarial present value of accumulated plan benefits	$	(93,202,778)
Ending balance, January 1, 2025	**$**	**952,708,663**

(1) Amount reflects a change in the interest rate assumption.

(continued)

(6) Tax Status

The Plan received a favorable determination letter from the Internal Revenue Service, dated October 27, 2015, indicating that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC) and exempt from federal income taxes. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes that the Plan is designed and being operated in compliance with the applicable requirements of the IRC.

In accordance with U.S. GAAP, Plan management has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2022.

(7) Investments

All of the investment information disclosed in the accompanying financial statements and supplemental schedules were obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by The Bank of New York Mellon Corporation, the trustee. Investments at fair value at December 31, 2025 and 2024 are as follows:

	2025	2024
Cash and short-term investments	$ 2,547,092	$ 847,012
U.S. government securities and other instruments	277,519,926	273,952,794
Corporate debt	581,201,162	589,061,503
Investment contracts with insurance company	105,405,259	104,636,558
Registered investment companies	36,629,836	51,959,707
Total investments at fair value	**$ 1,003,303,275**	**$ 1,020,457,574**

Interest and dividend income for years ended December 31, 2025 and 2024 was $35,823,144 and $37,190,240, respectively. Net appreciation (depreciation) in fair value of investments for the years ended December 31, 2025 and 2024 was $38,568,948 and $(28,184,023), respectively.

(8) Related-Party Transactions

As of December 31, 2025 and 2024, certain plan investments are securities of The Bank of New York Mellon Corporation., the trustee, and, therefore, qualify as a party-in-interest.

(9) Risks and Uncertainties

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

Certain investment managers, who invest the assets of the trust on the Plan’s behalf, invest in fixed income securities, some of which are credit contracts or interest rate contracts. These types of investments may expose the Plan to credit risk and risk surrounding the amount of interest payments and the value of debt instruments. The investment managers occasionally enter into derivative contracts designed to reduce the credit risk and interest rate risk. Although these contracts are entered into with the intention of mitigating this risk, they do not meet the criteria for U.S. GAAP hedge accounting set forth under U.S. GAAP accounting literature on the accounting for derivative instruments and hedging activities. Gains and losses

(continued)

on the derivative contracts are recorded in the net appreciation (depreciation) in fair value of investments line of the statements of changes in net assets available for benefits.

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

(10) Fair Value Measurements

The Plan has categorized its assets that are recorded at fair value, based on the priority of the inputs to the valuation technique, into a three-level fair value hierarchy. The fair value 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 Plan's recurring financial assets recorded on the statements of net assets available for benefits are categorized based on the inputs to the valuation techniques as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 – Inputs other than Level 1 that are observable, such as quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the asset or liability.

Level 3 – Inputs based on prices or valuation techniques that are both unobservable and significant to the overall fair value measurement. These unobservable inputs reflect the Plan's own assumptions about the assumptions a market participant would use in pricing the asset or liability. There were no Level 3 assets held as of December 31, 2025 and 2024.

If the inputs used to measure the financial assets fall within different levels of the hierarchy, the categorization is based on the lowest level input that is significant to the fair value measurement of the instrument. The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 as compared to December 31, 2024.

Cash and short-term investments:

A portion of cash and short-term investments are valued based on quoted prices for identical securities in active markets, which are presented as Level 1. A majority of cash and short-term investments are treated as cash equivalents valued based on quoted prices for similar securities in inactive markets or observable market data and are presented as Level 2.

U.S. government securities:

A majority of U.S. government securities are valued based on unadjusted quoted prices of identical market transactions. As a result, these investments are presented as Level 1. A portion of the U.S. government securities are valued at the end of the month based on observable inputs. These investments are presented as Level 2.

Other instruments:

A portion of other instruments, such as futures contracts, are valued based on unadjusted prices in active markets. As a result, these investments are presented as Level 1. A majority of the other investments are valued at the end of the month based on observable inputs, including local government and non-U.S. government bonds. These investments are presented as Level 2.

(continued)

Corporate debt:

Represents fixed income securities in the form of intermediate and long term bonds. These securities are valued at the end of the month based on observable inputs, therefore they are presented as Level 2.

Investment contracts with insurance company:

These investments are part of an investment contract issued by Prudential insurance company. The underlying securities primarily include U.S. treasury and agency bonds, government agency bonds, corporate bonds, asset backed securities and cash. The fair value of these financial instruments are determined based on net asset value (NAV). NAV is based on the value of the underlying assets owned by the funds, less their liabilities. The Plan has concluded that the NAV reported by the funds is the fair value of these investments. The majority of the underlying securities held by Prudential are quoted on an active market, however a portion of the underlying securities are not directly traded on active markets. As such, these investment contracts are presented as Level 2.

Registered investment companies:

The fair value of the investments in registered investment companies is determined using NAV. The NAV of the investments is quoted daily on an active market and therefore is presented as Level 1.

The following tables present the Plan's fair value hierarchy for those financial assets measured at fair value on a recurring basis in the Plan's statements of net assets available for benefits as of December 31, 2025 and 2024. The Plan currently does not have nonfinancial assets, nonfinancial liabilities, financial assets, or financial liabilities measured at fair value on a nonrecurring basis.

	2025	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)
Cash and short-term investments	$ 2,547,092	$ 49,918	$ 2,497,174	$ —
U.S. government securities and other instruments	277,519,926	228,990,458	48,529,468	—
Corporate debt	581,201,162	—	581,201,162	—
Investment contracts with insurance company	105,405,259	—	105,405,259	—
Registered investment companies:				
Cash and cash equivalents	7,816,197	7,816,197	—	—
Fixed income investments	28,813,639	28,813,639	—	—
Total registered investment companies	$ 36,629,836	$ 36,629,836	$ —	$ —
Investment Assets at fair value	**$ 1,003,303,275**	**$ 265,670,212**	**$ 737,633,063**	**$ —**

(continued)

	2024	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)
Cash and short-term investments	$ 847,012	$ 23,884	$ 823,128	$ —
U.S. government securities and other instruments	273,952,794	212,256,073	61,696,721	—
Corporate debt	589,061,503	—	589,061,503	—
Investment contracts with insurance company	104,636,558	—	104,636,558	—
Registered investment companies:				
Cash and cash equivalents	6,138,525	6,138,525	—	—
Fixed income investments	45,821,182	45,821,182	—	—
Total registered investment companies	51,959,707	51,959,707	—	—
Investment Assets at fair value	**$ 1,020,457,574**	**$ 264,239,664**	**$ 756,217,910**	**$ —**

(11) Subsequent Events

Management evaluated subsequent events through September 28, 2026, the date at which the financial statements were available to be issued. Such evaluation resulted in no adjustments to the accompanying financial statements.

(continued)

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Employer ID No: 94-0479804, Plan No: 047
Schedule H, Line 4i - Schedules of Assets (Held at End of Year)
December 31, 2025

Schedule 1

	Security description	Shares / par value	Historical Cost	Fair value
	Cash and short-term investments:			
	Interest-bearing cash	3,235,000	$ 2,497,174	$ 2,497,174
**	BNY Mellon Cash Reserve	—	49,918	49,918
	Total cash and short-term investments		2,547,092	2,547,092
	U.S. government securities and other instruments:			
	U.S. Treasury Bond	207,212,526	139,800,007	140,478,962
	U.S. Treasury Note	91,905,000	86,897,374	88,511,496
	Other instruments:			
	BAY AREA CA TOLL AUTH TOLL BRI	360,000	473,409	399,910
	CALIFORNIA ST	1,120,000	1,447,265	1,360,079
	CALIFORNIA ST HLTH FACS FING A	380,000	380,000	356,020
	CALIFORNIA ST UNIV REVENUE	70,000	67,984	66,529
	CCP IRS P 3.49800% R USD-SOFR-	(300,000)	(690)	—
	CCP IRS P 3.54750% R USD-SOFR-	(200,000)	(488)	—
	CCP IRS P 3.55100% R USD-SOFR-	(200,000)	(468)	—
	CCP IRS P 3.57750% R USD-SOFR-	(200,000)	(440)	(25)
	CCP IRS P 3.58000% R USD-SOFR-	(200,000)	(463)	(1)
	CCP IRS P 3.62200% R USD-SOFR-	(200,000)	(428)	(263)
	CCP IRS P 3.62500% R USD-SOFR-	(300,000)	(765)	(31)
	CCP IRS P 3.63900% R USD-SOFR-	(500,000)	(1,181)	(184)
	CCP IRS P 3.64750% R USD-SOFR-	(200,000)	(541)	(125)
	CCP IRS R 3.79800% P USD-SOFR-	(300,000)	(690)	(778)
	CCP IRS R 3.83100% P USD-SOFR-	(200,000)	(468)	(279)
	CCP IRS R 3.84750% P USD-SOFR-	(200,000)	(488)	(64)
	CCP IRS R 3.86000% P USD-SOFR-	(200,000)	(463)	(145)
	CCP IRS R 3.87750% P USD-SOFR-	(200,000)	(440)	(286)
	CCP IRS R 3.88200% P USD-SOFR-	(200,000)	(428)	(653)
	CCP IRS R 3.91900% P USD-SOFR-	(500,000)	(1,181)	(371)
	CCP IRS R 3.92500% P USD-SOFR-	(300,000)	(765)	(99)
	CCP IRS R 3.92750% P USD-SOFR-	(200,000)	(541)	(184)
	CCP_CDS. SP UL AMERICAN INTERN	100,000	2,122	810
	CCP_CDS. SP UL AT&T INC. CME	500,000	5,830	3,704
	CCP_CDS. SP UL ENBRIDGE INC. C	500,000	4,781	3,717
	CCP_CDS. SP UL FORD MOTOR COMP	400,000	50,234	43,724
	CCP_CDS. SP UL GE CME	200,000	1,777	890
	CCP_CDS. SP UL GENERAL MOTORS	415,000	62,496	34,476
	CCP_CDS. SP UL HESS CORPORATIO	300,000	—	1,294
	CCP_CDS. SP UL MORGAN STANLEY	400,000	1,551	1,444
	CCP_CDS. SP UL THE BOEING COMP	200,000	—	1,397
	CCP_CDS. SP UL VERIZON COMMUNI	1,000,000	1,130	14,797
	CCP_CDS._SP UL AMERICAN INTERN	(100,000)	—	—
	CCP_CDS._SP UL AT&T INC. CME	(500,000)	(530)	—
	CCP_CDS._SP UL ENBRIDGE INC. C	(500,000)	—	—
	CCP_CDS._SP UL FORD MOTOR COMP	(400,000)	—	—
	CCP_CDS._SP UL GE CME	(200,000)	—	—

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Employer ID No: 94-0479804, Plan No: 047
Schedule H, Line 4i - Schedules of Assets (Held at End of Year)
December 31, 2025 **Schedule 1**

Security description	Shares / par value	Historical Cost	Fair value
CCP_CDS._SP UL GENERAL MOTORS	(415,000)	—	—
CCP_CDS._SP UL HESS CORPORATIO	(300,000)	(2,304)	—
CCP_CDS._SP UL MORGAN STANLEY	(400,000)	—	—
CCP_CDS._SP UL THE BOEING COMP	(200,000)	(489)	—
CCP_CDS._SP UL VERIZON COMMUNI	(1,000,000)	(1,664)	—
CCP_CDX. SP UL CDX.EM.40_V1 CM	200,000	—	1,164
CCP_CDX. SP UL CDX.EM.44 CME	100,000	—	(1,076)
CCP_CDX. SP UL CDX.NA.HY.45 CM	1,400,000	106,785	106,967
CCP_CDX. SP UL CDX.NA.IG.38 CM	100,000	—	2,002
CCP_CDX. SP UL CDX.NA.IG.40_V1	100,000	—	1,950
CCP_CDX. SP UL CDX.NA.IG.44 CM	6,700,000	118,634	149,239
CCP_CDX. SP UL CDX.NA.IG.45 CM	36,340,000	803,369	813,225
CCP_CDX._SP UL CDX.EM.40_V1 CM	(200,000)	(6,824)	—
CCP_CDX._SP UL CDX.EM.44 CME	(100,000)	(2,230)	—
CCP_CDX._SP UL CDX.NA.HY.45 CM	(1,400,000)	—	—
CCP_CDX._SP UL CDX.NA.IG.38 CM	(100,000)	(699)	—
CCP_CDX._SP UL CDX.NA.IG.40_V1	(100,000)	(1,019)	—
CCP_CDX._SP UL CDX.NA.IG.44 CM	(6,700,000)	—	—
CCP_CDX._SP UL CDX.NA.IG.45 CM	(36,340,000)	—	—
CCP_IRS. R USD-SOFR-COMPOUND C	37,072,000	1,002,521	2,870,791
CCP_IRS._R USD-SOFR-COMPOUND C	(37,072,000)	(304,958)	—
CDS. SP UL FEDERATIVE REPUBLIC	300,000	—	1,712
CDS. SP UL UNITED MEXICAN STAT	500,000	—	6,112
CDS._SP UL FEDERATIVE REPUBLIC	(300,000)	(18,602)	—
CDS._SP UL UNITED MEXICAN STAT	(500,000)	(5,640)	—
CHICAGO IL TRANSIT AUTH SALES	122,123	169,777	136,986
CHILE GOVERNMENT INTERNATIONAL	620,000	556,388	555,551
COMMIT TO PUR FNMA SF MTG	23,900,000	24,008,055	24,080,240
COMMIT TO PUR GNMA II JUMBOS	2,700,000	2,603,145	2,617,467
COMMITMENT TO PURCHASE FNMA SI	(600,000)	(1,652)	—
CXT. SP UL CDX.NA.HY.37	4,100,000	485,575	192,633
CXT._SP UL CDX.NA.HY.37	(4,100,000)	—	—
DALLAS TX AREA RAPID TRANSIT S	255,000	268,780	252,572
FHLMC POOL #SD-8367	326,337	326,413	331,698
FNMA POOL #0BM2003	10,987	11,425	10,637
FNMA POOL #0FM1107	14,923	15,570	14,444
GOLDEN ST TOBACCO SECURITIZATI	120,000	120,345	104,043
INDIANA ST FIN AUTH REVENUE	115,000	115,000	83,781
INDONESIA GOVERNMENT INTERNATI	980,000	853,855	792,173
ISRAEL GOVERNMENT INTERNATIONA	400,000	360,429	368,529
KUWAIT INTERNATIONAL GOVE 144A	490,000	490,000	488,290
LOS ANGELES CA CMNTY CLG DIST	70,000	83,013	77,626
LOS ANGELES CA DEPT OF ARPTS C	20,000	20,000	17,294
MARYLAND ST HLTH & HGR EDUCTNL	865,000	865,000	659,292
MASSACHUSETTS ST	70,000	68,600	71,531

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
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Schedule H, Line 4i - Schedules of Assets (Held at End of Year)
December 31, 2025 **Schedule 1**

Security description	Shares / par value	Historical Cost	Fair value
MASSACHUSETTS ST SCH BLDG AUTH	45,000	46,347	46,899
MET WASHINGTON DC ARPTS AUTH D	85,000	103,830	101,034
MEXICO GOVERNMENT INTERNATIONA	5,540,000	5,026,582	5,112,840
MICHIGAN ST FIN AUTH REVENUE	185,000	181,283	156,403
MICHIGAN ST UNIV REVENUES	300,000	300,000	214,578
MUNI ELEC AUTH OF GEORGIA	191,000	277,605	206,557
N TX TOLLWAY AUTH REVENUE	205,000	323,084	225,387
NEW JERSEY ST TURNPIKE AUTH TU	386,000	510,947	456,156
NEW YORK CITY NY MUNI WTR FIN	45,000	49,523	46,602
NEW YORK NY	840,000	866,752	859,107
NEW YORK ST DORM AUTH REVENUES	40,000	40,000	41,807
NEW YORK ST DORM AUTH ST PERSO	70,000	84,408	71,950
NEW YORK ST URBAN DEV CORP REV	145,000	147,749	149,346
OHIO UNIV GEN RECPTS ATHENS	155,000	178,010	146,359
ORIENTAL REPUBLIC OF URUGUAY	100,000	91,398	93,350
PANAMA GOVERNMENT INTERNATIONA	923,000	962,885	960,641
PERUVIAN GOVERNMENT INTERNATIO	28,000	15,333	15,165
PHILIPPINE GOVERNMENT INTERNAT	1,268,000	1,019,147	1,040,123
PORT AUTH OF NEW YORK & NEW JE	520,000	458,376	391,770
REGL TRANSPRTN DIST CO SALES T	30,000	31,977	30,239
REPUBLIC OF POLAND GOVERNMENT	300,000	296,523	287,301
SALES TAX SECURITIZATION CORP	200,000	192,149	185,586
SAN ANTONIO TX ELEC & GAS REVE	160,000	167,280	164,995
SAN DIEGO CNTY CA REGL TRANSPR	110,000	114,299	110,983
SAN FRANCISCO CITY & CNTY CA P	50,000	74,183	55,598
SAUDI GOVERNMENT INTERNAT 144A	800,000	761,944	752,964
SOUTH CAROLINA ST PUBLIC SVC A	25,000	39,298	26,587
STATE OF ISRAEL	470,000	394,419	314,971
TEXAS NATURAL GAS SECURITIZTN	520,000	526,181	530,322
TEXAS ST	215,581	229,144	220,923
TEXAS ST A & M UNIV PERM UNIV	145,000	112,993	118,561
TURKIYE GOVERNMENT INTERNATION	400,000	393,828	397,568
ULTRA 10YR US TREAS NT FUT CBT	159	—	(103,220)
UNITED NATIONS DEV CORP NY	75,000	75,000	80,030
UNIV OF CALIFORNIA CA RGTS MED	325,000	427,201	346,880
UNIV OF CALIFORNIA REVENUES	110,000	114,123	91,284
UNIV OF MICHIGAN MI	321,000	321,000	249,732
UNIV OF TEXAS TX UNIV REVENUES	65,000	41,346	40,458
UNIV OF VIRGINIA VA UNIV REVEN	95,000	121,692	104,242
URUGUAY GOVERNMENT INTERNATION	330,000	322,215	319,151
US 10YR NOTE FUTURE (CBT)	(14)	(2,718)	(1,531)
US 10YR NOTE FUTURE (CBT)MAR 2	(10)	(1,690)	(1,250)
US 10YR NOTE FUTURE MAR 26	(4)	(683)	(1,063)
US 10YR TREAS NTS FUTURE (CBT)	20	—	(20,766)
US 2YR TREAS NTS FUT (CBT)	294	—	45,258

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Security description	Shares / par value	Historical Cost	Fair value
US 5YR TREAS NTS FUTURE (CBT)	(35)	—	(11,340)
US TREAS BD FUTURE (CBT)	3	—	(6,132)
US ULTRA BOND (CBT)	(530)	—	993,648
VARIATION MARGIN ON SWAPS		(4,220,759)	(4,220,759)
Total other instruments		46,807,921	48,529,468
Total U.S. government securities and other instruments		273,505,302	277,519,926
Corporate debt:			
Corporate debt instruments:			
7-ELEVEN INC 144A	600,000	597,702	364,524
ABBVIE INC	511,000	422,272	429,783
ABU DHABI NATIONAL ENERGY 144A	400,000	396,944	391,640
AEP TEXAS INC	890,000	867,718	840,626
AERCAP IRELAND CAPITAL DAC / A	1,980,000	1,938,598	1,992,794
AES CORP/THE	200,000	199,880	204,596
AETNA INC	200,000	203,122	175,232
AIR CANADA 144A	200,000	200,750	199,054
AKER BP ASA 144A	805,000	795,435	748,851
ALCON FINANCE CORP 144A	1,200,000	1,203,144	1,179,288
ALEXANDRIA REAL ESTATE EQUITIE	815,000	774,733	500,149
ALTRIA GROUP INC	299,000	237,603	244,465
AMAZON.COM INC	50,000	42,708	41,265
AMEREN ILLINOIS CO	54,000	53,897	53,274
AMERICA MOVIL SAB DE CV	230,000	260,486	247,347
AMERICAN AIRLINES INC/AAD 144A	100,000	100,000	100,142
AMERICAN HOMES 4 RENT LP	775,000	748,761	781,870
AMERICAN INTERNATIONAL GROUP I	570,000	547,595	521,519
AMERICAN TOWER CORP	2,520,000	2,373,830	1,921,358
AMERICAN WATER CAPITAL CORP	200,000	198,186	194,726
AMFAM HOLDINGS INC 144A	300,000	300,000	201,915
AMGEN INC	6,840,000	6,661,482	6,347,987
ANALOG DEVICES INC	60,000	40,544	38,996
ANGLO AMERICAN CAPITAL PL 144A	600,000	566,188	561,330
ANTARES HOLDINGS LP 144A	300,000	299,586	317,520
AON NORTH AMERICA INC	305,000	303,146	304,674
APPALACHIAN POWER CO	1,235,000	1,269,835	1,114,247
APTIV SWISS HOLDINGS LTD	570,000	387,903	390,306
ARCELORMITTAL SA	375,000	372,641	420,484
ARIZONA PUBLIC SERVICE CO	695,000	675,036	701,682
ARTHUR J GALLAGHER & CO	297,000	267,629	265,682
ASCENSION HEALTH	55,000	46,333	44,828
ASHTEAD CAPITAL INC 144A	300,000	299,736	317,865
ASSURED GUARANTY US HOLDINGS I	175,000	174,505	165,214
AT&T INC	17,907,000	15,797,869	13,493,355

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
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Security description	Shares / par value	Historical Cost	Fair value
ATHENE HOLDING LTD	375,000	238,655	237,926
AURORA OIL & GAS CORP COM	191,200	574	—
AUTOZONE INC	1,100,000	1,132,920	1,135,464
AVOLON HOLDINGS FUNDING L 144A	408,000	410,651	398,123
BACARDI LTD 144A	300,000	297,570	268,143
BANCO BILBAO VIZCAYA ARGENTARI	400,000	400,000	425,964
BANCO MERCANTIL DEL NORTE 144A	200,000	200,000	206,724
BANCO SANTANDER SA	400,000	400,000	400,880
BARCLAYS PLC	2,593,000	2,623,016	2,666,139
BARRICK NORTH AMERICA FINANCE	53,000	51,887	54,167
BAT CAPITAL CORP	3,686,000	3,459,068	3,311,041
BAXTER INTERNATIONAL INC	280,000	281,253	222,725
BAYER US FINANCE II LLC 144A	989,000	957,660	833,649
BAYLOR SCOTT & WHITE HOLDINGS	115,000	115,000	73,156
BECTON DICKINSON & CO	85,000	74,092	75,496
BELL TELEPHONE CO OF CANADA OR	79,000	76,665	75,369
BERKSHIRE HATHAWAY ENERGY CO	150,000	156,129	162,974
BIOGEN INC	95,000	57,962	61,541
BIO-RAD LABORATORIES INC	200,000	199,466	189,064
BLACK HILLS CORP	400,000	467,424	320,300
BLOCK FINANCIAL LLC	575,000	573,200	554,248
BNP PARIBAS SA 144A	200,000	195,000	186,792
BOEING CO/THE	7,260,000	6,908,596	6,810,133
BOSTON PROPERTIES LP	980,000	837,677	922,649
BOSTON SCIENTIFIC CORP	435,000	440,662	431,979
BP CAPITAL MARKETS AMERICA INC	870,000	870,000	882,476
BPCE SA 144A	1,240,000	1,269,320	1,289,191
BRITISH TELECOMMUNICATIONS LTD	300,000	434,448	366,522
BROADCOM INC 144A	70,000	69,506	69,248
BROOKLYN UNION GAS CO/THE 144A	120,000	120,000	125,250
BROWN & BROWN INC	45,000	44,891	46,959
CAIXABANK SA 144A	875,000	875,000	938,613
CAMPBELL'S COMPANY/THE	1,030,000	1,018,099	960,641
CANADIAN NATURAL RESOURCES LTD	305,000	380,509	326,886
CANADIAN PACIFIC RAILWAY CO	1,642,000	1,550,302	1,423,278
CAPITAL ONE FINANCIAL CORP	310,000	310,000	309,082
CARDINAL HEALTH INC	390,000	364,093	372,454
CDW LLC / CDW FINANCE CORP	200,000	200,000	194,358
CENOVUS ENERGY INC	78,000	96,293	71,418
CENTENE CORP	200,000	200,000	194,014
CENTRAL RLTY INVS INC COM	2,812	7,693	—
CHARTER COMMUNICATIONS OPERATI	8,346,000	7,666,182	6,800,011
CHUBB INA HOLDINGS LLC	540,000	540,113	543,197

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CIGNA GROUP/THE	1,315,000	1,277,401	1,274,205
CITADEL SECURITIES GLOBAL 144A	300,000	299,691	316,263
CITIGROUP INC	65,000	57,894	57,207
CLEVELAND ELECTRIC ILLUMI 144A	600,000	636,936	590,280
CMS ENERGY CORP	40,000	37,158	35,849
COCA-COLA CO/THE	310,000	307,609	305,372
COHERENT CORP 144A	200,000	200,000	199,234
COLUMBIA PIPELINES OPERAT 144A	188,000	194,427	202,149
COMCAST CORP	2,948,000	2,601,353	1,685,131
COMMONWEALTH EDISON CO	200,000	198,136	204,435
CONAGRA BRANDS INC	1,065,000	1,020,714	957,478
CONSOLIDATED EDISON CO OF NEW	360,000	352,367	280,739
CONSTELLATION BRANDS INC	55,000	54,844	54,514
CONSTELLATION ENERGY GENERATIO	880,000	879,537	893,908
COOPERATIEVE RABOBANK UA	45,000	61,781	45,516
CORNING INC	410,000	419,019	377,934
COSTAR GROUP INC 144A	200,000	199,842	183,660
COTERRA ENERGY INC	75,000	74,571	73,903
CRH AMERICA FINANCE INC 144A	500,000	494,795	427,390
CROWN CASTLE INC	1,220,000	965,336	876,807
CSL FINANCE PLC 144A	175,000	176,019	158,543
CSX CORP	10,000	10,726	11,005
CVS HEALTH CORP	5,495,000	5,431,735	5,307,530
DCP MIDSTREAM OPERATING L 144A	2,000	2,226	2,179
DELL INTERNATIONAL LLC / EMC C	209,000	222,697	224,919
DEUTSCHE BANK AG/NEW YORK NY	400,000	400,000	440,064
DEVON ENERGY CORP	1,525,000	1,523,250	1,493,917
DIAMONDBACK ENERGY INC	1,595,000	1,577,989	1,543,158
DICK'S SPORTING GOODS INC	70,000	50,915	51,349
DISCOVERY GLOBAL HOLDINGS INC	56,000	56,000	36,896
DOMINION ENERGY INC	791,000	720,613	661,806
DOW CHEMICAL CO/THE	1,071,000	1,060,864	1,008,357
DT MIDSTREAM INC 144A	700,000	700,000	685,986
DUKE ENERGY CAROLINAS LLC	170,000	132,201	120,989
DUKE ENERGY CORP	3,179,000	2,908,534	2,526,161
DUKE ENERGY FLORIDA LLC	860,000	850,846	768,537
DUKE ENERGY OHIO INC	170,000	161,053	129,846
DUKE ENERGY PROGRESS LLC	15,000	10,914	11,467
DUKE UNIVERSITY	65,000	43,766	40,885
DUPONT DE NEMOURS INC	65,000	67,255	65,285
EAGLE MATERIALS INC	140,000	138,464	137,441
ELECTRICITE DE FRANCE SA 144A	785,000	741,749	805,245
ELEVANCE HEALTH INC	1,974,000	1,851,500	1,720,421

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ELI LILLY & CO	150,000	149,791	151,736
EMERA US FINANCE LP	923,000	904,804	790,706
ENBRIDGE ENERGY PARTNERS LP	224,000	252,889	247,627
ENBRIDGE INC	1,220,000	1,202,746	1,274,335
ENEL FINANCE AMERICA LLC 144A	400,000	395,076	288,812
ENEL FINANCE INTERNATIONA 144A	400,000	393,516	415,220
ENERGY TRANSFER LP	6,129,000	6,173,989	5,825,708
ENTERGY ARKANSAS LLC	300,000	298,665	303,333
ENTERGY LOUISIANA LLC	45,000	34,953	36,503
ENTERGY MISSISSIPPI LLC	35,000	34,984	35,364
ENTERPRISE PRODUCTS OPERATING	220,000	207,122	194,471
EOG RESOURCES INC	300,000	298,009	294,324
EPR PROPERTIES	300,000	311,376	300,480
EQT CORP	350,000	346,108	352,625
EQUINIX EUROPE 2 FINANCING COR	100,000	99,933	100,390
EQUINIX INC	1,095,000	1,091,616	1,048,182
EQUITABLE HOLDINGS INC	350,000	350,000	365,873
ESSENTIAL PROPERTIES LP	300,000	299,400	274,161
ESSENTIAL UTILITIES INC	396,000	335,755	296,536
ESSEX PORTFOLIO LP	200,000	192,900	170,450
EVERGY KANSAS CENTRAL INC	65,000	45,143	44,420
EVERGY METRO INC	95,000	92,136	93,534
EVERSOURCE ENERGY	1,490,000	1,387,713	1,439,453
EXELON CORP	780,000	824,111	633,842
FEDEX CORP	3,179,000	2,855,932	2,580,646
FIDELITY NATIONAL INFORMATION	70,000	68,558	58,700
FIFTH THIRD BANCORP	740,000	740,000	725,925
FIRST AMERICAN FINANCIAL CORP	200,000	199,326	174,716
FIRSTCITY LIQUIDATING TR CTF	18,400	—	—
FIRSTENERGY CORP	320,000	234,354	240,667
FIRSTENERGY TRANSMISSION 144A	168,000	192,069	162,567
FISERV INC	280,000	263,707	220,486
FLEX INTERMEDIATE HOLDCO 144A	200,000	174,604	184,234
FLORIDA POWER & LIGHT CO	2,005,000	1,913,289	1,931,919
FORTIVE CORP	178,000	189,633	147,231
FOUNDRY JV HOLDCO LLC 144A	235,000	246,144	247,589
FS KKR CAPITAL CORP	300,000	299,046	276,927
GE CAPITAL INTERNATIONAL FUNDI	100,000	91,898	97,780
GE HEALTHCARE TECHNOLOGIES INC	535,000	534,995	557,053
GENERAL ELECTRIC CO	121,000	112,070	117,498
GENERAL MILLS INC	856,000	880,775	763,402
GENERAL MOTORS CO	195,000	168,700	175,681
GENERAL MOTORS FINANCIAL CO IN	1,215,000	1,213,639	1,228,158

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GLENCORE FUNDING LLC 144A	680,000	640,997	648,914
GLOBAL ATLANTIC FIN CO 144A	445,000	442,001	456,303
GLOBAL PAYMENTS INC	500,000	498,837	495,760
GLP CAPITAL LP / GLP FINANCING	1,285,000	1,278,377	1,293,955
GOLDMAN SACHS GROUP INC/THE	642,000	631,614	635,825
GOODMAN US FINANCE SIX LL 144A	400,000	398,208	402,644
GRUPO TELEVISA SAB	145,000	133,220	111,238
HA SUSTAINABLE INFRASTRUCTURE	300,000	297,795	306,138
HALEON US CAPITAL LLC	1,020,000	969,591	987,944
HCA INC	3,675,000	3,261,465	3,159,555
HEALTH CARE SERVICE CORP 144A	150,000	149,537	144,861
HESS CORP	325,000	333,796	340,181
HEWLETT PACKARD ENTERPRISE CO	140,000	137,383	130,096
HEXCEL CORP	200,000	199,970	209,606
HOWMET AEROSPACE INC	915,000	914,447	920,298
HSBC HOLDINGS PLC	2,680,000	2,742,698	2,762,591
HUMANA INC	837,000	804,847	773,216
HUNTINGTON INGALLS INDUSTRIES	1,250,000	1,290,992	1,292,763
HUNTSMAN INTERNATIONAL LLC	100,000	98,870	95,950
ING GROEP NV	500,000	500,000	531,242
INGERSOLL RAND INC	430,000	442,182	444,801
INTEL CORP	4,639,000	3,793,652	3,405,206
INTERNATIONAL PAPER CO	289,000	315,449	293,284
INTERSTATE POWER AND LIGHT CO	230,000	222,014	172,408
INTESA SANPAOLO SPA 144A	300,000	299,703	343,185
INVITATION HOMES OPERATING PAR	600,000	598,854	513,894
ITC HOLDINGS CORP	280,000	313,531	270,620
JAB HOLDINGS BV 144A	300,000	215,778	234,021
JBS NV/JBS USA FOODS GROU 144A	1,415,000	1,423,472	1,418,209
JBS NV/JBS USA FOODS GROUP HOL	755,000	773,762	781,074
JOHNSON CONTROLS INTERNATIONAL	170,000	186,635	147,140
JP MORGAN MORTGAGE ACQ WMC1 M3	49,888	48,891	50,100
JPMORGAN CHASE & CO	905,000	905,000	947,816
KENTUCKY UTILITIES CO	40,000	39,988	40,497
KEURIG DR PEPPER INC	1,385,000	1,310,979	1,329,186
KEYCORP	1,000,000	1,000,000	1,027,710
KEYSPAN GAS EAST CORP 144A	215,000	215,000	143,736
KILROY REALTY LP	200,000	199,914	164,290
KINDER MORGAN ENERGY PARTNERS	1,478,000	1,655,129	1,613,815
KINDER MORGAN INC	1,830,000	1,672,431	1,742,365
KRAFT HEINZ FOODS CO	1,014,000	949,892	945,827
KROGER CO/THE	845,000	855,145	810,433
LAS VEGAS SANDS CORP	300,000	299,607	315,792

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LAZARD GROUP LLC	100,000	99,241	100,252
LBJ INFRASTRUCTURE GROUP 144A	105,000	105,000	73,749
LELAND STANFORD JUNIOR UNIVERS	870,000	870,000	875,507
LOWE'S COS INC	2,157,000	1,949,475	1,853,855
LYB INTERNATIONAL FINANCE III	655,000	628,315	571,980
MARATHON PETROLEUM CORP	145,000	125,311	117,146
MARVELL TECHNOLOGY INC	200,000	198,696	214,256
MASSACHUSETTS INSTITUTE OF TEC	480,000	389,494	314,869
MCDONALD'S CORP	3,015,000	3,057,417	2,768,564
MELCO RESORTS FINANCE LTD 144A	200,000	200,000	199,726
META PLATFORMS INC	120,000	104,077	97,955
METHODIST HOSPITAL/THE	65,000	41,163	40,189
MICRON TECHNOLOGY INC	415,000	415,589	443,722
MICROSOFT CORP	232,000	232,393	141,997
MOLSON COORS BEVERAGE CO	245,000	194,219	197,321
MONDELEZ INTERNATIONAL INC	35,000	21,146	20,951
MOODY'S CORP	45,000	46,224	43,720
MORGAN STANLEY	160,000	161,351	168,600
MOTIVA ENTERPRISES LLC 144A	60,000	74,681	65,166
MOTOROLA SOLUTIONS INC	675,000	673,664	613,332
MPLX LP	3,055,000	2,973,496	2,948,979
MYLAN INC	90,000	93,099	73,327
NASDAQ INC	1,926,000	1,694,042	1,774,468
NATIONAL FUEL GAS CO	300,000	299,013	314,172
NATIONAL GRID PLC	300,000	300,000	310,908
NATIONWIDE MUTUAL INSURAN 144A	219,000	274,435	221,459
NEVADA POWER CO	185,000	244,914	208,338
NEW YORK STATE ELECTRIC & 144A	200,000	131,940	135,420
NIAGARA MOHAWK POWER CORP 144A	40,000	39,874	39,657
NISOURCE INC	1,485,000	1,513,638	1,392,116
NISSAN MOTOR CO LTD 144A	800,000	800,000	789,136
NNN REIT INC	100,000	98,587	88,240
NOMURA HOLDINGS INC	900,000	900,000	895,636
NORFOLK SOUTHERN CORP	1,533,000	1,228,322	1,115,533
NORTHROP GRUMMAN CORP	1,140,000	989,238	919,228
NORTHWESTERN UNIVERSITY	25,000	24,160	18,216
NUMERICABLE / YPSO / ALTICE 10	72,262	70,456	72,157
NXP BV / NXP FUNDING LLC / NXP	435,000	372,261	338,390
OCCIDENTAL PETROLEUM CORP	1,300,000	1,336,341	1,356,753
OGLETHORPE POWER CORP	1,066,000	1,005,192	923,056
OKLAHOMA GAS AND ELECTRIC CO	210,000	203,357	212,875
OMNICOM GROUP INC 144A	300,000	298,317	278,787
ONCOR ELECTRIC DELIVERY CO LLC	372,000	341,109	319,924

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ONEMAIN FINANCE CORP	34,000	34,028	34,258
ONEOK INC	4,027,000	3,906,934	3,936,273
ONEOK INC 144A	200,000	200,000	204,086
ONEOK PARTNERS LP	115,000	110,156	118,368
ORACLE CORP	12,963,000	11,983,789	10,067,369
OTIS WORLDWIDE CORP	580,000	562,173	432,556
OWENS CORNING	20,000	23,535	16,452
PACIFIC GAS AND ELECTRIC CO	7,629,000	7,288,949	6,859,836
PACIFICORP	455,000	395,816	338,083
PARAMOUNT GLOBAL	2,026,000	1,662,204	1,532,572
PERUSAHAAN PERSEROAN PERS 144A	500,000	493,983	380,603
PETROLEOS MEXICANOS	688,000	688,931	604,319
PG&E WILDFIRE RECOVERY FUNDING	70,000	69,993	65,411
PHILLIPS 66	320,000	294,166	302,026
PHILLIPS 66 CO	280,000	243,930	242,456
PLAINS ALL AMERICAN PIPELINE L	970,000	981,710	998,006
PRESIDENT AND FELLOWS OF HARVA	80,000	65,624	65,702
PRINCIPAL FINANCIAL GROUP INC	40,000	41,963	35,994
PROSUS NV 144A	300,000	299,976	200,517
PUBLIC SERVICE CO OF COLORADO	1,239,000	1,236,470	1,165,619
PUBLIC SERVICE CO OF OKLAHOMA	135,000	134,887	138,729
PUBLIC SERVICE ENTERPRISE GROU	495,000	494,089	439,149
RCKT MORTGAGE TRUST 2 A2 144A	219,597	207,692	183,948
REGENERON PHARMACEUTICALS INC	77,000	50,633	47,156
REINSURANCE GROUP OF AMERICA I	40,000	40,000	41,341
RENESAS ELECTRONICS CORP 144A	500,000	500,000	490,895
REPUBLIC SERVICES INC	35,000	38,376	38,698
REYNOLDS AMERICAN INC	535,000	521,229	533,077
ROGERS COMMUNICATIONS INC	70,000	60,543	60,019
ROYALTY PHARMA PLC	1,589,000	1,314,981	1,122,355
RTX CORP	4,360,000	4,294,087	3,746,475
RWE FINANCE US LLC 144A	300,000	298,074	294,294
SABINE PASS LIQUEFACTION LLC	150,000	149,616	150,752
SAMMONS FINANCIAL GROUP I 144A	400,000	399,116	438,636
SANDS CHINA LTD	400,000	398,900	407,236
SANTANDER UK GROUP HOLDINGS PL	1,000,000	967,606	1,001,054
SCMS 2025-BNC1 MO BNC1 A2 144A	645,000	644,999	645,690
SCRIPPS ESCROW II INC 144A	200,000	200,000	184,028
SEAGATE DATA STORAGE TECH 144A	50,400	57,183	57,218
SEASONED LOANS STRUCTURE 3 A1C	220,764	223,341	209,953
SEMPRA	1,275,000	1,218,230	1,220,893
SHERWIN-WILLIAMS CO/THE	715,000	658,078	519,413
SIEMENS FUNDING BV 144A	177,000	186,071	185,400

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SMURFIT KAPPA TREASURY ULC	300,000	300,000	310,812
SOCIETE GENERALE SA 144A	1,045,000	1,045,367	1,104,510
SOUTHERN CALIFORNIA EDISON CO	1,579,000	1,495,041	1,202,093
SOUTHERN CO GAS CAPITAL CORP	1,683,000	1,634,391	1,384,644
SOUTHERN CO/THE	285,000	275,006	253,794
SOUTHERN COPPER CORP	156,000	155,877	155,661
SOUTHERN POWER CO	1,015,000	1,012,991	1,012,608
SOUTHWESTERN ELECTRIC POWER CO	538,000	548,683	375,968
SOUTHWESTERN PUBLIC SERVICE CO	300,000	297,774	307,650
STARBUCKS CORP	500,000	494,810	418,450
STARWOOD PROPERTY TRUST I 144A	100,000	100,000	99,483
STATE STREET CORP	375,000	375,859	373,789
STELLANTIS FINANCIAL SERV 144A	400,000	399,752	406,060
STONEPEAK NILE PARENT LLC 144A	200,000	201,625	211,654
STUDIO CITY FINANCE LTD 144A	200,000	200,000	193,128
SUMISHO AIR LEASE CORP	400,000	393,248	406,940
SUNCOR ENERGY INC	672,000	635,541	531,519
SYSCO CORP	7,000	7,378	7,753
TAKEDA PHARMACEUTICAL CO LTD	1,917,000	1,779,258	1,518,759
TARGA RESOURCES CORP	1,183,000	1,154,449	1,152,174
TD SYNNEX CORP	400,000	397,632	360,192
TEACHERS INSURANCE & ANNU 144A	400,000	393,896	329,400
TELEFONICA EMISIONES SA	1,100,000	1,055,858	954,315
TENNESSEE GAS PIPELINE CO 144A	200,000	199,602	188,774
TEXAS INSTRUMENTS INC	105,000	89,489	86,765
TIME WARNER CABLE LLC	505,000	448,210	424,545
T-MOBILE USA INC	7,765,000	7,392,369	6,826,702
TOYOTA AUTO LOAN EXT 1A A 144A	1,420,000	1,427,478	1,453,214
TRANSCANADA PIPELINES LTD	1,190,000	1,257,425	1,200,325
TRANSCONTINENTAL GAS PIPE LINE	77,000	71,235	74,648
TRAVELERS COS INC/THE	333,000	332,632	341,438
TRUIST FINANCIAL CORP	805,000	812,716	857,921
TRUST 2401 144A	397,000	486,234	382,609
TRUST FIBRA UNO 144A	203,000	202,691	192,273
TYSON FOODS INC	475,000	454,069	478,713
UNION PACIFIC CORP	479,000	414,037	350,504
UNITED PARCEL SERVICE INC	60,000	44,654	42,714
UNITEDHEALTH GROUP INC	946,000	941,147	884,452
UTAH ACQUISITION SUB INC	380,000	355,556	313,185
VALE OVERSEAS LTD	400,000	396,940	408,200
VALERO ENERGY CORP	80,000	57,153	55,546
VENTAS REALTY LP	295,000	306,113	296,607
VENTURE GLOBAL PLAQUEMINE 144A	300,000	300,000	306,714

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VERIZON COMMUNICATIONS IN 144A	700,000	707,821	708,876
VERIZON COMMUNICATIONS INC	10,319,000	9,755,070	8,275,736
VIATRIS INC	142,000	109,923	103,177
VICI PROPERTIES LP	500,000	494,134	501,691
VIRGIN MEDIA SECURED FINA 144A	400,000	407,000	394,064
VISTRA OPERATIONS CO LLC 144A	400,000	399,400	445,884
VODAFONE GROUP PLC	715,000	707,240	695,739
VOLKSWAGEN GROUP OF AMERI 144A	500,000	499,871	513,695
WASTE MANAGEMENT INC	85,000	52,589	50,980
WEC ENERGY GROUP INC	1,060,000	1,059,152	1,013,318
WELLS FARGO & CO	260,000	234,770	234,715
WELLTOWER OP LLC	90,000	112,064	100,497
WESTERN MIDSTREAM OPERATING LP	175,000	166,762	166,897
WESTINGHOUSE AIR BRAKE TECHNOL	595,000	594,954	611,845
WESTLAKE CORP	230,000	177,777	166,335
WEYERHAEUSER CO	200,000	198,924	198,153
WHISTLER PIPELINE LLC 144A	200,000	199,514	207,222
WILLIAMS COS INC/THE	1,764,000	1,737,178	1,644,858
WILLIS NORTH AMERICA INC	825,000	821,706	796,583
WOODSIDE FINANCE LTD	301,000	299,881	298,662
WOODSIDE FINANCE LTD 144A	400,000	399,268	400,140
XCEL ENERGY INC	433,000	442,427	455,958
Total corporate debt instruments		283,316,143	265,123,313
Corporate debt instruments - preferred:			
ABBOTT LABORATORIES	660,000	702,434	623,543
ABBVIE INC	7,665,000	7,556,920	7,058,090
AEP TRANSMISSION CO LLC	290,000	289,981	224,510
AFLAC INC	90,000	76,045	72,402
AIB GROUP PLC 144A	1,215,000	1,233,637	1,285,760
AIR PRODUCTS AND CHEMICALS INC	110,000	90,482	82,743
ALABAMA POWER CO	1,256,000	1,211,146	1,040,230
ALIBABA GROUP HOLDING LTD	290,000	265,321	223,461
ALLSTATE CORP/THE	533,000	430,211	422,786
ALPHABET INC	3,372,000	3,317,395	3,253,092
ALTRIA GROUP INC	2,485,000	2,348,671	2,377,636
AMAZON.COM INC	4,795,000	4,357,744	3,563,968
AMEREN ILLINOIS CO	391,000	360,704	290,105
AMERICAN EXPRESS CO	3,609,000	3,626,272	3,667,519
AMERICAN HONDA FINANCE CORP	1,300,000	1,307,849	1,280,396
AMERICAN TRANSMISSION SYS 144A	125,000	139,869	116,620
AMERICAN WATER CAPITAL CORP	154,000	152,609	154,907
AMPHENOL CORP	645,000	638,384	628,219
ANALOG DEVICES INC	28,000	20,756	20,713
ANHEUSER-BUSCH COS LLC	50,000	52,992	53,533

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ANHEUSER-BUSCH COS LLC / ANHEU	3,397,000	3,215,143	3,208,107
ANHEUSER-BUSCH INBEV FINANCE I	370,000	333,410	340,989
ANHEUSER-BUSCH INBEV WORLDWIDE	2,455,000	2,433,160	2,425,876
AON CORP / AON GLOBAL HOLDINGS	908,000	780,109	659,015
APPLE INC	4,039,000	3,692,102	2,988,487
APPLIED MATERIALS INC	22,000	29,610	23,441
ARCHER-DANIELS-MIDLAND CO	30,000	27,354	27,118
ASCENSION HEALTH	80,000	62,478	63,819
ASTRAZENECA PLC	465,000	528,778	453,692
ATMOS ENERGY CORP	660,000	629,681	621,142
AVALONBAY COMMUNITIES INC	520,000	517,686	475,982
AVISTA CORP	90,000	73,994	74,073
BAE SYSTEMS PLC 144A	965,000	966,511	982,185
BALTIMORE GAS AND ELECTRIC CO	305,000	277,585	253,789
BANK OF AMERICA CORP	10,756,000	9,972,079	9,719,245
BANK OF AMERICA NA	30,000	30,798	32,622
BANK OF NEW YORK MELLON CORP/T	640,000	649,350	643,315
BANK OF NOVA SCOTIA/THE	1,260,000	1,258,891	1,260,832
BARRICK PD AUSTRALIA FINANCE P	55,000	58,184	57,929
BASIN ELECTRIC POWER COOP 144A	60,000	59,907	59,038
BAYLOR SCOTT & WHITE HOLDINGS	228,000	168,840	145,040
BEIGNET INVESTOR LLC 144A	1,600,000	1,600,000	1,695,264
BERKSHIRE HATHAWAY ENERGY CO	125,000	97,447	87,454
BERKSHIRE HATHAWAY FINANCE COR	1,180,000	952,030	854,033
BHP BILLITON FINANCE USA LTD	1,930,000	1,951,190	1,948,361
BLACKROCK INC	1,104,000	1,101,388	1,113,146
BLACKSTONE HOLDINGS FINAN 144A	300,000	296,916	215,265
BLACKSTONE REG FINANCE CO LLC	70,000	69,933	69,628
BMW US CAPITAL LLC 144A	1,005,000	1,005,249	1,019,759
BOEING CO/THE	65,000	71,090	73,268
BOSTON SCIENTIFIC CORP	33,000	32,774	29,692
BP CAPITAL MARKETS AMERICA INC	860,000	691,724	564,559
BRISTOL-MYERS SQUIBB CO	2,940,000	2,674,958	2,258,982
BROADCOM INC	4,829,000	4,537,085	4,468,614
BROADCOM INC 144A	1,602,000	1,477,873	1,376,331
BROOKFIELD ASSET MANAGEMENT LT	70,000	69,996	71,212
BROOKFIELD FINANCE INC	310,000	267,962	261,454
BROWN UNIVERSITY	140,000	97,367	92,428
BROWN-FORMAN CORP	115,000	102,828	100,325
BURLINGTON NORTHERN SANTA FE L	4,167,000	4,138,080	3,842,465
BX COMMERCIAL MORT VLT5 A 144A	335,000	340,025	339,821
CAMDEN PROPERTY TRUST	970,000	967,932	932,703
CAMERON LNG LLC 144A	200,000	200,000	175,260
CANADIAN NATIONAL RAILWAY CO	540,000	537,872	525,031
CARGILL INC 144A	460,000	466,668	417,490

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CARLYLE FINANCE LLC 144A	500,000	499,570	489,090
CASE WESTERN RESERVE UNIVERSIT	225,000	224,598	204,948
CATERPILLAR INC	23,000	22,333	23,294
CENTERPOINT ENERGY HOUSTON ELE	125,000	116,919	90,741
CHARLES SCHWAB CORP/THE	930,000	931,971	921,608
CHEVRON USA INC	1,130,000	1,074,583	1,099,762
CHILDREN'S HOSPITAL OF PHILADE	65,000	39,015	40,572
CHILE ELECTRICITY LUX MPC 144A	268,500	268,521	281,767
CHUBB INA HOLDINGS LLC	973,000	953,805	977,556
CIGNA GROUP/THE	1,590,000	1,566,399	1,448,728
CISCO SYSTEMS INC	2,237,000	2,259,647	2,248,555
CITIGROUP INC	6,630,000	6,338,526	6,283,402
COCA-COLA CO/THE	1,025,000	958,316	896,778
COMCAST CORP	6,770,000	5,882,852	5,242,546
COMCAST CORP 144A	250,000	248,891	247,055
COMMONSPIRIT HEALTH	530,000	498,260	448,604
COMMONWEALTH BANK OF AUST 144A	400,000	400,000	386,088
COMMONWEALTH EDISON CO	1,763,000	1,617,508	1,359,819
CONOCOPHILLIPS CO	2,159,000	2,076,390	1,919,098
CONSOLIDATED EDISON CO OF NEW	4,597,000	4,600,700	3,962,845
CONSUMERS 2023 SECURITIZATION	193,859	193,840	195,947
CONSUMERS ENERGY CO	665,000	658,251	665,810
COOPERATIEVE RABOBANK UA	255,000	251,726	256,765
COSERV SECURITIZATION 202 144A	530,935	530,928	545,891
CSL FINANCE PLC 144A	60,000	60,419	51,964
CSX CORP	945,000	854,503	761,801
CVS HEALTH CORP	2,185,000	2,163,154	1,933,791
DEERE & CO	540,000	545,929	570,726
DEUTSCHE TELEKOM INTERNAT 144A	600,000	596,094	580,392
DH EUROPE FINANCE II SARL	388,000	341,926	318,715
DIAGEO CAPITAL PLC	565,000	562,006	596,148
DIAGEO INVESTMENT CORP	685,000	703,774	710,249
DLLAA 2023-1 LLC 1A A3 144A	126,971	126,963	128,318
DOMINION ENERGY SOUTH CAROLINA	315,000	348,129	300,491
DTE ELECTRIC CO	420,000	375,640	380,304
DUKE ENERGY CAROLINAS LLC	897,000	840,402	769,856
DUKE ENERGY FLORIDA LLC	405,000	396,642	345,459
DUKE ENERGY INDIANA LLC	1,043,000	977,427	835,188
DUKE ENERGY PROGRESS LLC	2,633,000	2,602,196	2,318,546
EAST OHIO GAS CO/THE 144A	75,000	45,905	47,828
EASTERN GAS TRANSMISSION & STO	155,000	176,340	113,232
EATON CORP	1,000,000	999,290	985,500
ECOLAB INC	145,000	139,695	132,239

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EDVESTINU PRIVATE EDU A A 144A	309,733	305,296	310,241
ELEVANCE HEALTH INC	55,000	54,058	53,841
ELI LILLY & CO	2,480,000	2,406,068	2,313,684
EMD FINANCE LLC 144A	1,360,000	1,354,102	1,363,631
ENERGY TRANSFER LP	305,000	280,147	274,961
ENI SPA 144A	1,615,000	1,654,934	1,641,278
ENTERGY ARKANSAS LLC	180,000	139,846	124,873
ENTERGY LOUISIANA LLC	1,205,000	1,166,331	1,071,097
ENTERGY MISSISSIPPI LLC	177,000	165,997	159,777
ENTERGY TEXAS INC	246,000	245,360	252,172
ENTERPRISE PRODUCTS OPERATING	3,291,000	3,349,363	3,036,707
EOG RESOURCES INC	286,000	290,447	291,656
EQUINOR ASA	790,000	752,965	746,189
ERP OPERATING LP	1,065,000	1,061,491	1,062,712
ESTEE LAUDER COS INC/THE	150,000	105,078	107,889
EVERGY KANSAS CENTRAL INC	195,000	200,753	162,951
EVERGY METRO INC	195,000	194,583	197,515
EXXON MOBIL CORP	865,000	747,465	684,219
FAIRFAX FINANCIAL HOLDINGS LTD	644,000	642,973	661,911
FIFTH THIRD BANK NA	795,000	795,000	802,552
FIRSTENERGY PENNSYLVANIA ELECT	70,000	86,018	75,197
FLORIDA POWER & LIGHT CO	1,085,000	978,044	935,556
FRED HUTCHINSON CANCER CENTER	145,000	145,000	131,444
GEORGETOWN UNIVERSITY/THE	40,000	40,016	25,810
GEORGIA POWER CO	1,664,000	1,568,870	1,480,082
GILEAD SCIENCES INC	1,675,000	1,556,379	1,276,485
GLAXOSMITHKLINE CAPITAL INC	1,110,000	1,150,905	1,155,103
GOLDMAN SACHS GROUP INC/THE	11,681,000	10,924,458	11,031,134
GREENSAIF PIPELINES BIDCO 144A	300,000	300,000	327,924
GUARDIAN LIFE GLOBAL FUND 144A	1,125,000	1,125,000	1,128,388
HALLIBURTON CO	259,000	268,743	230,177
HARTFORD INSURANCE GROUP INC/T	190,000	239,401	207,828
HERSHEY CO/THE	200,000	199,342	123,394
HESS CORP	483,000	488,918	496,485
HOME DEPOT INC/THE	4,083,000	3,885,496	3,384,636
HONEYWELL INTERNATIONAL INC	1,189,000	1,184,622	1,120,159
HSBC HOLDINGS PLC	3,945,000	3,875,171	4,027,520
HYUNDAI AUTO LEASE S A A3 144A	200,000	199,985	202,026
HYUNDAI CAPITAL AMERICA 144A	545,000	544,052	561,399
IBM INTERNATIONAL CAPITAL PTE	1,395,000	1,366,209	1,336,088
INDIANA MICHIGAN POWER CO	445,000	405,213	339,996
INDIANA UNIVERSITY HEALTH INC	110,000	74,032	69,695
INTERCONTINENTAL EXCHANGE INC	2,846,000	2,621,324	2,341,127

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INTERNATIONAL BUSINESS MACHINE	1,774,000	1,640,061	1,556,054
INTUIT INC	85,000	84,296	83,939
JOHNS HOPKINS UNIVERSITY/THE	55,000	32,874	32,606
JOHNSON & JOHNSON	916,000	888,337	754,237
JOHNSONVILLE AERODERIVATIVE CO	98,762	98,762	95,135
JPMORGAN CHASE & CO	9,837,000	9,524,342	8,907,455
KAISER FOUNDATION HOSPITALS	975,000	916,396	686,205
KENTUCKY UTILITIES CO	280,000	302,920	240,313
KENVUE INC	650,000	628,976	592,812
KIMCO REALTY OP LLC	65,000	53,185	48,301
KKR GROUP FINANCE CO VII 144A	200,000	198,948	144,136
KLA CORP	305,000	276,595	245,301
KRAFT HEINZ FOODS CO	355,000	297,198	294,259
LAM RESEARCH CORP	55,000	35,416	34,511
LEGG MASON INC	200,000	205,004	200,648
LELAND STANFORD JUNIOR UNIVERS	130,000	105,287	98,031
LINDE INC/CT	6,000	4,799	3,197
LLOYDS BANKING GROUP PLC	2,535,000	2,533,952	2,526,496
LOCKHEED MARTIN CORP	3,410,000	3,191,672	2,997,871
LOUISIANA LOCAL GOVERNM ELL A1	176,433	176,433	179,767
LOUISIANA LOCAL GOVERNM ELL A4	405,000	405,000	395,721
LOUISVILLE GAS AND ELECTRIC CO	290,000	289,465	277,373
LSEG FINANCE PLC 144A	200,000	199,004	154,306
MANULIFE FINANCIAL CORP	175,000	175,005	174,949
MARS INC 144A	2,200,000	2,193,939	2,222,671
MARSH & MCLENNAN COS INC	1,211,000	1,154,843	1,179,915
MASS GENERAL BRIGHAM INC	348,000	351,475	227,620
MASSACHUSETTS INSTITUTE OF TEC	175,000	174,883	180,330
MASSMUTUAL GLOBAL FUNDING 144A	2,086,000	2,091,499	2,137,828
MASTERCARD INC	504,000	508,079	396,437
MAYO CLINIC	145,000	148,587	91,763
MERCK & CO INC	4,601,000	3,932,973	3,784,187
MERCK SHARP & DOHME LLC	45,000	49,171	48,312
META PLATFORMS INC	4,825,000	4,753,491	4,533,690
METLIFE INC	240,000	224,104	225,906
METROPOLITAN LIFE GLOBAL 144A	635,000	589,185	609,590
MICROSOFT CORP	4,185,000	3,690,243	2,712,737
MIDAMERICAN ENERGY CO	1,094,000	1,092,422	995,327
MILL CITY MORTGAGE GS2 A1 144A	38,072	38,311	37,155
MISSISSIPPI POWER CO	217,000	183,695	172,173
MITSUBISHI UFJ FINANCIAL GROUP	240,000	240,727	252,146
MIZUHO FINANCIAL GROUP INC	200,000	200,000	182,174
MOODY'S CORP	157,000	142,864	132,728

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MORGAN STANLEY	8,576,000	8,004,500	8,082,420
MORGAN STANLEY PRIVATE BANK NA	770,000	770,000	772,410
MPLX LP	25,000	21,887	22,352
NARRAGANSETT ELECTRIC CO/ 144A	65,000	64,100	66,537
NATIONAL RURAL UTILITIES COOPE	300,000	300,465	293,673
NATIONWIDE FINANCIAL SERV 144A	100,000	99,508	75,981
NATURE CONSERVANCY/THE	40,000	40,284	31,350
NATWEST GROUP PLC	900,000	900,000	935,096
NAVIENT PRIVATE ED BA A2A 144A	8,576	9,005	8,567
NAVIENT PRIVATE EDU CA A2 144A	53,593	55,151	53,057
NAVIENT STUDENT LO BA A2A 144A	52,820	55,511	52,081
NBCUNIVERSAL MEDIA LLC	105,000	90,233	89,535
NESTLE HOLDINGS INC 144A	50,000	41,120	40,755
NETFLIX INC	455,000	453,914	442,383
NEVADA POWER CO	771,000	799,180	764,885
NEW ENGLAND POWER CO 144A	600,000	600,000	611,268
NEW YORK LIFE GLOBAL FUND 144A	900,000	899,244	939,312
NEW YORK STATE ELECTRIC & 144A	100,000	99,841	106,358
NEWMONT CORP / NEWCREST FINANC	100,000	99,476	81,588
NEXTERA ENERGY CAPITAL HOLDING	325,000	324,841	303,712
NIKE INC	130,000	106,211	104,857
NORTHERN NATURAL GAS CO 144A	300,000	299,949	241,056
NORTHERN STATES POWER CO/MN	1,391,000	1,387,213	1,349,140
NORTHROP GRUMMAN CORP	991,000	954,115	909,403
NORTHWESTERN MUTUAL GLOBA 144A	1,180,000	1,186,898	1,210,142
NORTHWESTERN MUTUAL LIFE 144A	156,000	155,988	166,120
NOVANT HEALTH INC	175,000	175,000	117,073
NOVARTIS CAPITAL CORP	557,000	547,518	501,834
NTT FINANCE CORP 144A	200,000	200,000	207,470
NUCOR CORP	96,000	92,072	73,535
NVIDIA CORP	725,000	638,386	563,107
NVR INC	200,000	199,620	189,454
OGLETHORPE POWER CORP	55,000	50,337	49,770
OHIO EDISON CO	75,000	100,402	85,912
ONCOR ELECTRIC DELIVERY C 144A	22,000	22,198	22,213
ONCOR ELECTRIC DELIVERY CO LLC	2,174,000	1,975,042	1,912,796
OWENS CORNING	770,000	707,823	746,469
PACIFIC GAS AND ELECTRIC CO	666,000	514,853	531,030
PACIFIC LIFE GLOBAL FUNDI 144A	1,540,000	1,539,282	1,562,559
PACIFICORP	1,790,000	1,720,945	1,536,021
PAYPAL HOLDINGS INC	20,000	18,337	18,421
PEACEHEALTH OBLIGATED GROUP	135,000	129,336	99,468
PECO ENERGY CO	2,680,000	2,556,217	2,387,990

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PEPSICO INC	726,000	559,514	572,404
PETROLEOS MEXICANOS	272,000	269,334	271,274
PFIZER INC	835,000	819,666	690,296
PFIZER INVESTMENT ENTERPRISES	4,351,000	4,263,303	4,240,169
PG&E RECOVERY FUNDING LLC	690,000	690,649	694,039
PG&E WILDFIRE RECOVERY FUNDING	1,035,000	1,022,357	953,820
PHILIP MORRIS INTERNATIONAL IN	3,764,000	3,743,297	3,819,087
PNC FINANCIAL SERVICES GROUP I	1,165,000	1,165,000	1,203,609
POLAR TANKERS INC 144A	8,384	10,709	8,967
POTOMAC ELECTRIC POWER CO	90,000	74,718	76,357
PPL ELECTRIC UTILITIES CORP	115,000	128,721	95,698
PRECISION CASTPARTS CORP	45,000	37,631	37,617
PRESBYTERIAN HEALTHCARE SERVIC	25,000	21,977	22,401
PRESIDENT AND FELLOWS OF HARVA	60,000	37,817	36,641
PROGRESSIVE CORP/THE	277,000	286,210	227,890
PROLOGIS LP	2,067,000	1,987,081	1,947,024
PROVIDENCE ST JOSEPH HEALTH OB	300,000	300,000	309,633
PRUDENTIAL FINANCIAL INC	969,000	865,013	756,732
PUBLIC SERVICE CO OF COLORADO	620,000	630,336	574,089
PUBLIC SERVICE CO OF NEW HAMPS	165,000	165,347	169,370
PUBLIC SERVICE ELECTRIC AND GA	1,275,000	1,252,082	1,146,263
PUBLIC SERVICE ENTERPRISE GROU	275,000	274,557	284,559
PUGET SOUND ENERGY INC	1,570,000	1,630,920	1,433,168
QATARENERGY 144A	400,000	400,000	280,280
QUALCOMM INC	671,000	612,336	592,610
RAYMOND JAMES FINANCIAL INC	6,000	6,599	4,421
REALTY INCOME CORP	500,000	496,125	509,355
REGENCY CENTERS LP	100,000	99,661	87,244
REPUBLIC SERVICES INC	1,110,000	1,082,081	968,808
RGA GLOBAL FUNDING 144A	375,000	373,496	390,360
RIO TINTO FINANCE USA LTD	600,000	597,377	441,580
RIO TINTO FINANCE USA PLC	2,020,000	2,010,399	2,033,918
ROCHE HOLDINGS INC 144A	635,000	642,824	509,467
ROCKEFELLER FOUNDATION/THE	43,000	26,954	26,111
S&P GLOBAL INC	850,000	826,433	814,109
SAFEHOLD GL HOLDINGS LLC	300,000	296,871	318,408
SALESFORCE INC	85,000	56,835	54,022
SAN DIEGO GAS & ELECTRIC CO	878,000	848,709	757,522
SANTOS FINANCE LTD 144A	300,000	298,782	328,107
SAUDI ARABIAN OIL CO 144A	1,055,000	1,034,048	1,073,856
SCE RECOVERY FUNDING LLC	125,000	124,990	123,735
SHELL FINANCE US INC	3,076,000	2,728,596	2,573,349
SHELL FINANCE US INC 144A	1,160,000	1,037,220	1,102,127

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SHELL INTERNATIONAL FINANCE BV	150,000	137,744	113,201
SIEMENS FINANCIERINGSMAAT 144A	40,000	35,865	35,352
SIEMENS FUNDING BV 144A	1,200,000	1,197,434	1,240,230
SIERRA PACIFIC POWER CO	445,000	444,360	445,004
SIMON PROPERTY GROUP LP	490,000	487,330	413,864
SMB PRIVATE EDUCA PTA A2A 144A	331,439	296,354	314,300
SOLVENTUM CORP	366,000	355,263	368,866
SOUTHERN CALIFORNIA EDISON CO	3,901,000	3,665,910	3,380,476
SOUTHERN CALIFORNIA GAS CO	1,485,000	1,436,130	1,297,225
SOUTHWESTERN PUBLIC SERVICE CO	635,000	590,519	478,217
STANDARD CHARTERED PLC 144A	1,285,000	1,285,000	1,343,084
STATE STREET CORP	425,000	435,379	435,897
STRYKER CORP	840,000	837,281	841,974
SUMITOMO MITSUI FINANCIAL GROU	740,000	738,076	754,154
SUMITOMO MITSUI TRUST BAN 144A	100,000	99,908	104,108
SUTTER HEALTH	432,000	432,000	409,185
TAMPA ELECTRIC CO	80,000	68,153	66,596
TARGET CORP	830,000	852,511	822,003
TEACHERS INSURANCE & ANNU 144A	45,000	38,143	37,057
TEXAS INSTRUMENTS INC	195,000	171,608	169,995
THERMO FISHER SCIENTIFIC INC	434,000	383,841	352,536
THOMAS JEFFERSON UNIVERSITY	88,000	88,000	61,758
TOTALENERGIES CAPITAL INTERNAT	527,000	396,309	374,293
TOTALENERGIES CAPITAL SA	870,000	867,497	833,455
TOWD POINT MORTGA HY3 A1A 144A	13,527	13,543	13,536
TOWD POINT MORTGAGE 4 A1 144A	105,693	106,718	101,977
TOYOTA AUTO LOAN EXT 1A A 144A	2,595,000	2,594,210	2,675,706
TOYOTA MOTOR CREDIT CORP	1,200,000	1,199,652	1,247,712
TRANE TECHNOLOGIES FINANCING L	1,225,000	1,270,420	1,208,244
TRANE TECHNOLOGIES HOLDCO INC	70,000	70,778	72,888
TRANSATLANTIC HOLDINGS INC	40,000	49,288	50,070
TRANSCONTINENTAL GAS PIPE 144A	50,000	49,707	49,650
TRAVELERS COS INC/THE	517,000	387,368	383,454
TSMC ARIZONA CORP	1,185,000	1,098,782	1,110,908
TUCSON ELECTRIC POWER CO	165,000	163,857	168,640
TWDC ENTERPRISES 18 CORP	171,000	164,509	145,785
UBS GROUP AG	115,000	116,552	106,943
UBS GROUP AG 144A	3,330,000	3,276,419	3,397,366
UMASS MEMORIAL HEALTH CARE OBL	110,000	110,000	103,368
UNION ELECTRIC CO	1,141,000	1,170,470	1,033,323
UNION PACIFIC CORP	2,421,000	2,190,343	1,844,438
UNITED PARCEL SERVICE INC	523,000	519,500	525,775
UNITEDHEALTH GROUP INC	8,697,000	8,107,937	7,589,790
UNIVERSITY OF CHICAGO/THE	230,000	230,001	150,296
UNIVERSITY OF SOUTHERN CALIFOR	305,000	263,381	243,170

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US BANCORP	1,170,000	1,134,505	1,181,150
VIRGINIA ELECTRIC AND POWER CO	3,066,000	2,916,695	2,700,498
VISA INC	450,000	419,262	381,161
WACHOVIA CORP	20,000	20,749	20,640
WALMART INC	406,000	288,908	295,364
WALT DISNEY CO/THE	1,248,000	1,199,174	991,367
WASHINGTON UNIVERSITY/THE	95,000	95,000	69,226
WASTE MANAGEMENT INC	1,155,000	1,130,280	1,143,964
WELLS FARGO & CO	7,516,000	7,245,148	7,034,381
WELLTOWER OP LLC	262,000	244,633	244,082
WILLIAM MARSH RICE UNIVERSITY	60,000	50,230	47,824
YALE UNIVERSITY	175,000	175,000	180,210
ZOETIS INC	200,000	198,590	172,106
Total corporate debt instruments - preferred		332,382,116	316,077,849
Total corporate debt		615,698,259	581,201,162
Investment contracts with insurance company:			
Prudential – cash	—	122,967	122,967
Prudential Contract – U.S. Treasury bonds and notes	61,729,003	53,352,005	61,097,972
Prudential Contract – agencies	1,539,508	1,464,190	1,465,956
Prudential Contract – U.S. Municipal	7,702,750	7,829,220	7,179,813
Prudential Contract – utilities	8,460,783	8,698,219	8,306,469
Prudential Contract – investment grade group	27,207,020	27,424,290	27,114,506
Prudential Contract – emerging markets	117,518	118,374	117,576
Total investment contracts with insurance company		99,009,265	105,405,259
Registered investment companies:			
DREYFUS TREASURY SECURITIES CM	25,414,279	25,414,279	25,414,279
PAPS LONG DURATION CREDIT BOND	357,451	3,390,278	3,399,360
PIMCO FDS	123,158	1,233,677	1,233,677
PIMCO FDS PAC INVT MGMT SER	555,956	6,545,331	6,582,520
Total registered investment companies		36,583,565	36,629,836
Total investment assets		**$1,027,343,483**	**$1,003,303,275**

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

The above information was certified as complete and accurate by the Plan trustee, The Bank of New York Mellon Corporation.

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Schedule H, Line 4j - Schedule of Reportable Transactions
Employer ID No: 94-0479804, Plan No: 047
Year Ended December 31, 2025

Schedule 2

Description of asset	Transaction type	Purchase price	Selling price	Cost of assets sold	Gain/(Loss)
PIMCO FDS					
SHORT TERM FLTG NAV PORT II	Purchase	30,624,406	—	—	—
SHORT TERM FLTG NAV PORT II	Sale	—	31,000,000	30,999,981	19
COMMIT TO PUR FNMA SF MTG					
5.500% 02/01/2056 DD 02/01/26	Purchase	13,761,973	—	—	—
5.500% 02/01/2056 DD 02/01/26	Sale	—	28,424,250	28,644,096	(219,846)
5.500% 02/01/2056 DD 02/01/26	Purchase	15,113,351	—	—	—
5.500% 03/01/2056 DD 03/01/26	Purchase	30,270,643	—	—	—
5.500% 03/01/2056 DD 03/01/26	Sale	—	30,491,999	30,270,643	221,356
5.500% 04/01/2056 DD 04/01/26	Purchase	27,043,660	—	—	—
5.500% 04/01/2056 DD 04/01/26	Sale	—	27,168,123	27,043,660	124,463
5.500% 05/01/2056 DD 05/01/26	Sale	—	27,066,935	27,113,719	(46,784)
5.500% 05/01/2056 DD 05/01/26	Purchase	27,113,719	—	—	—
5.500% 06/01/2056 DD 06/01/26	Purchase	27,068,590	—	—	—
5.500% 06/01/2056 DD 06/01/26	Sale	—	27,068,856	27,068,590	266
5.500% 10/01/2055 DD 10/01/25	Purchase	27,456,229			—
5.500% 10/01/2055 DD 10/01/25	Sale	—	27,555,938	27,456,229	99,709
5.500% 12/01/2055 DD 12/01/25	Sale	—	27,538,875	27,581,798	(42,923)
5.500% 12/01/2055 DD 12/01/25	Purchase	27,581,798	—	—	—
U S TREASURY BOND					
3.000% 2/15/2048 DD 2/15/18	Purchase	3,844,902	—	—	—
3.000% 2/15/2048 DD 2/15/18	Sale	—	93,256,772	93,333,315	(76,543)
3.000% 2/15/2048 DD 2/15/18	Purchase	89,461,278	—	—	—
3.125% 5/15/2048 DD 5/15/18	Purchase	2,088,902	—	—	—
3.125% 5/15/2048 DD 5/15/18	Sale	—	40,086,409	40,091,961	(5,552)
3.125% 5/15/2048 DD 5/15/18	Purchase	37,856,170	—	—	—
3.000% 8/15/2048 DD 8/15/18	Purchase	3,971,865	—	—	—
3.000% 8/15/2048 DD 8/15/18	Sale	—	86,786,332	86,808,149	(21,817)
3.000% 8/15/2048 DD 8/15/18	Purchase	82,927,048	—	—	—
2.875% 5/15/2049 DD 5/15/19	Purchase	4,180,888	—	—	—
2.875% 5/15/2049 DD 5/15/19	Sale	—	74,651,860	74,707,664	(55,804)
2.875% 5/15/2049 DD 5/15/19	Purchase	70,561,453	—	—	—
1.875% 2/15/2041 DD 2/15/21	Purchase	3,572,216	—	—	—
1.875% 2/15/2041 DD 2/15/21	Purchase	101,128,998	—	—	—
1.875% 2/15/2041 DD 2/15/21	Sale	—	107,189,086	107,041,175	147,911
2.375% 5/15/2051 DD 5/15/21	Purchase	2,159,447	—	—	—
2.375% 5/15/2051 DD 5/15/21	Sale		24,720,748	24,739,604	(18,856)
2.375% 5/15/2051 DD 5/15/21	Purchase	24,896,346	—	—	—
2.250% 2/15/2052 DD 2/15/22	Purchase	2,026,995	—	—	—
2.250% 2/15/2052 DD 2/15/22	Sale		66,790,174	66,816,947	(26,773)
2.250% 2/15/2052 DD 2/15/22	Purchase	64,178,325	—	—	—
3.375% 8/15/2042 DD 8/15/22	Purchase	23,605,192	—	—	—
3.375% 8/15/2042 DD 8/15/22	Sale	—	25,290,019	25,261,992	28,027

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Schedule H, Line 4j - Schedule of Reportable Transactions
Employer ID No: 94-0479804, Plan No: 047
Year Ended December 31, 2025 **Schedule 2**

3.875% 5/15/2043 DD 5/15/23	Purchase	1,348,204	—	—	—
3.875% 5/15/2043 DD 5/15/23	Sale	—	26,508,561	26,514,090	(5,529)
3.875% 5/15/2043 DD 5/15/23	Purchase	24,598,591	—	—	—
4.250% 8/15/2054 DD 8/15/24	Purchase	2,909,978	—	—	—
4.250% 8/15/2054 DD 8/15/24	Sale	—	1,456,500	1,453,659	2,841
4.250% 8/15/2054 DD 8/15/24	Sale	—	47,450,370	47,454,515	(4,145)
4.250% 8/15/2054 DD 8/15/24	Purchase	45,472,782	—	—	—
4.625% 2/15/2055 DD 2/15/25	Purchase	290,180	—	—	—
4.625% 2/15/2055 DD 2/15/25	Sale	—	62,248,339	62,262,802	(14,463)
4.625% 2/15/2055 DD 2/15/25	Purchase	62,262,802	—	—	—
4.750% 5/15/2055 DD 5/15/25	Purchase	1,186,009	—	—	—
4.750% 5/15/2055 DD 5/15/25	Sale	—	593,625	592,486	1,139
4.750% 5/15/2055 DD 5/15/25	Purchase	46,101,463	—	—	—
4.750% 5/15/2055 DD 5/15/25	Sale	—	46,135,966	46,101,463	34,503
4.875% 8/15/2045 DD 8/15/25	Purchase	822,566	—	—	—
4.875% 8/15/2045 DD 8/15/25	Purchase	28,356,293	—	—	—
4.875% 8/15/2045 DD 8/15/25	Sale	—	27,329,634	27,302,593	27,041
U S TREASURY NOTES					
4.625% 2/15/2035 DD 2/15/25	Purchase	30,463,616	—	—	—
4.625% 2/15/2035 DD 2/15/25	Sale	—	30,491,646	30,463,616	28,030
4.250% 8/15/2035 DD 8/15/25	Purchase	62,938,602	—	—	—
4.250% 8/15/2035 DD 8/15/25	Sale	—	62,918,807	62,893,305	25,502
U S TREAS-CPI INFLAT					
0.125% 2/15/2051 DD 2/15/21	Purchase	1,017,524	—	—	—
0.125% 2/15/2051 DD 2/15/21	Sale	—	33,117,467	33,234,814	(117,347)
0.125% 2/15/2051 DD 2/15/21	Purchase	31,558,070	—	—	—
DREYFUS TREASURY SECURITIES CM					
5.271% 12/31/2035 DD 04/09/97	Purchase	277,104,328	—	—	—
5.271% 12/31/2035 DD 04/09/97	Sale	—	289,932,580	289,932,580	—

The purchases and sales described above each consisted of an accumulation of a series of transactions.

The above information was certified as complete and accurate by the Plan trustee, The Bank of New York Mellon Corporation.

Schedule SB Attachment (Form 5500) —2025 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

Number of Participants

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

N-74

Schedule SB Attachment (Form 5500) —2025 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA.
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization.
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Salary Increases	
Minimum Funding Target Normal Cost	See Table 1
Maximum Tax Expected Benefit Increase	See Table 1
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 4.00% per year.
Optional Payment Form Election Percentage	45% life annuity 20% joint and 50% survivor annuity 35% joint and 100% survivor annuity
Optional Payment Form Conversion Interest Rate	6.00%
Optional Payment Form Conversion Mortality	RP-2000CH Mortality table (weighted 80% male and 20% female) Retirement Age.
Retirement Age	
Active Participants	See Table 2
Terminated Vested Participants	Age 62
Mortality Rates	
Healthy and Disabled	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(iii)
Withdrawal Rates	See Table 3
Disability Rates	See Table 4

Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%).
Surviving Spouse Benefit	It is assumed that 75% of males and 75% of females have an eligible spouse, and that males are three years older than their spouses.
Valuation Compensation	The greater of the annual salary rate and adjusted 2024 pensionable earnings. 2024 pensionable earnings have been adjusted to recognize bonus paid in 2024 rather than bonus earned in 2024.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of $280,000 and the IRC section 401(a)(17) compensation limit of $350,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Expected Return on Assets	
2023 Plan Year	4.75%
2024 Plan Year	4.50%
2025 Plan Year	5.25%
Trust Expenses Included in Target Normal Cost	Based on the prior year's actual plan administrative expenses (excluding PBGC premiums) plus the estimated PBGC premiums for the current year, rounded to the nearest $100,000.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Table 1

Salary Merit Increase Rates

Age	Rate	Age	Rate
15	7.00%	40	4.50%
16	7.00%	41	4.50%
17	7.00%	42	4.50%
18	7.00%	43	4.50%
19	7.00%	44	4.50%
20	7.00%	45	3.50%
21	7.00%	46	3.50%
22	7.00%	47	3.50%
23	7.00%	48	3.50%
24	7.00%	49	3.50%
25	7.00%	50	3.25%
26	7.00%	51	3.25%
27	7.00%	52	3.25%
28	7.00%	53	3.25%
29	7.00%	54	3.25%
30	6.50%	55	3.00%
31	6.50%	56	3.00%
32	6.50%	57	3.00%
33	6.50%	58	3.00%
34	6.50%	59	3.00%
35	5.50%	60	2.50%
36	5.50%	61	2.50%
37	5.50%	62	2.50%
38	5.50%	63	2.50%
39	5.50%	64	2.50%
		65+	2.50%

Table 2

Retirement Rates

Age	Rate
55	5.00%
56	5.00%
57	8.00%
58	10.00%
59	10.00%
60	12.00%
61	18.00%
62	20.00%
63	30.00%
64	30.00%
65	20.00%
66	40.00%
67	40.00%
68	40.00%
69	40.00%
70+	100.00%

Table 3

Withdrawal Rates

	Years of Service				
Age	**0-1**	**2**	**3**	**4**	**5+**
15	22.00%	22.00%	20.70%	19.50%	19.50%
16	22.00%	22.00%	20.70%	19.50%	19.50%
17	22.00%	22.00%	20.70%	19.50%	19.50%
18	22.00%	22.00%	20.70%	19.50%	19.50%
19	22.00%	22.00%	20.70%	19.50%	19.50%
20	22.00%	22.00%	20.70%	19.50%	19.50%
21	22.00%	22.00%	20.70%	19.50%	19.50%
22	22.00%	22.00%	20.70%	19.50%	19.50%
23	22.00%	22.00%	20.70%	19.50%	19.50%
24	22.00%	22.00%	20.70%	19.50%	19.50%
25	16.50%	16.50%	15.60%	14.60%	14.60%
26	16.50%	16.50%	15.60%	14.60%	14.60%
27	16.50%	16.50%	15.60%	14.60%	14.60%
28	16.50%	16.50%	15.60%	14.60%	14.60%
29	16.50%	16.50%	15.60%	14.60%	14.60%
30	15.30%	14.80%	13.30%	11.40%	10.00%
31	15.30%	14.80%	13.30%	11.40%	10.00%
32	15.30%	14.80%	13.30%	11.40%	10.00%
33	15.30%	14.80%	13.30%	11.40%	10.00%
34	15.30%	14.80%	13.30%	11.40%	10.00%
35	15.30%	14.80%	13.30%	11.40%	10.00%
36	15.30%	14.80%	13.30%	11.40%	10.00%
37	15.30%	14.80%	13.30%	11.40%	10.00%
38	15.30%	14.80%	13.30%	11.40%	10.00%
39	15.30%	14.80%	13.30%	11.40%	10.00%

Table 3 (continued)

Withdrawal Rates

	Years of Service				
Age	**0-1**	**2**	**3**	**4**	**5+**
40	15.30%	14.80%	13.30%	11.40%	7.00%
41	15.30%	14.80%	13.30%	11.40%	7.00%
42	15.30%	14.80%	13.30%	11.40%	7.00%
43	15.30%	14.80%	13.30%	11.40%	7.00%
44	15.30%	14.80%	13.30%	11.40%	7.00%
45	15.30%	14.80%	13.30%	11.40%	6.00%
46	15.30%	14.80%	13.30%	11.40%	6.00%
47	15.30%	14.80%	13.30%	11.40%	6.00%
48	15.30%	14.80%	13.30%	11.40%	6.00%
49	15.30%	14.80%	13.30%	11.40%	6.00%
50	15.30%	14.80%	13.30%	11.40%	6.00%
51	15.30%	14.80%	13.30%	11.40%	6.00%
52	15.30%	14.80%	13.30%	11.40%	6.00%
53	15.30%	14.80%	13.30%	11.40%	6.00%
54	15.30%	14.80%	13.30%	11.40%	6.00%
55	15.30%	14.80%	13.30%	11.40%	6.00%
56	15.30%	14.80%	13.30%	11.40%	6.00%
57	15.30%	14.80%	13.30%	11.40%	6.00%
58	15.30%	14.80%	13.30%	11.40%	6.00%
59	15.30%	14.80%	13.30%	11.40%	6.00%
60	15.30%	14.80%	13.30%	11.40%	6.00%
61	15.30%	14.80%	13.30%	11.40%	6.00%
62	15.30%	14.80%	13.30%	11.40%	6.00%
63	15.30%	14.80%	13.30%	11.40%	6.00%
64	15.30%	14.80%	13.30%	11.40%	6.00%
65	15.30%	14.80%	13.30%	11.40%	6.00%
66+	0.00%	0.00%	0.00%	0.00%	0.00%

Table 4

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.024%	0.024%	40	0.064%	0.104%
16	0.024%	0.024%	41	0.072%	0.120%
17	0.024%	0.024%	42	0.080%	0.136%
18	0.024%	0.024%	43	0.096%	0.152%
19	0.024%	0.024%	44	0.112%	0.176%
20	0.024%	0.024%	45	0.128%	0.192%
21	0.024%	0.024%	46	0.144%	0.216%
22	0.024%	0.024%	47	0.168%	0.240%
23	0.024%	0.024%	48	0.200%	0.264%
24	0.024%	0.024%	49	0.224%	0.288%
25	0.024%	0.024%	50	0.264%	0.320%
26	0.024%	0.024%	51	0.312%	0.352%
27	0.024%	0.024%	52	0.368%	0.392%
28	0.024%	0.032%	53	0.424%	0.432%
29	0.024%	0.032%	54	0.488%	0.472%
30	0.024%	0.032%	55	0.552%	0.512%
31	0.024%	0.040%	56	0.616%	0.552%
32	0.024%	0.040%	57	0.688%	0.592%
33	0.024%	0.048%	58	0.760%	0.640%
34	0.024%	0.048%	59	0.840%	0.680%
35	0.032%	0.056%	60	0.920%	0.720%
36	0.032%	0.064%	61	1.008%	0.768%
37	0.040%	0.072%	62	1.104%	0.808%
38	0.048%	0.080%	63	1.208%	0.840%
39	0.056%	0.096%	64	1.312%	0.872%
			65+	0.000%	0.000%

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

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. ▶ [x]

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
FMC Corporation Employees' Retirement Program

1b Three-digit plan number (PN) ▶ 047

1c Effective date of plan 09/30/1941

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)

FMC CORPORATION

2929 Walnut Street

Philadelphia PA 19104

2b Employer Identification Number (EIN) 94-0479804

2c Plan Sponsor's telephone number 215-299-6000

2d Business code (see instructions) 339900

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		09/29/2026	Andrew Sandifer
	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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	7,924
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)**	74
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	72
b	Retired or separated participants receiving benefits	**6b**	5,265
c	Other retired or separated participants entitled to future benefits	**6c**	999
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	6,336
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1,299
f	Total. Add lines **6d** and **6e**.	**6f**	7,635
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)**	
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)**	
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:
1A 1B 3F 3H

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)** [X]	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)** [X] **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)** [X] **A** (Insurance Information) – Number Attached 1
- **(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_____

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Schedule H, Line 4j - Schedule of Reportable Transactions
Employer ID No: 94-0479804, Plan No: 047
Year Ended December 31, 2025 **Schedule 2**

3.875% 5/15/2043 DD 5/15/23	Purchase	1,348,204	—	—	—
3.875% 5/15/2043 DD 5/15/23	Sale	—	26,508,561	26,514,090	(5,529)
3.875% 5/15/2043 DD 5/15/23	Purchase	24,598,591	—	—	—
4.250% 8/15/2054 DD 8/15/24	Purchase	2,909,978	—	—	—
4.250% 8/15/2054 DD 8/15/24	Sale	—	1,456,500	1,453,659	2,841
4.250% 8/15/2054 DD 8/15/24	Sale	—	47,450,370	47,454,515	(4,145)
4.250% 8/15/2054 DD 8/15/24	Purchase	45,472,782	—	—	—
4.625% 2/15/2055 DD 2/15/25	Purchase	290,180	—	—	—
4.625% 2/15/2055 DD 2/15/25	Sale	—	62,248,339	62,262,802	(14,463)
4.625% 2/15/2055 DD 2/15/25	Purchase	62,262,802	—	—	—
4.750% 5/15/2055 DD 5/15/25	Purchase	1,186,009	—	—	—
4.750% 5/15/2055 DD 5/15/25	Sale	—	593,625	592,486	1,139
4.750% 5/15/2055 DD 5/15/25	Purchase	46,101,463	—	—	—
4.750% 5/15/2055 DD 5/15/25	Sale	—	46,135,966	46,101,463	34,503
4.875% 8/15/2045 DD 8/15/25	Purchase	822,566	—	—	—
4.875% 8/15/2045 DD 8/15/25	Purchase	28,356,293	—	—	—
4.875% 8/15/2045 DD 8/15/25	Sale	—	27,329,634	27,302,593	27,041
U S TREASURY NOTES					
4.625% 2/15/2035 DD 2/15/25	Purchase	30,463,616	—	—	—
4.625% 2/15/2035 DD 2/15/25	Sale	—	30,491,646	30,463,616	28,030
4.250% 8/15/2035 DD 8/15/25	Purchase	62,938,602	—	—	—
4.250% 8/15/2035 DD 8/15/25	Sale	—	62,918,807	62,893,305	25,502
U S TREAS-CPI INFLAT					
0.125% 2/15/2051 DD 2/15/21	Purchase	1,017,524	—	—	—
0.125% 2/15/2051 DD 2/15/21	Sale	—	33,117,467	33,234,814	(117,347)
0.125% 2/15/2051 DD 2/15/21	Purchase	31,558,070	—	—	—
DREYFUS TREASURY SECURITIES CM					
5.271% 12/31/2035 DD 04/09/97	Purchase	277,104,328	—	—	—
5.271% 12/31/2035 DD 04/09/97	Sale	—	289,932,580	289,932,580	—

The purchases and sales described above each consisted of an accumulation of a series of transactions.

The above information was certified as complete and accurate by the Plan trustee, The Bank of New York Mellon Corporation.

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

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

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM

B Three-digit plan number (PN) ▶ 047

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
FMC CORPORATION

D Employer Identification Number (EIN)
94-0479804

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	958,416,174
b Actuarial value	**2b**	971,880,622

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	8,028	802,304,502	802,304,502
b For terminated vested participants	1,184	110,132,167	110,132,167
c For active participants	74	25,262,165	26,566,806
d Total	9,286	937,698,834	939,003,475

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.33%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	1,447,949
b Expected plan-related expenses	**6b**	3,500,000
c Target normal cost	**6c**	4,947,949

Statement by Enrolled Actuary

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

SIGN HERE

MICHAEL J. GIBBONS MJG
Signature of actuary

09/16/2026
Date

MICHAEL J. GIBBONS
Type or print name of actuary

2606845
Most recent enrollment number

AON CONSULTING, INC.
Firm name

847-295-5000
Telephone number (including area code)

MSC# 17755
PO Box 551343
ATLANTA GA 30355
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	151,826,012
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	10,467,159
9	Amount remaining (line 7 minus line 8)	0	141,358,853
10	Interest on line 9 using prior year's actual return of 0.71%	0	1,003,648
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.05%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	142,362,501

Part III Funding Percentages

14	Funding target attainment percentage	14	88.34 %
15	Adjusted funding target attainment percentage	15	103.50 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	96.42 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

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

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:

	1st segment:	2nd segment:	3rd segment:	
a Segment rates:	5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	4,947,949
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	109,485,354	10,469,124
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	15,417,073

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	15,417,073	15,417,073

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0

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

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

Schedule SB Attachment (Form 5500) —2025 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

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

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

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	8.00%	0.9025	4.15
58.5	10.00%	0.8303	4.86
59.5	10.00%	0.7473	4.45
60.5	12.00%	0.6725	4.88
61.5	18.00%	0.5918	6.55
62.5	20.00%	0.4853	6.07
63.5	30.00%	0.3882	7.40
64.5	30.00%	0.2718	5.26
65.5	20.00%	0.1902	2.49
66.5	40.00%	0.1522	4.05
67.5	40.00%	0.0913	2.47
68.5	40.00%	0.0548	1.50
69.5	40.00%	0.0329	0.91
70	100.00%	0.0197	1.38
	Weighted Average		61.88

Schedule SB Attachment (Form 5500) —2025 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA.
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization.
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Salary Increases	
Minimum Funding Target Normal Cost	See Table 1
Maximum Tax Expected Benefit Increase	See Table 1
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 4.00% per year.
Optional Payment Form Election Percentage	45% life annuity 20% joint and 50% survivor annuity 35% joint and 100% survivor annuity
Optional Payment Form Conversion Interest Rate	6.00%
Optional Payment Form Conversion Mortality	RP-2000CH Mortality table (weighted 80% male and 20% female) Retirement Age.
Retirement Age	
Active Participants	See Table 2
Terminated Vested Participants	Age 62
Mortality Rates	
Healthy and Disabled	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(iii)
Withdrawal Rates	See Table 3
Disability Rates	See Table 4

Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%).
Surviving Spouse Benefit	It is assumed that 75% of males and 75% of females have an eligible spouse, and that males are three years older than their spouses.
Valuation Compensation	The greater of the annual salary rate and adjusted 2024 pensionable earnings. 2024 pensionable earnings have been adjusted to recognize bonus paid in 2024 rather than bonus earned in 2024.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of $280,000 and the IRC section 401(a)(17) compensation limit of $350,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Expected Return on Assets	
2023 Plan Year	4.75%
2024 Plan Year	4.50%
2025 Plan Year	5.25%
Trust Expenses Included in Target Normal Cost	Based on the prior year's actual plan administrative expenses (excluding PBGC premiums) plus the estimated PBGC premiums for the current year, rounded to the nearest $100,000.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Table 1

Salary Merit Increase Rates

Age	Rate	Age	Rate
15	7.00%	40	4.50%
16	7.00%	41	4.50%
17	7.00%	42	4.50%
18	7.00%	43	4.50%
19	7.00%	44	4.50%
20	7.00%	45	3.50%
21	7.00%	46	3.50%
22	7.00%	47	3.50%
23	7.00%	48	3.50%
24	7.00%	49	3.50%
25	7.00%	50	3.25%
26	7.00%	51	3.25%
27	7.00%	52	3.25%
28	7.00%	53	3.25%
29	7.00%	54	3.25%
30	6.50%	55	3.00%
31	6.50%	56	3.00%
32	6.50%	57	3.00%
33	6.50%	58	3.00%
34	6.50%	59	3.00%
35	5.50%	60	2.50%
36	5.50%	61	2.50%
37	5.50%	62	2.50%
38	5.50%	63	2.50%
39	5.50%	64	2.50%
		65+	2.50%

Table 2

Retirement Rates

Age	Rate
55	5.00%
56	5.00%
57	8.00%
58	10.00%
59	10.00%
60	12.00%
61	18.00%
62	20.00%
63	30.00%
64	30.00%
65	20.00%
66	40.00%
67	40.00%
68	40.00%
69	40.00%
70+	100.00%

Table 3

Withdrawal Rates

	Years of Service				
Age	**0-1**	**2**	**3**	**4**	**5+**
15	22.00%	22.00%	20.70%	19.50%	19.50%
16	22.00%	22.00%	20.70%	19.50%	19.50%
17	22.00%	22.00%	20.70%	19.50%	19.50%
18	22.00%	22.00%	20.70%	19.50%	19.50%
19	22.00%	22.00%	20.70%	19.50%	19.50%
20	22.00%	22.00%	20.70%	19.50%	19.50%
21	22.00%	22.00%	20.70%	19.50%	19.50%
22	22.00%	22.00%	20.70%	19.50%	19.50%
23	22.00%	22.00%	20.70%	19.50%	19.50%
24	22.00%	22.00%	20.70%	19.50%	19.50%
25	16.50%	16.50%	15.60%	14.60%	14.60%
26	16.50%	16.50%	15.60%	14.60%	14.60%
27	16.50%	16.50%	15.60%	14.60%	14.60%
28	16.50%	16.50%	15.60%	14.60%	14.60%
29	16.50%	16.50%	15.60%	14.60%	14.60%
30	15.30%	14.80%	13.30%	11.40%	10.00%
31	15.30%	14.80%	13.30%	11.40%	10.00%
32	15.30%	14.80%	13.30%	11.40%	10.00%
33	15.30%	14.80%	13.30%	11.40%	10.00%
34	15.30%	14.80%	13.30%	11.40%	10.00%
35	15.30%	14.80%	13.30%	11.40%	10.00%
36	15.30%	14.80%	13.30%	11.40%	10.00%
37	15.30%	14.80%	13.30%	11.40%	10.00%
38	15.30%	14.80%	13.30%	11.40%	10.00%
39	15.30%	14.80%	13.30%	11.40%	10.00%

Table 3 (continued)

Withdrawal Rates

	Years of Service				
Age	**0-1**	**2**	**3**	**4**	**5+**
40	15.30%	14.80%	13.30%	11.40%	7.00%
41	15.30%	14.80%	13.30%	11.40%	7.00%
42	15.30%	14.80%	13.30%	11.40%	7.00%
43	15.30%	14.80%	13.30%	11.40%	7.00%
44	15.30%	14.80%	13.30%	11.40%	7.00%
45	15.30%	14.80%	13.30%	11.40%	6.00%
46	15.30%	14.80%	13.30%	11.40%	6.00%
47	15.30%	14.80%	13.30%	11.40%	6.00%
48	15.30%	14.80%	13.30%	11.40%	6.00%
49	15.30%	14.80%	13.30%	11.40%	6.00%
50	15.30%	14.80%	13.30%	11.40%	6.00%
51	15.30%	14.80%	13.30%	11.40%	6.00%
52	15.30%	14.80%	13.30%	11.40%	6.00%
53	15.30%	14.80%	13.30%	11.40%	6.00%
54	15.30%	14.80%	13.30%	11.40%	6.00%
55	15.30%	14.80%	13.30%	11.40%	6.00%
56	15.30%	14.80%	13.30%	11.40%	6.00%
57	15.30%	14.80%	13.30%	11.40%	6.00%
58	15.30%	14.80%	13.30%	11.40%	6.00%
59	15.30%	14.80%	13.30%	11.40%	6.00%
60	15.30%	14.80%	13.30%	11.40%	6.00%
61	15.30%	14.80%	13.30%	11.40%	6.00%
62	15.30%	14.80%	13.30%	11.40%	6.00%
63	15.30%	14.80%	13.30%	11.40%	6.00%
64	15.30%	14.80%	13.30%	11.40%	6.00%
65	15.30%	14.80%	13.30%	11.40%	6.00%
66+	0.00%	0.00%	0.00%	0.00%	0.00%

Table 4

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.024%	0.024%	40	0.064%	0.104%
16	0.024%	0.024%	41	0.072%	0.120%
17	0.024%	0.024%	42	0.080%	0.136%
18	0.024%	0.024%	43	0.096%	0.152%
19	0.024%	0.024%	44	0.112%	0.176%
20	0.024%	0.024%	45	0.128%	0.192%
21	0.024%	0.024%	46	0.144%	0.216%
22	0.024%	0.024%	47	0.168%	0.240%
23	0.024%	0.024%	48	0.200%	0.264%
24	0.024%	0.024%	49	0.224%	0.288%
25	0.024%	0.024%	50	0.264%	0.320%
26	0.024%	0.024%	51	0.312%	0.352%
27	0.024%	0.024%	52	0.368%	0.392%
28	0.024%	0.032%	53	0.424%	0.432%
29	0.024%	0.032%	54	0.488%	0.472%
30	0.024%	0.032%	55	0.552%	0.512%
31	0.024%	0.040%	56	0.616%	0.552%
32	0.024%	0.040%	57	0.688%	0.592%
33	0.024%	0.048%	58	0.760%	0.640%
34	0.024%	0.048%	59	0.840%	0.680%
35	0.032%	0.056%	60	0.920%	0.720%
36	0.032%	0.064%	61	1.008%	0.768%
37	0.040%	0.072%	62	1.104%	0.808%
38	0.048%	0.080%	63	1.208%	0.840%
39	0.056%	0.096%	64	1.312%	0.872%
			65+	0.000%	0.000%

Schedule SB Attachment (Form 5500) —2025 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Schedule SB, Part V — Summary of Plan Provisions

History of Plan

The FMC Corporation Salaried Employees' Retirement Plan was established as the Employees' Retirement Plan effective in 1941. The plan was amended effective October 25, 1974, and additional changes were made effective January 1, 1976. The plan was revised and restated to comply with ERISA effective January 1, 1976.

Effective July 1, 1978, the plan was changed from participation at age 25 to immediate participation from date of hire and to credit all service from date of hire rather than from age 25. The 30-year maximum on service credit was removed on the minimum benefit formula and on the final average pay portion of the offset benefit formula. The maximum offset for Social Security is still 50%, however.

Effective January 1, 1979, the salaried participants of the Retirement Plan for Non-Union Employees of Sun Cleanser Company and the Marine Colloids Salaried Employees' Retirement Plan were merged into this plan.

On November 1, 1979, a cost-of-living increase was granted to retired employees. Effective January 1, 1980, the plan was changed to base benefits at early retirement or vested termination on expected service at 65, with the maximum offset for Social Security still 50%, times the ratio of actual service to expected service. In addition, effective January 1, 1980, three new locations were covered by this plan.

On November 1, 1980, the Industrial Packaging group was sold and benefits for these employees were frozen.

On June 1, 1981, Engineered Systems was sold and all employees became immediately vested. On September 28, 1981, Power Transmission was sold and benefits for these employees were frozen. For both sales, both the assets and liabilities associated with the groups were retained in the Salaried Plan.

Effective April 1, 1981, the preretirement survivor's spouse benefit provisions were improved.

Effective December 31, 1981, the Hourly Plans of the Power Transmission division and the Fiber Hourly Plan of the American Viscose division were merged into the Salaried Plan. Prior to the merger date, part of the assets from the Power Transmission Plans and the American Viscose Plan were dedicated to immunized funds with the Metropolitan Life Insurance Company.

On April 1, 1982, the Outdoor Power Equipment Division in Port Washington was sold and benefits for these employees were frozen. The assets and liabilities for this group were retained in the Salaried Plan.

Effective January 1, 1984, the 5-year certain and life normal form of payment was removed. Unreduced benefits will only be paid on a life annuity basis.

Effective January 1, 1984, the following plans were merged into the Salaried Plan:

- FMC Retirement Plan for Hourly Employees - Industrial Chemical Division, Lyndhurst, New Jersey
- Nonunion Employees of the McAllen Location Who Formerly Participated in the FMC Corporation Retirement Plan for Shop Hourly Employees of Designated Production and Service Facilities
- FMC Corporation Retirement Plan for Shop Hourly Employees of Designated Production and Service Facilities

On August 31, 1984, the Mining Equipment Division was sold. Benefits for the salaried and nonunion hourly employees at this location were frozen as of December 31, 1984. Assets and liabilities for this group were retained in the plan.

Effective January 1, 1985, preretirement death benefits were extended to active employees who are eligible for vesting and to employees who have terminated with vested benefits.

On August 16, 1985, the South Charleston and Livonia divisions were sold. Benefits were frozen as of the sale date; however, employees earn vesting credit with the purchasing company. The assets and liabilities for these locations were retained in the plan.

Effective November 30, 1985, certain participants were spun-off into another plan. Annuities covering accrued benefits were purchased for all participants in the spun-off plan as well as for participants in the continuing plan. Both participating and nonparticipating annuities were purchased with the assets associated with the participating annuities remaining a part of the current trust. The spun-off plan was terminated with the surplus assets reverting to FMC Corporation.

The following locations were sold on the effective date specified. In general, benefit accruals ceased on the sale dates with employees being allowed to vest in their post 11/30/85 accrued benefits by earning additional vesting service with the purchasing companies. The assets and liabilities for these groups were retained in the plan.

Industrial Brush	12/31/1985
Turbo Pump	11/25/1986
FMC Finance	11/30/1986
Beverage Equipment	12/19/1986

Effective January 1, 1988, the plan was amended to allow service accrual beyond age 65.

Effective December 31, 1988, the Lexington location was sold and benefits for these employees were frozen. Employees are allowed to earn additional vesting service with the purchasing company. Assets and liabilities for this group were retained in the Salaried Plan.

Effective January 1, 1989, the plan was amended to reduce the vesting requirements from 10 years to five years of service.

Effective January 1, 1989, the following union hourly plans were merged into this plan: Closed Operations, Lakeland, Hollister, Wellhead-Houston, Tipton, Bayport, Cedar Rapids, IBO-Pomona, MCD-Rockland, Colmar, and MED-Fairmont.

On December 28, 1990, the Green River union hourly plan was merged into the Salaried Plan.

Effective January 1, 1991, the plan's benefits were improved with the adoption of a new formula. The prior plan was considered a Social Security "offset" plan, and this has been revised to recognize covered compensation under Social Security in the form of an "excess" plan. In addition, the definition of final average earnings was revised to base pay on the highest consecutive 60 months during the last ten years rather than the five highest consecutive calendar years.

Effective April 1, 1992, the Pomona Sweeper location was sold and benefits for these employees were frozen. Employees are allowed to earn additional vesting service with the purchasing company. Assets and liabilities for this group were retained in the Salaried plan.

Effective May 27, 1994, assets and liabilities from the Jetway Systems Division of Pneumo Abex Corporation were spun off from their existing pension plans and merged into the FMC Salaried Plan. Salaried and nonunion hourly employees of Jetway Systems will accrue benefits for all past and future service according to the FMC Salaried Plan formula. Union hourly Jetway Systems employees continue to accrue benefits according to their prior plan formula.

Effective September 1, 1994, the benefit formula for union hourly Jetway Systems employees was changed. Prior to the change, benefits were calculated based on a two-part formula; (part 1 recognized service and earnings through June 1, 1994; part 2 recognized service and earnings subsequent to June 1, 1994). Beginning September 1, 1994, the updated benefit formula reflects all service and earnings at retirement or termination.

Effective March 23, 1995, the Green Bay union hourly division of FMC Corporation was decertified. Those formerly-union Green Bay participants who remained employed with FMC Corporation became salaried or nonunion hourly participants in the FMC Salaried Plan. Participants who transferred in will earn an all-service benefit in the Salaried Plan, offset by the frozen accrued benefit earned in (and still payable from) the Green Bay union hourly plan.

Effective September 20, 1995, the Fran Rica division was acquired. Active employees of this location were credited with service under the FMC Salaried Plan beginning on the date of acquisition.

During 1995 the FMC Salaried Plan was amended to require that participants terminating or retiring from the plan with a present value of benefits less than $3,500 will receive their benefits in the form of a single lump sum distribution. Present value determinations will be based on the 1983 Group Annuity Mortality Table (weighted 50% male, 50% female), and the 30-year Treasury rate in effect on the November 1 preceding the date of distribution.

Effective March 31, 1996, the Conway division of FMC Corporation was sold. Conway participants who were active as of the sale date will have their future FMC Salaried Plan benefits calculated with credited service as of March 31, 1996, and final average pay as of their final termination date with the buyer.

Effective July 31, 1996, the FMC Gold division was sold. Assets and liabilities for benefits accrued through the sale date, for participants active on July 31, 1996, were transferred to the buyer.

Effective August 19, 1996, the Louisville, Kentucky division was acquired. Active salaried and nonunion hourly employees at this location were credited with service under the FMC Salaried Plan beginning on the date of acquisition.

Effective January 1, 1997, employees of Moorco's Waugh and Invalco divisions became participants in the FMC Salaried Plan. These employees were credited with service under the FMC Salaried Plan beginning on the date that they were acquired by Moorco; (Waugh was acquired by Moorco on January 17, 1995; Invalco was acquired by Moorco on October 27, 1993).

Effective April 1, 1997, employees of Frigoscandia Inc. (FSI) and Design Systems Inc. (DSI) became participants in the FMC Salaried Plan. Employees at these locations were credited with service under the FMC Salaried Plan beginning on April 1, 1997.

Effective June 1, 1997, assets and liabilities from the Stein Inc. Pension Plan were merged into the FMC Salaried Plan. All Stein participants who terminate after April 1, 1997, will have their benefits calculated under the FMC Salaried Plan formula.

Effective July 1, 1997, assets and liabilities from the Moorco International Inc. Retirement Income Plan (MRIP) and the Smith Meter Inc. Salaried Retirement Plan were merged into the FMC Salaried Plan. All MRIP and Smith Meter Salaried participants who terminate after April 1, 1997, will have their benefits calculated under the FMC Salaried Plan formula.

Effective July 1, 1997, the following benefit changes were introduced for active participants at the Green River union hourly division:

- A cap on pensionable earnings of $100,000 per year was introduced.
- A monthly benefit of $5 times years of service was added to the existing benefit formula.
- A supplemental benefit of $200 per month, payable to age 65, was added for participants who retire at age 60 or later before July 1, 2000.

Effective September 1, 1997, the monthly pension benefit for union hourly participants of the Jetway Systems division was changed as follows:

- The basic benefit was increased from:
  1.0% of final average monthly earnings times service to
  1.025% of final average monthly earnings times service
- The minimum benefit was increased from $20.50 times service to:
  $21.00 times service effective September 1, 1997
  $21.50 times service effective September 1, 1998
  $22.50 times service effective September 1, 2000.

Effective October 6, 1997, the defense portion of FMC Corporation's business was sold. Assets and liabilities for all defense segment participants in the FMC Salaried Plan were spun off to the buyer.

In 1997, benefits for salaried and nonunion hourly participants were improved with the adoption of a new formula. The formula was adopted retroactively, to apply to all terminations on or after January 1, 1991. The new formula uses credited service projected to a participant's 65th birth date to determine a projected-service benefit. The projected-service benefit is then prorated by the ratio of credited service at termination to credited service projected to age 65 to develop the final accrued benefit.

Effective December 31, 1998, the following union hourly plans were merged into the FMC Salaried Plan: Baltimore, Buffalo, Carteret, Fresno, Green Bay, Hoopeston, Kemmerer, Lawrence, Middleport, Newark, CA, Newark, DE, Nitro, Pocatello, Pomona, San Jose, Skull Point, Smith Meter, and Spring Hill. The merged plan was restated and renamed the FMC Corporation Employees' Retirement Program.

Effective July 9, 1999, FMC's BioProducts division was sold. Pension benefits for BioProducts employees active as of the sale date were frozen, and the plan was amended to allow the distribution of these benefits in lump sum form.

Effective July 31, 1999, FMC's Process Additives division (Nitro) was sold. Assets and liabilities for those employees who were actively employed on the sale date were transferred to the buyer. (Note: asset transfer took place effective September 12, 2001.)

Effective October 2, 1999, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from $23.50/$24.50/$25.50 to:

$25.50/$26.50/$27.50 effective October 2, 1999
$27.50/$28.50/$29.50 effective October 2, 2000
$29.50/$30.50/$31.50 effective October 2, 2001.

Effective December 1, 1999, the monthly pension multiplier for union hourly participants at the Hoopeston, Illinois division was changed from $26.00 to $30.00.

Effective February 16, 2000, employees of the Northfield and Smithville divisions were acquired by FMC and became participants in the FMC Plan. Credited service for these employees begins at the February 16, 2000 acquisition date; vesting service is recognized from their original pre-acquisition hire dates.

Effective April 29, 2000, the monthly pension multiplier for union hourly participants at the Baltimore, Maryland division was changed from $26.50 to:

$28.50 effective April 29, 2000
$29.50 effective June 1, 2001
$30.50 effective June 1, 2002.

Effective April 30, 2000, FMC Corporation and Solutia formed a joint venture named Astaris. Employees of FMC's Phosphorus Chemical division were transferred to the joint venture. Pension benefits for these transferred employees were frozen as of the joint venture formation date. FMC employees who transferred to the Astaris joint venture, had attained age 45 at the closing date and remain continuously employed at Astaris until age 55 will be eligible for subsidized early retirement benefits from FMC Corporation.

Effective May 19, 2000, the monthly pension multipliers for union hourly participants at the Spring Hill division were changed from $32.50/$33.50/$34.50 to:

$35.50/$36.50/$37.50 effective May 19, 2000
$37.50/$38.50/$39.50 effective May 19, 2001
$38.50/$39.50/$40.50 effective May 19, 2002.

Effective July 1, 2000, the monthly pension benefit for union hourly participants at the Green River and Granger divisions was changed from the greater of (1) and (2), plus (3):

(1) 1.2% of final average earnings times credited service;

(2) $25.00 times credited service;

(3) $5.00 times credited service;

to

$70.00 times credited service, effective July 1, 2000
$73.00 times credited service, effective July 1, 2001
$74.00 times credited service, effective July 1, 2002
$76.00 times credited service, effective July 1, 2004.

In addition, the disability retirement benefit previously provided to the Green River/Granger union group was removed from the plan.

Effective July 15, 2000, the monthly pension multiplier for union hourly participants at the Buffalo, New York division was changed from $30.00 to:

$32.00 effective July 15, 2000
$34.00 effective July 15, 2001
$36.00 effective July 15, 2002
$38.00 effective July 15, 2003.

Effective September 1, 2000, the monthly pension benefit for union hourly participants at the Jetway Systems (Ogden, Utah) division was changed from 1.025% of final average earnings times credited service to $30.00 times credited service.

Effective January 31, 2001, the monthly pension multiplier for union hourly participants at the Middleport, New York division was changed from $28.00 to:

$29.00 effective January 31, 2001
$30.00 effective January 31, 2002
$31.00 effective January 31, 2003.

Effective April 2, 2001, the monthly pension multiplier for union hourly participants at the Smith Meter (Erie, PA) division was changed from $25.00 to:

$26.00 effective January 1, 2001
$27.00 effective January 1, 2002
$28.00 effective January 1, 2003
$29.00 effective January 1, 2004

In addition, any Smith Meter union participant who terminates between January 1, 2001 and January 1, 2004 will have their benefit recalculated as of January 1, 2004 using the formula $29.00 times years of service.

During 2001, FMC Corporation's machinery divisions were spun-off to form a new company—FMC Technologies, Inc. Assets and liabilities for all FMC Technologies, Inc. participants were spun off from the FMC Plan effective May 1, 2001 and transferred into the FMC Technologies Inc. Employees' Retirement Program.

Effective October 1, 2002, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from $29.50/$30.50/$31.50 to:

$31.50/$32.50/$33.50 effective October 1, 2002
$33.50/$34.50/$35.50 effective October 1, 2003
$35.50/$36.50/$37.50 effective October 1, 2004

Effective June 1, 2003, the monthly benefit rate multiplier for union hourly participants at the Baltimore division was changed from $30.50 to:

$32.50 effective June 1, 2003
$34.00 effective June 1, 2004
$35.00 effective June 1, 2005

Effective April 15, 2004, the monthly benefit rate multiplier for union hourly participants at the Tonawanda (Buffalo) division was changed from $38.00 to:

$40.00 effective April 15, 2004
$41.75 effective April 15, 2005
$43.25 effective April 15, 2006

Effective February 1, 2004, the monthly benefit rate multiplier for union hourly participants at the Middleport division was changed from $31.00 to:

$32.00 effective February 1, 2004
$33.00 effective February 1, 2005
$34.00 effective February 1, 2006

Effective July 1, 2005, the monthly pension multiplier for union hourly participants at the Green River division was changed from $76.00 to:

$79.00 effective July 1, 2005
$80.00 effective July 1, 2007
$81.00 effective July 1, 2008

In addition, Green River union employees who retire at age 60 or later prior to July 1, 2010 will receive a monthly supplemental benefit (in addition to their dollars-times-service benefit) which is payable until age 65. The supplemental amount is:

$400 for eligible retirees who retire after July 1, 2005
$500 for eligible retirees who retire after July 1, 2008
$600 for eligible retirees who retire after July 1, 2009

Effective October 1, 2005, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from $35.50/$36.50/$37.50 to:

$37.50/$38.50/$39.50 effective October 1, 2005
$39.50/$40.50/$41.50 effective October 1, 2006
$41.50/$42.50/$43.50 effective October 1, 2007

Effective June 1, 2006, the monthly pension multiplier for union hourly participants at the Baltimore division was changed from $35.00 to:

$37.00 effective June 1, 2006
$38.50 effective June 1, 2007
$39.50 effective June 1, 2008

Effective February 1, 2007, the monthly pension multiplier for union hourly participants at the Middleport division was changed from $34.00 to:

$35.50 effective February 1, 2007
$36.50 effective February 1, 2008
$37.50 effective February 1, 2009

Effective May 15, 2007, the monthly pension multiplier for union hourly participants at the Buffalo (Tonawanda) division was changed from $43.25 to:

$45.25 effective May 15, 2007
$47.25 effective May 15, 2008
$50.00 effective May 15, 2009
$52.00 effective May 15, 2010

Effective July 1, 2007, the plan was closed to new salaried and nonunion hourly employees hired or rehired on or after July 1, 2007.

Effective October 1, 2008, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from $41.50/$42.50/$43.50 to:

$43.50/$44.50/$45.50 effective October 1, 2008
$45.50/$46.50/$47.50 effective October 1, 2009
$47.50/$48.50/$49.50 effective October 1, 2010

Effective February 1, 2010, the monthly pension multiplier for union hourly participants at the Middleport division changed from $37.50 to:

$38.50 effective February 1, 2010
$39.50 effective February 1, 2011
$40.50 effective February 1, 2012

Effective May 1, 2010, pension plan service accruals and imputed earnings will cease after 30 months for those salaried and nonunion hourly employees who become disabled on or after May 1, 2010.

Effective July 1, 2010, the monthly pension multiplier for union hourly participants at the Green River division changed from $81.00 to:

$83.00 effective July 1, 2010
$84.00 effective July 1, 2011
$85.00 effective July 1, 2013

In addition, Green River union employees who retire at age 60 or later prior to July 1, 2015 will receive a monthly supplemental benefit of $600 (in addition to their dollars-times-service benefit) which is payable until age 65.

Effective May 15, 2011, the monthly pension multiplier for union hourly participants at the Buffalo (Tonawanda) division was changed from $52.00 to:

$54.25 effective May 15, 2011
$56.25 effective May 15, 2012
$58.25 effective May 15, 2013
$60.25 effective May 15, 2014

Effective October 1, 2011, the monthly pension multiplier for union hourly participants at the Newark, Delaware division was changed from $47.50/$48.50/$49.50 to:

$49.50/$50.50/$51.50 effective October 1, 2011
$51.50/$52.50/$53.50 effective October 1, 2012
$53.50/$54.50/$55.50 effective October 1, 2013
$55.50/$56.50/$57.50 effective October 1, 2014
$57.50/$58.50/$59.50 effective October 1, 2015

Effective February 1, 2013, the plan was closed to new union hourly employees hired or rehired at the Middleport division on or after February 1, 2013.

Effective March 31, 2013, pension accruals were frozen for union hourly participants at the Middleport division who would not have attained age 55 with 10 years of credited service by January 31, 2017 (described under the Plan as “Middleport Non-Grandfathered Employees”). The monthly Normal Retirement Benefit for these Middleport Non-Grandfathered Employees was determined as of March 31, 2013 by multiplying a benefit rate of $40.50 by their credited service as of March 31, 2013. The Middleport Non-Grandfathered Employees were fully vested in their accrued benefit as of this date and may continue to earn credit service under the Plan for purposes of Early Retirement eligibility while employed by FMC.

The monthly pension multiplier for union hourly participants at the Middleport division who would have attained age 55 with at least 10 years of credited service by January 31, 2017 (described under the Plan as “Middleport Grandfathered Employees”) was changed from $40.50 to:

$42.50 effective February 1, 2013
$44.50 effective February 1, 2014
$46.50 effective February 1, 2015
$48.50 effective February 1, 2016

In addition, the Normal Retirement Benefit of a Middleport Grandfathered Employee who retires from FMC on or after February 1, 2013 but before February 1, 2016, after attaining age 62 with at least 10 years of credited service, will be calculated with a monthly pension multiplier of $48.50.

Pension accruals will be frozen for Middleport Grandfathered Employees effective January 31, 2017. They may continue to earn credit service after this date for purposes of Early Retirement eligibility while employed by FMC.

Effective February 28, 2014, FMC's peroxygens business was sold and benefits for peroxygens employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on February 28, 2014 are able to grow into early retirement eligibility with continued service with the buyer. Tonawanda union employees who are age 62 or older on February 28, 2014 and retire with a benefit commencement date of March 1, 2014 will receive the monthly pension multiplier of $60.25 that was scheduled to take effect May 15, 2014. Other Tonawanda union employees will receive the monthly $58.25 pension multiplier that was in effect on the date of the sale.

Effective April 1, 2015, FMC's alkali business was sold and benefits for alkali employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on April 1, 2015 are able to grow into early retirement eligibility with continued service with the buyer. Green River union employees will receive the monthly $85.00 pension multiplier that was in effect on the date of the sale.

Effective July 1, 2015, the monthly pension multiplier for union hourly participants at the Green River division changed from $85.00 to $86.25. In addition, Green River union employees who retire at age 60 or later prior to July 1, 2016 will receive a monthly supplemental benefit of $600 (in addition to their dollars-times-service benefit) which is payable until age 65.

Effective October 1, 2016, the plan was closed to new union hourly participants hired or rehired at the Newark, Delaware division on or after October 1, 2016.

Effective October 1, 2016, the monthly pension multiplier for union hourly participants at the Newark, Delaware division was changed from $57.50/$58.50/$59.50 to:

$59.50/$60.50/$61.50 effective October 1, 2016
$61.50/$62.50/$63.50 effective October 1, 2017
$63.50/$64.50/$65.50 effective October 1, 2018

Effective November 1, 2017, FMC's health and nutrition business was sold and benefits for health and nutrition employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on October 31, 2017 were eligible for early retirement. Newark union employees received two additional years of credited service and the monthly pension multiplier of $63.50/$64.50/$65.50 that was scheduled to take effect October 1, 2018.

Effective December 31, 2018, benefits for Livent (FMC's lithium business) employees were frozen. Salaried and nonunion hourly employees became eligible for subsidized early retirement benefits and received three additional years of credited service.

A brief summary of the current provisions of the plan is shown on the following pages.

Schedule SB Attachment (Form 5500) —2025 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Summary of Plan Provisions—Salaried and Nonunion Hourly

Effective Date	September 30, 1941. Most recently amended and restated effective January 1, 2015.
Participation	All salaried and nonunion hourly employees except employees hired or rehired on or after July 1, 2007.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Retirement	After age 65.
Deferred Vested	Five years of vesting service.
Retirement Benefits	
Normal Retirement	A monthly amount equal to the sum of [(1) + (2)] times (3), plus (4) where: (1) 1% of final average earnings up to allowable Social Security covered compensation; Plus 1.5% of final average earnings over allowable Social Security covered compensation; Times Years of credited service projected to age 65 (up to 35 years). (2) 1.5% of final average earnings; Times Years of credited service projected to age 65 (in excess of 35). (3) Ratio of years of credited service as of termination to years of credited service projected to age 65. (4) $1.00 for each $120 of unwithdrawn employee contributions accumulated with interest.

Retirement Benefits

Early Retirement	The benefit is computed in the same manner as the normal retirement benefit except for the following: (5) The amount determined in [(1) + (2)] times (3) above will be reduced by ⅓ of 1% for each month in excess of 36 that retirement precedes age 65. (6) For each year that retirement precedes age 65, the amount of employee contributions and interest required to provide $1.00 of benefits under part (4) above is increased by $3.00.
Deferred Retirement	The normal retirement benefit calculated as of the actual retirement date with service and pay being credited to the date of actual retirement. For each year that retirement follows age 65, the amount of employee contributions and interest required to provide $1.00 of benefits under part (4) above is decreased by $3.00.
Deferred Vested	The accrued normal retirement benefit payable for life commencing at age 65. The benefit is payable as early as age 55, with reductions of 0.5% applied for each month between benefit commencement and age 65.

Preretirement Death Benefits

Survivor's Benefit	For employees eligible for early retirement, a benefit is payable to a beneficiary for life equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. The employee's past contributions with interest serve as a minimum benefit upon death.
Spouse's Benefit	For employees who are vested but not yet eligible for early retirement, a benefit is payable to a surviving spouse equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect. The employee's past contributions with interest serve as a minimum benefit upon death.
Normal Form of Annuity	Life annuity. Benefits are paid to married participants on a reduced basis as a qualified joint and survivor annuity, unless elected otherwise.

Optional Forms of Annuity	50% joint and survivor annuity, 75% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity options.
Employee Contributions	None are required or permitted since May 1, 1969. Interest is credited on accumulated amounts up to the date of retirement (or withdrawal, if earlier).
Benefit Offset	This plan will offset the November 30, 1985 benefits that are provided by Aetna nonparticipating annuities.
Minimum Benefit	There is a minimum benefit equal to the accrued benefit as of December 31, 1990, as determined under the plan existing on that date.
Benefit Accruals While on Long-Term Disability	Employees on long-term disability continue to earn credited service and vesting service under the FMC Retirement Program. In addition, pensionable earnings are imputed during a period of disability. (Effective May 1, 2010, service accruals and imputed earnings will cease after 30 months for those disabled on or after May 1, 2010.)

Definitions

Plan Year	January 1 to December 31.
Vesting Service	Elapsed time from date of hire to date of termination. A partial month of service is recognized as a full month.
Credited Service	Same as vesting service except no service is credited for certain leaves of absence.
Earnings	Regular compensation including overtime, administrative and discretionary bonuses, sales bonuses and sales commissions, and incentive compensation (earned during the plan year but paid after the end of the plan year). Earnings exclude hiring and stay bonuses, awards, deferred compensation, severance pay, accrued vacation and other special payments.
Final Average Earnings	The average of the highest consecutive 60 months of earnings out of the last 120 months of employment.
Covered Compensation	Covered compensation is the allowable 35-year average of the maximum earnings subject to Social Security tax. The 35-year period ends in the year the employee reaches Social Security retirement age. Each year as the Social Security wage base changes, the allowable covered compensation amount will also change.
Social Security Retirement Age	Based on year of birth as follows: Before 1938 Age 65 1938–1954 Age 66 After 1954 Age 67

Summary of Plan Provisions—Baltimore Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Ten years of credited service.
Retirement Benefits	
Normal Retirement	Monthly pension is $39.50 times years of service.
Early Retirement	The benefit is computed in the same manner as the normal retirement benefit except for the following: The benefit for employees retiring on or after age 62 with at least 20 years of credited service will be reduced 2% for each year that retirement precedes age 65. The benefit for employees retiring prior to age 62 or with less than 20 years of credited service will be reduced by 4% for each year that retirement precedes age 65. In addition, participants who retire at age 62 or later receive a supplemental benefit until age 65. The amount of the supplement is equal to the difference between the unreduced early retirement benefit and the benefit after reduction for early retirement.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.

Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

Summary of Plan Provisions—Buffalo Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Age 45 and 15 years of credited service.
Retirement Benefits	
Normal Retirement	Monthly pension is $60.25 times years of service
Early Retirement	The monthly accrued benefit, reduced 4% for each year by which benefit commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

Summary of Plan Provisions—Green River Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	With Supplement: Age 60 and 10 years of credited service. Without Supplement: Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	None.
Retirement Benefits	
Normal Retirement	Monthly pension is $85.00 times years of service, subject to a minimum frozen benefit determined as of June 30, 2000 under the prior pay-related formula; effective July 1, 2015, $86.25.
Early Retirement	The benefit is computed in the same manner as the normal retirement benefit except for the following: The benefit for employees with less than 30 years of credited service at retirement will be reduced by 3% for each year that retirement precedes age 62. The benefit for employees with at least 30 years of credited service at retirement will be reduced 2% for each year that retirement precedes age 62. In addition, participants who retire at age 60 or later before July 1, 2016 receive a supplemental benefit of $600 per month, payable to age 65.
Deferred Vested	The accrued normal retirement benefit payable for life commencing at age 65. The benefit is payable as early as age 55, subject to the same reductions for early commencement described under the Early Retirement section above.

Preretirement Death Benefits	If eligible for early retirement, the benefit payable to the spouse for life is equal to 100% of what the participant would have received had the participant retired on the day of his death with the 100% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 100% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 100% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity; if the spouse should die first, the benefit reverts to the original unreduced amount (“pop-up” annuity).
Optional Forms of Annuity	50% joint and survivor annuity, 50% joint and survivor “pop-up” annuity, and 100% joint and survivor “pop-up” annuity.

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Summary of Plan Provisions—Middleport Union Hourly

Participation	One year of credited service. Closed to new entrants effective February 1, 2013.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Ten years of credited service.
Retirement Benefits	
Normal Retirement	"Middleport non-grandfathered employees" (who would not have attained age 55 with 10 years of credited service by January 31, 2017): ● Monthly pension is $40.50 times years of credited service. Credited service for benefit accrual purposes is frozen as of March 31, 2013. "Middleport grandfathered employees" (who would have attained age 55 with at least 10 years of credited service by January 31, 2017): ● Monthly pension is $48.50 times years of service. ● Monthly pension for retirements on or after February 1, 2013 but before February 1, 2016, after attaining age 62 with 10 years of credited service, will be calculated with a monthly pension multiplier of $48.50. ● Credited service for benefit accrual purposes is frozen as of January 31, 2017.
Early Retirement	The monthly accrued benefit, reduced 10% for the first year and 4% for each subsequent year, by which benefit commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.

Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity and 100% joint and survivor annuity.

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Summary of Plan Provisions—Newark, DE Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	None.
Retirement Benefits	
Normal	Monthly pension is $63.50 times the first 10 years of service, $64.50 times the next 10 years of service, and $65.50 times years of service in excess of 20.
Early	The monthly accrued benefit, reduced 4% for each year by which benefit commencement precedes age 65.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	None.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

Summary of Plan Provisions—Spring Hill Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Age 40 and 10 years of credited service.
Retirement Benefits	
Normal Retirement	Monthly pension is $38.50 times the first 10 years of service, $39.50 times the next 10 years of service, and $40.50 times years of service in excess of 20.
Early Retirement	The benefit for employees with less than 30 years of service at retirement will be reduced by 3% for each year that retirement precedes age 62. The benefit for employees with at least 30 years of service at retirement will be reduced by: (a) If benefits commence on or after age 60, 2% for each year that retirement precedes age 62. (b) If benefits commence prior to age 60, 3% for each year that commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.

Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity; if the spouse should die first, the benefit reverts to the original unreduced amount (“pop-up” annuity).
Optional Forms of Annuity	50% joint and survivor annuity and 100% joint and survivor “pop-up” annuity.

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

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

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Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the unlimited expected rate of return on assets from 4.50% to 5.25%.

This change was made to better reflect the anticipated plan experience and does not reduce the funding shortfall; as such, approval of the Commissioner is not required.

Schedule SB Attachment (Form 5500) —2025 Plan Year
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Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

Number of Participants

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

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	283,694	8,275,138	80,191,941	88,750,773
2026	500,934	3,670,031	77,968,921	82,139,886
2027	716,775	4,156,187	75,650,749	80,523,711
2028	916,208	4,925,342	73,248,842	79,090,392
2029	1,127,392	5,492,452	70,813,034	77,432,878
2030	1,311,893	6,021,361	68,330,790	75,664,044
2031	1,479,199	6,687,820	65,781,507	73,948,526
2032	1,625,210	7,180,503	63,166,285	71,971,998
2033	1,776,793	7,530,879	60,486,851	69,794,523
2034	1,942,067	7,914,155	57,745,816	67,602,038
2035	2,055,109	8,177,914	54,947,084	65,180,107
2036	2,153,565	8,265,488	52,095,921	62,514,974
2037	2,257,486	8,368,685	49,199,278	59,825,449
2038	2,304,255	8,355,394	46,265,858	56,925,507
2039	2,332,457	8,301,665	43,306,152	53,940,274
2040	2,365,514	8,233,245	40,332,722	50,931,481
2041	2,360,291	8,160,063	37,360,243	47,880,597
2042	2,343,186	8,083,478	34,405,422	44,832,086
2043	2,319,086	7,977,548	31,486,674	41,783,308
2044	2,301,423	7,828,768	28,623,784	38,753,975
2045	2,259,568	7,664,849	25,837,392	35,761,809
2046	2,211,853	7,516,071	23,148,042	32,875,966
2047	2,160,088	7,277,515	20,575,500	30,013,103
2048	2,101,290	7,027,739	18,138,190	27,267,219
2049	2,036,428	6,742,186	15,852,514	24,631,128
2050	1,966,274	6,476,993	13,732,089	22,175,356
2051	1,891,495	6,155,765	11,787,064	19,834,324
2052	1,811,563	5,835,062	10,023,705	17,670,330
2053	1,726,619	5,506,277	8,444,156	15,677,052
2054	1,637,442	5,158,260	7,046,448	13,842,150
2055	1,544,518	4,801,402	5,824,721	12,170,641
2056	1,448,421	4,442,629	4,769,822	10,660,872
2057	1,349,815	4,084,869	3,869,979	9,304,663
2058	1,249,441	3,733,563	3,111,617	8,094,621
2059	1,148,138	3,391,830	2,480,132	7,020,100

Schedule SB Attachment (Form 5500) —2025 Plan Year
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	1,046,844	3,062,624	1,960,516	6,069,984
2061	946,552	2,748,604	1,537,971	5,233,127
2062	848,319	2,452,015	1,198,291	4,498,625
2063	753,256	2,174,685	928,288	3,856,229
2064	662,387	1,917,912	715,977	3,296,276
2065	576,632	1,682,439	550,718	2,809,789
2066	496,804	1,468,492	423,304	2,388,600
2067	423,490	1,275,775	325,885	2,025,150
2068	357,086	1,103,525	251,934	1,712,545
2069	297,786	950,642	196,123	1,444,551
2070	245,552	815,761	154,170	1,215,483
2071	200,160	697,356	122,683	1,020,199
2072	161,261	593,850	99,021	854,132
2073	128,393	503,674	81,149	713,216
2074	101,003	425,351	67,523	593,877

Schedule SB Attachment (Form 5500) —2025 Plan Year
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Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 22,588,464	January 1, 2023	13	$ 2,321,544
Shortfall	$ 10,259,964	January 1, 2024	14	$ 1,001,919
Shortfall	$ 76,636,926	January 1, 2025	15	$ 7,145,661

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

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

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	8.00%	0.9025	4.15
58.5	10.00%	0.8303	4.86
59.5	10.00%	0.7473	4.45
60.5	12.00%	0.6725	4.88
61.5	18.00%	0.5918	6.55
62.5	20.00%	0.4853	6.07
63.5	30.00%	0.3882	7.40
64.5	30.00%	0.2718	5.26
65.5	20.00%	0.1902	2.49
66.5	40.00%	0.1522	4.05
67.5	40.00%	0.0913	2.47
68.5	40.00%	0.0548	1.50
69.5	40.00%	0.0329	0.91
70	100.00%	0.0197	1.38
	Weighted Average		61.88

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	283,694	8,275,138	80,191,941	88,750,773
2026	500,934	3,670,031	77,968,921	82,139,886
2027	716,775	4,156,187	75,650,749	80,523,711
2028	916,208	4,925,342	73,248,842	79,090,392
2029	1,127,392	5,492,452	70,813,034	77,432,878
2030	1,311,893	6,021,361	68,330,790	75,664,044
2031	1,479,199	6,687,820	65,781,507	73,948,526
2032	1,625,210	7,180,503	63,166,285	71,971,998
2033	1,776,793	7,530,879	60,486,851	69,794,523
2034	1,942,067	7,914,155	57,745,816	67,602,038
2035	2,055,109	8,177,914	54,947,084	65,180,107
2036	2,153,565	8,265,488	52,095,921	62,514,974
2037	2,257,486	8,368,685	49,199,278	59,825,449
2038	2,304,255	8,355,394	46,265,858	56,925,507
2039	2,332,457	8,301,665	43,306,152	53,940,274
2040	2,365,514	8,233,245	40,332,722	50,931,481
2041	2,360,291	8,160,063	37,360,243	47,880,597
2042	2,343,186	8,083,478	34,405,422	44,832,086
2043	2,319,086	7,977,548	31,486,674	41,783,308
2044	2,301,423	7,828,768	28,623,784	38,753,975
2045	2,259,568	7,664,849	25,837,392	35,761,809
2046	2,211,853	7,516,071	23,148,042	32,875,966
2047	2,160,088	7,277,515	20,575,500	30,013,103
2048	2,101,290	7,027,739	18,138,190	27,267,219
2049	2,036,428	6,742,186	15,852,514	24,631,128
2050	1,966,274	6,476,993	13,732,089	22,175,356
2051	1,891,495	6,155,765	11,787,064	19,834,324
2052	1,811,563	5,835,062	10,023,705	17,670,330
2053	1,726,619	5,506,277	8,444,156	15,677,052
2054	1,637,442	5,158,260	7,046,448	13,842,150
2055	1,544,518	4,801,402	5,824,721	12,170,641
2056	1,448,421	4,442,629	4,769,822	10,660,872
2057	1,349,815	4,084,869	3,869,979	9,304,663
2058	1,249,441	3,733,563	3,111,617	8,094,621
2059	1,148,138	3,391,830	2,480,132	7,020,100

Schedule SB Attachment (Form 5500) —2025 Plan Year
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	1,046,844	3,062,624	1,960,516	6,069,984
2061	946,552	2,748,604	1,537,971	5,233,127
2062	848,319	2,452,015	1,198,291	4,498,625
2063	753,256	2,174,685	928,288	3,856,229
2064	662,387	1,917,912	715,977	3,296,276
2065	576,632	1,682,439	550,718	2,809,789
2066	496,804	1,468,492	423,304	2,388,600
2067	423,490	1,275,775	325,885	2,025,150
2068	357,086	1,103,525	251,934	1,712,545
2069	297,786	950,642	196,123	1,444,551
2070	245,552	815,761	154,170	1,215,483
2071	200,160	697,356	122,683	1,020,199
2072	161,261	593,850	99,021	854,132
2073	128,393	503,674	81,149	713,216
2074	101,003	425,351	67,523	593,877

Schedule SB Attachment (Form 5500) —2025 Plan Year
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Schedule SB, Part V — Summary of Plan Provisions

History of Plan

The FMC Corporation Salaried Employees' Retirement Plan was established as the Employees' Retirement Plan effective in 1941. The plan was amended effective October 25, 1974, and additional changes were made effective January 1, 1976. The plan was revised and restated to comply with ERISA effective January 1, 1976.

Effective July 1, 1978, the plan was changed from participation at age 25 to immediate participation from date of hire and to credit all service from date of hire rather than from age 25. The 30-year maximum on service credit was removed on the minimum benefit formula and on the final average pay portion of the offset benefit formula. The maximum offset for Social Security is still 50%, however.

Effective January 1, 1979, the salaried participants of the Retirement Plan for Non-Union Employees of Sun Cleanser Company and the Marine Colloids Salaried Employees' Retirement Plan were merged into this plan.

On November 1, 1979, a cost-of-living increase was granted to retired employees. Effective January 1, 1980, the plan was changed to base benefits at early retirement or vested termination on expected service at 65, with the maximum offset for Social Security still 50%, times the ratio of actual service to expected service. In addition, effective January 1, 1980, three new locations were covered by this plan.

On November 1, 1980, the Industrial Packaging group was sold and benefits for these employees were frozen.

On June 1, 1981, Engineered Systems was sold and all employees became immediately vested. On September 28, 1981, Power Transmission was sold and benefits for these employees were frozen. For both sales, both the assets and liabilities associated with the groups were retained in the Salaried Plan.

Effective April 1, 1981, the preretirement survivor's spouse benefit provisions were improved.

Effective December 31, 1981, the Hourly Plans of the Power Transmission division and the Fiber Hourly Plan of the American Viscose division were merged into the Salaried Plan. Prior to the merger date, part of the assets from the Power Transmission Plans and the American Viscose Plan were dedicated to immunized funds with the Metropolitan Life Insurance Company.

On April 1, 1982, the Outdoor Power Equipment Division in Port Washington was sold and benefits for these employees were frozen. The assets and liabilities for this group were retained in the Salaried Plan.

Effective January 1, 1984, the 5-year certain and life normal form of payment was removed. Unreduced benefits will only be paid on a life annuity basis.

Effective January 1, 1984, the following plans were merged into the Salaried Plan:

- FMC Retirement Plan for Hourly Employees - Industrial Chemical Division, Lyndhurst, New Jersey
- Nonunion Employees of the McAllen Location Who Formerly Participated in the FMC Corporation Retirement Plan for Shop Hourly Employees of Designated Production and Service Facilities
- FMC Corporation Retirement Plan for Shop Hourly Employees of Designated Production and Service Facilities

On August 31, 1984, the Mining Equipment Division was sold. Benefits for the salaried and nonunion hourly employees at this location were frozen as of December 31, 1984. Assets and liabilities for this group were retained in the plan.

Effective January 1, 1985, preretirement death benefits were extended to active employees who are eligible for vesting and to employees who have terminated with vested benefits.

On August 16, 1985, the South Charleston and Livonia divisions were sold. Benefits were frozen as of the sale date; however, employees earn vesting credit with the purchasing company. The assets and liabilities for these locations were retained in the plan.

Effective November 30, 1985, certain participants were spun-off into another plan. Annuities covering accrued benefits were purchased for all participants in the spun-off plan as well as for participants in the continuing plan. Both participating and nonparticipating annuities were purchased with the assets associated with the participating annuities remaining a part of the current trust. The spun-off plan was terminated with the surplus assets reverting to FMC Corporation.

The following locations were sold on the effective date specified. In general, benefit accruals ceased on the sale dates with employees being allowed to vest in their post 11/30/85 accrued benefits by earning additional vesting service with the purchasing companies. The assets and liabilities for these groups were retained in the plan.

Industrial Brush	12/31/1985
Turbo Pump	11/25/1986
FMC Finance	11/30/1986
Beverage Equipment	12/19/1986

Effective January 1, 1988, the plan was amended to allow service accrual beyond age 65.

Effective December 31, 1988, the Lexington location was sold and benefits for these employees were frozen. Employees are allowed to earn additional vesting service with the purchasing company. Assets and liabilities for this group were retained in the Salaried Plan.

Effective January 1, 1989, the plan was amended to reduce the vesting requirements from 10 years to five years of service.

Effective January 1, 1989, the following union hourly plans were merged into this plan: Closed Operations, Lakeland, Hollister, Wellhead-Houston, Tipton, Bayport, Cedar Rapids, IBO-Pomona, MCD-Rockland, Colmar, and MED-Fairmont.

On December 28, 1990, the Green River union hourly plan was merged into the Salaried Plan.

Effective January 1, 1991, the plan's benefits were improved with the adoption of a new formula. The prior plan was considered a Social Security "offset" plan, and this has been revised to recognize covered compensation under Social Security in the form of an "excess" plan. In addition, the definition of final average earnings was revised to base pay on the highest consecutive 60 months during the last ten years rather than the five highest consecutive calendar years.

Effective April 1, 1992, the Pomona Sweeper location was sold and benefits for these employees were frozen. Employees are allowed to earn additional vesting service with the purchasing company. Assets and liabilities for this group were retained in the Salaried plan.

Effective May 27, 1994, assets and liabilities from the Jetway Systems Division of Pneumo Abex Corporation were spun off from their existing pension plans and merged into the FMC Salaried Plan. Salaried and nonunion hourly employees of Jetway Systems will accrue benefits for all past and future service according to the FMC Salaried Plan formula. Union hourly Jetway Systems employees continue to accrue benefits according to their prior plan formula.

Effective September 1, 1994, the benefit formula for union hourly Jetway Systems employees was changed. Prior to the change, benefits were calculated based on a two-part formula; (part 1 recognized service and earnings through June 1, 1994; part 2 recognized service and earnings subsequent to June 1, 1994). Beginning September 1, 1994, the updated benefit formula reflects all service and earnings at retirement or termination.

Effective March 23, 1995, the Green Bay union hourly division of FMC Corporation was decertified. Those formerly-union Green Bay participants who remained employed with FMC Corporation became salaried or nonunion hourly participants in the FMC Salaried Plan. Participants who transferred in will earn an all-service benefit in the Salaried Plan, offset by the frozen accrued benefit earned in (and still payable from) the Green Bay union hourly plan.

Effective September 20, 1995, the Fran Rica division was acquired. Active employees of this location were credited with service under the FMC Salaried Plan beginning on the date of acquisition.

During 1995 the FMC Salaried Plan was amended to require that participants terminating or retiring from the plan with a present value of benefits less than $3,500 will receive their benefits in the form of a single lump sum distribution. Present value determinations will be based on the 1983 Group Annuity Mortality Table (weighted 50% male, 50% female), and the 30-year Treasury rate in effect on the November 1 preceding the date of distribution.

Effective March 31, 1996, the Conway division of FMC Corporation was sold. Conway participants who were active as of the sale date will have their future FMC Salaried Plan benefits calculated with credited service as of March 31, 1996, and final average pay as of their final termination date with the buyer.

Effective July 31, 1996, the FMC Gold division was sold. Assets and liabilities for benefits accrued through the sale date, for participants active on July 31, 1996, were transferred to the buyer.

Effective August 19, 1996, the Louisville, Kentucky division was acquired. Active salaried and nonunion hourly employees at this location were credited with service under the FMC Salaried Plan beginning on the date of acquisition.

Effective January 1, 1997, employees of Moorco's Waugh and Invalco divisions became participants in the FMC Salaried Plan. These employees were credited with service under the FMC Salaried Plan beginning on the date that they were acquired by Moorco; (Waugh was acquired by Moorco on January 17, 1995; Invalco was acquired by Moorco on October 27, 1993).

Effective April 1, 1997, employees of Frigoscandia Inc. (FSI) and Design Systems Inc. (DSI) became participants in the FMC Salaried Plan. Employees at these locations were credited with service under the FMC Salaried Plan beginning on April 1, 1997.

Effective June 1, 1997, assets and liabilities from the Stein Inc. Pension Plan were merged into the FMC Salaried Plan. All Stein participants who terminate after April 1, 1997, will have their benefits calculated under the FMC Salaried Plan formula.

Effective July 1, 1997, assets and liabilities from the Moorco International Inc. Retirement Income Plan (MRIP) and the Smith Meter Inc. Salaried Retirement Plan were merged into the FMC Salaried Plan. All MRIP and Smith Meter Salaried participants who terminate after April 1, 1997, will have their benefits calculated under the FMC Salaried Plan formula.

Effective July 1, 1997, the following benefit changes were introduced for active participants at the Green River union hourly division:

- A cap on pensionable earnings of $100,000 per year was introduced.
- A monthly benefit of $5 times years of service was added to the existing benefit formula.
- A supplemental benefit of $200 per month, payable to age 65, was added for participants who retire at age 60 or later before July 1, 2000.

Effective September 1, 1997, the monthly pension benefit for union hourly participants of the Jetway Systems division was changed as follows:

- The basic benefit was increased from:
  1.0% of final average monthly earnings times service to
  1.025% of final average monthly earnings times service
- The minimum benefit was increased from $20.50 times service to:
  $21.00 times service effective September 1, 1997
  $21.50 times service effective September 1, 1998
  $22.50 times service effective September 1, 2000.

Effective October 6, 1997, the defense portion of FMC Corporation's business was sold. Assets and liabilities for all defense segment participants in the FMC Salaried Plan were spun off to the buyer.

In 1997, benefits for salaried and nonunion hourly participants were improved with the adoption of a new formula. The formula was adopted retroactively, to apply to all terminations on or after January 1, 1991. The new formula uses credited service projected to a participant's 65th birth date to determine a projected-service benefit. The projected-service benefit is then prorated by the ratio of credited service at termination to credited service projected to age 65 to develop the final accrued benefit.

Effective December 31, 1998, the following union hourly plans were merged into the FMC Salaried Plan: Baltimore, Buffalo, Carteret, Fresno, Green Bay, Hoopeston, Kemmerer, Lawrence, Middleport, Newark, CA, Newark, DE, Nitro, Pocatello, Pomona, San Jose, Skull Point, Smith Meter, and Spring Hill. The merged plan was restated and renamed the FMC Corporation Employees' Retirement Program.

Effective July 9, 1999, FMC's BioProducts division was sold. Pension benefits for BioProducts employees active as of the sale date were frozen, and the plan was amended to allow the distribution of these benefits in lump sum form.

Effective July 31, 1999, FMC's Process Additives division (Nitro) was sold. Assets and liabilities for those employees who were actively employed on the sale date were transferred to the buyer. (Note: asset transfer took place effective September 12, 2001.)

Effective October 2, 1999, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from $23.50/$24.50/$25.50 to:

$25.50/$26.50/$27.50 effective October 2, 1999
$27.50/$28.50/$29.50 effective October 2, 2000
$29.50/$30.50/$31.50 effective October 2, 2001.

Effective December 1, 1999, the monthly pension multiplier for union hourly participants at the Hoopeston, Illinois division was changed from $26.00 to $30.00.

Effective February 16, 2000, employees of the Northfield and Smithville divisions were acquired by FMC and became participants in the FMC Plan. Credited service for these employees begins at the February 16, 2000 acquisition date; vesting service is recognized from their original pre-acquisition hire dates.

Effective April 29, 2000, the monthly pension multiplier for union hourly participants at the Baltimore, Maryland division was changed from $26.50 to:

$28.50 effective April 29, 2000
$29.50 effective June 1, 2001
$30.50 effective June 1, 2002.

Effective April 30, 2000, FMC Corporation and Solutia formed a joint venture named Astaris. Employees of FMC's Phosphorus Chemical division were transferred to the joint venture. Pension benefits for these transferred employees were frozen as of the joint venture formation date. FMC employees who transferred to the Astaris joint venture, had attained age 45 at the closing date and remain continuously employed at Astaris until age 55 will be eligible for subsidized early retirement benefits from FMC Corporation.

Effective May 19, 2000, the monthly pension multipliers for union hourly participants at the Spring Hill division were changed from $32.50/$33.50/$34.50 to:

$35.50/$36.50/$37.50 effective May 19, 2000
$37.50/$38.50/$39.50 effective May 19, 2001
$38.50/$39.50/$40.50 effective May 19, 2002.

Effective July 1, 2000, the monthly pension benefit for union hourly participants at the Green River and Granger divisions was changed from the greater of (1) and (2), plus (3):

(1) 1.2% of final average earnings times credited service;

(2) $25.00 times credited service;

(3) $5.00 times credited service;

to

$70.00 times credited service, effective July 1, 2000
$73.00 times credited service, effective July 1, 2001
$74.00 times credited service, effective July 1, 2002
$76.00 times credited service, effective July 1, 2004.

In addition, the disability retirement benefit previously provided to the Green River/Granger union group was removed from the plan.

Effective July 15, 2000, the monthly pension multiplier for union hourly participants at the Buffalo, New York division was changed from $30.00 to:

$32.00 effective July 15, 2000
$34.00 effective July 15, 2001
$36.00 effective July 15, 2002
$38.00 effective July 15, 2003.

Effective September 1, 2000, the monthly pension benefit for union hourly participants at the Jetway Systems (Ogden, Utah) division was changed from 1.025% of final average earnings times credited service to $30.00 times credited service.

Effective January 31, 2001, the monthly pension multiplier for union hourly participants at the Middleport, New York division was changed from $28.00 to:

$29.00 effective January 31, 2001
$30.00 effective January 31, 2002
$31.00 effective January 31, 2003.

Effective April 2, 2001, the monthly pension multiplier for union hourly participants at the Smith Meter (Erie, PA) division was changed from $25.00 to:

$26.00 effective January 1, 2001
$27.00 effective January 1, 2002
$28.00 effective January 1, 2003
$29.00 effective January 1, 2004

In addition, any Smith Meter union participant who terminates between January 1, 2001 and January 1, 2004 will have their benefit recalculated as of January 1, 2004 using the formula $29.00 times years of service.

During 2001, FMC Corporation's machinery divisions were spun-off to form a new company—FMC Technologies, Inc. Assets and liabilities for all FMC Technologies, Inc. participants were spun off from the FMC Plan effective May 1, 2001 and transferred into the FMC Technologies Inc. Employees' Retirement Program.

Effective October 1, 2002, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from $29.50/$30.50/$31.50 to:

$31.50/$32.50/$33.50 effective October 1, 2002
$33.50/$34.50/$35.50 effective October 1, 2003
$35.50/$36.50/$37.50 effective October 1, 2004

Effective June 1, 2003, the monthly benefit rate multiplier for union hourly participants at the Baltimore division was changed from $30.50 to:

$32.50 effective June 1, 2003
$34.00 effective June 1, 2004
$35.00 effective June 1, 2005

Effective April 15, 2004, the monthly benefit rate multiplier for union hourly participants at the Tonawanda (Buffalo) division was changed from $38.00 to:

$40.00 effective April 15, 2004
$41.75 effective April 15, 2005
$43.25 effective April 15, 2006

Effective February 1, 2004, the monthly benefit rate multiplier for union hourly participants at the Middleport division was changed from $31.00 to:

$32.00 effective February 1, 2004
$33.00 effective February 1, 2005
$34.00 effective February 1, 2006

Effective July 1, 2005, the monthly pension multiplier for union hourly participants at the Green River division was changed from $76.00 to:

$79.00 effective July 1, 2005
$80.00 effective July 1, 2007
$81.00 effective July 1, 2008

In addition, Green River union employees who retire at age 60 or later prior to July 1, 2010 will receive a monthly supplemental benefit (in addition to their dollars-times-service benefit) which is payable until age 65. The supplemental amount is:

$400 for eligible retirees who retire after July 1, 2005
$500 for eligible retirees who retire after July 1, 2008
$600 for eligible retirees who retire after July 1, 2009

Effective October 1, 2005, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from $35.50/$36.50/$37.50 to:

$37.50/$38.50/$39.50 effective October 1, 2005
$39.50/$40.50/$41.50 effective October 1, 2006
$41.50/$42.50/$43.50 effective October 1, 2007

Effective June 1, 2006, the monthly pension multiplier for union hourly participants at the Baltimore division was changed from $35.00 to:

$37.00 effective June 1, 2006
$38.50 effective June 1, 2007
$39.50 effective June 1, 2008

Effective February 1, 2007, the monthly pension multiplier for union hourly participants at the Middleport division was changed from $34.00 to:

$35.50 effective February 1, 2007
$36.50 effective February 1, 2008
$37.50 effective February 1, 2009

Effective May 15, 2007, the monthly pension multiplier for union hourly participants at the Buffalo (Tonawanda) division was changed from $43.25 to:

$45.25 effective May 15, 2007
$47.25 effective May 15, 2008
$50.00 effective May 15, 2009
$52.00 effective May 15, 2010

Effective July 1, 2007, the plan was closed to new salaried and nonunion hourly employees hired or rehired on or after July 1, 2007.

Effective October 1, 2008, the monthly pension multipliers for union hourly participants at the Newark, Delaware division were changed from $41.50/$42.50/$43.50 to:

$43.50/$44.50/$45.50 effective October 1, 2008
$45.50/$46.50/$47.50 effective October 1, 2009
$47.50/$48.50/$49.50 effective October 1, 2010

Effective February 1, 2010, the monthly pension multiplier for union hourly participants at the Middleport division changed from $37.50 to:

$38.50 effective February 1, 2010
$39.50 effective February 1, 2011
$40.50 effective February 1, 2012

Effective May 1, 2010, pension plan service accruals and imputed earnings will cease after 30 months for those salaried and nonunion hourly employees who become disabled on or after May 1, 2010.

Effective July 1, 2010, the monthly pension multiplier for union hourly participants at the Green River division changed from $81.00 to:

$83.00 effective July 1, 2010
$84.00 effective July 1, 2011
$85.00 effective July 1, 2013

In addition, Green River union employees who retire at age 60 or later prior to July 1, 2015 will receive a monthly supplemental benefit of $600 (in addition to their dollars-times-service benefit) which is payable until age 65.

Effective May 15, 2011, the monthly pension multiplier for union hourly participants at the Buffalo (Tonawanda) division was changed from $52.00 to:

$54.25 effective May 15, 2011
$56.25 effective May 15, 2012
$58.25 effective May 15, 2013
$60.25 effective May 15, 2014

Effective October 1, 2011, the monthly pension multiplier for union hourly participants at the Newark, Delaware division was changed from $47.50/$48.50/$49.50 to:

$49.50/$50.50/$51.50 effective October 1, 2011
$51.50/$52.50/$53.50 effective October 1, 2012
$53.50/$54.50/$55.50 effective October 1, 2013
$55.50/$56.50/$57.50 effective October 1, 2014
$57.50/$58.50/$59.50 effective October 1, 2015

Effective February 1, 2013, the plan was closed to new union hourly employees hired or rehired at the Middleport division on or after February 1, 2013.

Effective March 31, 2013, pension accruals were frozen for union hourly participants at the Middleport division who would not have attained age 55 with 10 years of credited service by January 31, 2017 (described under the Plan as “Middleport Non-Grandfathered Employees”). The monthly Normal Retirement Benefit for these Middleport Non-Grandfathered Employees was determined as of March 31, 2013 by multiplying a benefit rate of $40.50 by their credited service as of March 31, 2013. The Middleport Non-Grandfathered Employees were fully vested in their accrued benefit as of this date and may continue to earn credit service under the Plan for purposes of Early Retirement eligibility while employed by FMC.

The monthly pension multiplier for union hourly participants at the Middleport division who would have attained age 55 with at least 10 years of credited service by January 31, 2017 (described under the Plan as “Middleport Grandfathered Employees”) was changed from $40.50 to:

$42.50 effective February 1, 2013
$44.50 effective February 1, 2014
$46.50 effective February 1, 2015
$48.50 effective February 1, 2016

In addition, the Normal Retirement Benefit of a Middleport Grandfathered Employee who retires from FMC on or after February 1, 2013 but before February 1, 2016, after attaining age 62 with at least 10 years of credited service, will be calculated with a monthly pension multiplier of $48.50.

Pension accruals will be frozen for Middleport Grandfathered Employees effective January 31, 2017. They may continue to earn credit service after this date for purposes of Early Retirement eligibility while employed by FMC.

Effective February 28, 2014, FMC's peroxygens business was sold and benefits for peroxygens employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on February 28, 2014 are able to grow into early retirement eligibility with continued service with the buyer. Tonawanda union employees who are age 62 or older on February 28, 2014 and retire with a benefit commencement date of March 1, 2014 will receive the monthly pension multiplier of $60.25 that was scheduled to take effect May 15, 2014. Other Tonawanda union employees will receive the monthly $58.25 pension multiplier that was in effect on the date of the sale.

Effective April 1, 2015, FMC's alkali business was sold and benefits for alkali employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on April 1, 2015 are able to grow into early retirement eligibility with continued service with the buyer. Green River union employees will receive the monthly $85.00 pension multiplier that was in effect on the date of the sale.

Effective July 1, 2015, the monthly pension multiplier for union hourly participants at the Green River division changed from $85.00 to $86.25. In addition, Green River union employees who retire at age 60 or later prior to July 1, 2016 will receive a monthly supplemental benefit of $600 (in addition to their dollars-times-service benefit) which is payable until age 65.

Effective October 1, 2016, the plan was closed to new union hourly participants hired or rehired at the Newark, Delaware division on or after October 1, 2016.

Effective October 1, 2016, the monthly pension multiplier for union hourly participants at the Newark, Delaware division was changed from $57.50/$58.50/$59.50 to:

$59.50/$60.50/$61.50 effective October 1, 2016
$61.50/$62.50/$63.50 effective October 1, 2017
$63.50/$64.50/$65.50 effective October 1, 2018

Effective November 1, 2017, FMC's health and nutrition business was sold and benefits for health and nutrition employees were frozen. Salaried and nonunion hourly employees who were at least age 50 with 10 years of service on October 31, 2017 were eligible for early retirement. Newark union employees received two additional years of credited service and the monthly pension multiplier of $63.50/$64.50/$65.50 that was scheduled to take effect October 1, 2018.

Effective December 31, 2018, benefits for Livent (FMC's lithium business) employees were frozen. Salaried and nonunion hourly employees became eligible for subsidized early retirement benefits and received three additional years of credited service.

A brief summary of the current provisions of the plan is shown on the following pages.

Schedule SB Attachment (Form 5500) —2025 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Summary of Plan Provisions—Salaried and Nonunion Hourly

Effective Date	September 30, 1941. Most recently amended and restated effective January 1, 2015.
Participation	All salaried and nonunion hourly employees except employees hired or rehired on or after July 1, 2007.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Retirement	After age 65.
Deferred Vested	Five years of vesting service.
Retirement Benefits	
Normal Retirement	A monthly amount equal to the sum of [(1) + (2)] times (3), plus (4) where: (1) 1% of final average earnings up to allowable Social Security covered compensation; Plus 1.5% of final average earnings over allowable Social Security covered compensation; Times Years of credited service projected to age 65 (up to 35 years). (2) 1.5% of final average earnings; Times Years of credited service projected to age 65 (in excess of 35). (3) Ratio of years of credited service as of termination to years of credited service projected to age 65. (4) $1.00 for each $120 of unwithdrawn employee contributions accumulated with interest.

Retirement Benefits

Early Retirement	The benefit is computed in the same manner as the normal retirement benefit except for the following: (5) The amount determined in [(1) + (2)] times (3) above will be reduced by ⅓ of 1% for each month in excess of 36 that retirement precedes age 65. (6) For each year that retirement precedes age 65, the amount of employee contributions and interest required to provide $1.00 of benefits under part (4) above is increased by $3.00.
Deferred Retirement	The normal retirement benefit calculated as of the actual retirement date with service and pay being credited to the date of actual retirement. For each year that retirement follows age 65, the amount of employee contributions and interest required to provide $1.00 of benefits under part (4) above is decreased by $3.00.
Deferred Vested	The accrued normal retirement benefit payable for life commencing at age 65. The benefit is payable as early as age 55, with reductions of 0.5% applied for each month between benefit commencement and age 65.

Preretirement Death Benefits

Survivor's Benefit	For employees eligible for early retirement, a benefit is payable to a beneficiary for life equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. The employee's past contributions with interest serve as a minimum benefit upon death.
Spouse's Benefit	For employees who are vested but not yet eligible for early retirement, a benefit is payable to a surviving spouse equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect. The employee's past contributions with interest serve as a minimum benefit upon death.
Normal Form of Annuity	Life annuity. Benefits are paid to married participants on a reduced basis as a qualified joint and survivor annuity, unless elected otherwise.

Optional Forms of Annuity	50% joint and survivor annuity, 75% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity options.
Employee Contributions	None are required or permitted since May 1, 1969. Interest is credited on accumulated amounts up to the date of retirement (or withdrawal, if earlier).
Benefit Offset	This plan will offset the November 30, 1985 benefits that are provided by Aetna nonparticipating annuities.
Minimum Benefit	There is a minimum benefit equal to the accrued benefit as of December 31, 1990, as determined under the plan existing on that date.
Benefit Accruals While on Long-Term Disability	Employees on long-term disability continue to earn credited service and vesting service under the FMC Retirement Program. In addition, pensionable earnings are imputed during a period of disability. (Effective May 1, 2010, service accruals and imputed earnings will cease after 30 months for those disabled on or after May 1, 2010.)

Definitions

Plan Year	January 1 to December 31.
Vesting Service	Elapsed time from date of hire to date of termination. A partial month of service is recognized as a full month.
Credited Service	Same as vesting service except no service is credited for certain leaves of absence.
Earnings	Regular compensation including overtime, administrative and discretionary bonuses, sales bonuses and sales commissions, and incentive compensation (earned during the plan year but paid after the end of the plan year). Earnings exclude hiring and stay bonuses, awards, deferred compensation, severance pay, accrued vacation and other special payments.
Final Average Earnings	The average of the highest consecutive 60 months of earnings out of the last 120 months of employment.
Covered Compensation	Covered compensation is the allowable 35-year average of the maximum earnings subject to Social Security tax. The 35-year period ends in the year the employee reaches Social Security retirement age. Each year as the Social Security wage base changes, the allowable covered compensation amount will also change.
Social Security Retirement Age	Based on year of birth as follows: Before 1938 Age 65 1938–1954 Age 66 After 1954 Age 67

Summary of Plan Provisions—Baltimore Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Ten years of credited service.
Retirement Benefits	
Normal Retirement	Monthly pension is $39.50 times years of service.
Early Retirement	The benefit is computed in the same manner as the normal retirement benefit except for the following: The benefit for employees retiring on or after age 62 with at least 20 years of credited service will be reduced 2% for each year that retirement precedes age 65. The benefit for employees retiring prior to age 62 or with less than 20 years of credited service will be reduced by 4% for each year that retirement precedes age 65. In addition, participants who retire at age 62 or later receive a supplemental benefit until age 65. The amount of the supplement is equal to the difference between the unreduced early retirement benefit and the benefit after reduction for early retirement.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.

Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

Summary of Plan Provisions—Buffalo Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Age 45 and 15 years of credited service.
Retirement Benefits	
Normal Retirement	Monthly pension is $60.25 times years of service
Early Retirement	The monthly accrued benefit, reduced 4% for each year by which benefit commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

Summary of Plan Provisions—Green River Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	With Supplement: Age 60 and 10 years of credited service. Without Supplement: Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	None.
Retirement Benefits	
Normal Retirement	Monthly pension is $85.00 times years of service, subject to a minimum frozen benefit determined as of June 30, 2000 under the prior pay-related formula; effective July 1, 2015, $86.25.
Early Retirement	The benefit is computed in the same manner as the normal retirement benefit except for the following: The benefit for employees with less than 30 years of credited service at retirement will be reduced by 3% for each year that retirement precedes age 62. The benefit for employees with at least 30 years of credited service at retirement will be reduced 2% for each year that retirement precedes age 62. In addition, participants who retire at age 60 or later before July 1, 2016 receive a supplemental benefit of $600 per month, payable to age 65.
Deferred Vested	The accrued normal retirement benefit payable for life commencing at age 65. The benefit is payable as early as age 55, subject to the same reductions for early commencement described under the Early Retirement section above.

Preretirement Death Benefits	If eligible for early retirement, the benefit payable to the spouse for life is equal to 100% of what the participant would have received had the participant retired on the day of his death with the 100% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 100% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 100% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity; if the spouse should die first, the benefit reverts to the original unreduced amount (“pop-up” annuity).
Optional Forms of Annuity	50% joint and survivor annuity, 50% joint and survivor “pop-up” annuity, and 100% joint and survivor “pop-up” annuity.

Schedule SB Attachment (Form 5500) —2025 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Summary of Plan Provisions—Middleport Union Hourly

Participation	One year of credited service. Closed to new entrants effective February 1, 2013.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Ten years of credited service.
Retirement Benefits	
Normal Retirement	"Middleport non-grandfathered employees" (who would not have attained age 55 with 10 years of credited service by January 31, 2017): ● Monthly pension is $40.50 times years of credited service. Credited service for benefit accrual purposes is frozen as of March 31, 2013. "Middleport grandfathered employees" (who would have attained age 55 with at least 10 years of credited service by January 31, 2017): ● Monthly pension is $48.50 times years of service. ● Monthly pension for retirements on or after February 1, 2013 but before February 1, 2016, after attaining age 62 with 10 years of credited service, will be calculated with a monthly pension multiplier of $48.50. ● Credited service for benefit accrual purposes is frozen as of January 31, 2017.
Early Retirement	The monthly accrued benefit, reduced 10% for the first year and 4% for each subsequent year, by which benefit commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.

Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity and 100% joint and survivor annuity.

Schedule SB Attachment (Form 5500) —2025 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Summary of Plan Provisions—Newark, DE Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	None.
Retirement Benefits	
Normal	Monthly pension is $63.50 times the first 10 years of service, $64.50 times the next 10 years of service, and $65.50 times years of service in excess of 20.
Early	The monthly accrued benefit, reduced 4% for each year by which benefit commencement precedes age 65.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	None.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.
Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity.
Optional Forms of Annuity	50% joint and survivor annuity, 100% joint and survivor annuity, and level income annuity.

Summary of Plan Provisions—Spring Hill Union Hourly

Participation	The location covers a closed group with no new participants.
Eligibility for Benefits	
Normal Retirement	Age 65.
Early Retirement	Age 55 and 10 years of credited service.
Deferred Vested	Five years of vesting service.
Preretirement Death	Five years of vesting service.
Disability	Age 40 and 10 years of credited service.
Retirement Benefits	
Normal Retirement	Monthly pension is $38.50 times the first 10 years of service, $39.50 times the next 10 years of service, and $40.50 times years of service in excess of 20.
Early Retirement	The benefit for employees with less than 30 years of service at retirement will be reduced by 3% for each year that retirement precedes age 62. The benefit for employees with at least 30 years of service at retirement will be reduced by: (a) If benefits commence on or after age 60, 2% for each year that retirement precedes age 62. (b) If benefits commence prior to age 60, 3% for each year that commencement precedes age 62.
Deferred Vested	The monthly accrued benefit, reduced actuarially if payments commence after age 55 but before age 65.
Disability	The monthly accrued benefit payable immediately after the completion of any waiting period after the date of disability.
Preretirement Death Benefit	If eligible for early retirement, the benefit payable to the spouse for life is equal to 50% of what the participant would have received had the participant retired on the day of his death with the 50% joint and survivor option in effect. If vested, but not yet eligible for early retirement, the benefit is equal to 50% of the amount the participant would have received if the participant terminated on the date of his death, survived until his earliest retirement date and retired with the 50% joint and survivor option in effect.

Normal Form of Annuity	Unmarried participants receive a single life annuity; married participants receive a reduced 100% joint and survivor annuity; if the spouse should die first, the benefit reverts to the original unreduced amount (“pop-up” annuity).
Optional Forms of Annuity	50% joint and survivor annuity and 100% joint and survivor “pop-up” annuity.

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

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

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Employer ID No: 94-0479804, Plan No: 047
Schedule H, Line 4i - Schedules of Assets (Held at End of Year)
December 31, 2025

Schedule 1

	Security description	Shares / par value	Historical Cost	Fair value
	Cash and short-term investments:			
	Interest-bearing cash	3,235,000	$ 2,497,174	$ 2,497,174
**	BNY Mellon Cash Reserve	—	49,918	49,918
	Total cash and short-term investments		2,547,092	2,547,092
	U.S. government securities and other instruments:			
	U.S. Treasury Bond	207,212,526	139,800,007	140,478,962
	U.S. Treasury Note	91,905,000	86,897,374	88,511,496
	Other instruments:			
	BAY AREA CA TOLL AUTH TOLL BRI	360,000	473,409	399,910
	CALIFORNIA ST	1,120,000	1,447,265	1,360,079
	CALIFORNIA ST HLTH FACS FING A	380,000	380,000	356,020
	CALIFORNIA ST UNIV REVENUE	70,000	67,984	66,529
	CCP IRS P 3.49800% R USD-SOFR-	(300,000)	(690)	—
	CCP IRS P 3.54750% R USD-SOFR-	(200,000)	(488)	—
	CCP IRS P 3.55100% R USD-SOFR-	(200,000)	(468)	—
	CCP IRS P 3.57750% R USD-SOFR-	(200,000)	(440)	(25)
	CCP IRS P 3.58000% R USD-SOFR-	(200,000)	(463)	(1)
	CCP IRS P 3.62200% R USD-SOFR-	(200,000)	(428)	(263)
	CCP IRS P 3.62500% R USD-SOFR-	(300,000)	(765)	(31)
	CCP IRS P 3.63900% R USD-SOFR-	(500,000)	(1,181)	(184)
	CCP IRS P 3.64750% R USD-SOFR-	(200,000)	(541)	(125)
	CCP IRS R 3.79800% P USD-SOFR-	(300,000)	(690)	(778)
	CCP IRS R 3.83100% P USD-SOFR-	(200,000)	(468)	(279)
	CCP IRS R 3.84750% P USD-SOFR-	(200,000)	(488)	(64)
	CCP IRS R 3.86000% P USD-SOFR-	(200,000)	(463)	(145)
	CCP IRS R 3.87750% P USD-SOFR-	(200,000)	(440)	(286)
	CCP IRS R 3.88200% P USD-SOFR-	(200,000)	(428)	(653)
	CCP IRS R 3.91900% P USD-SOFR-	(500,000)	(1,181)	(371)
	CCP IRS R 3.92500% P USD-SOFR-	(300,000)	(765)	(99)
	CCP IRS R 3.92750% P USD-SOFR-	(200,000)	(541)	(184)
	CCP_CDS. SP UL AMERICAN INTERN	100,000	2,122	810
	CCP_CDS. SP UL AT&T INC. CME	500,000	5,830	3,704
	CCP_CDS. SP UL ENBRIDGE INC. C	500,000	4,781	3,717
	CCP_CDS. SP UL FORD MOTOR COMP	400,000	50,234	43,724
	CCP_CDS. SP UL GE CME	200,000	1,777	890
	CCP_CDS. SP UL GENERAL MOTORS	415,000	62,496	34,476
	CCP_CDS. SP UL HESS CORPORATIO	300,000	—	1,294
	CCP_CDS. SP UL MORGAN STANLEY	400,000	1,551	1,444
	CCP_CDS. SP UL THE BOEING COMP	200,000	—	1,397
	CCP_CDS. SP UL VERIZON COMMUNI	1,000,000	1,130	14,797
	CCP_CDS._SP UL AMERICAN INTERN	(100,000)	—	—
	CCP_CDS._SP UL AT&T INC. CME	(500,000)	(530)	—
	CCP_CDS._SP UL ENBRIDGE INC. C	(500,000)	—	—
	CCP_CDS._SP UL FORD MOTOR COMP	(400,000)	—	—
	CCP_CDS._SP UL GE CME	(200,000)	—	—

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Employer ID No: 94-0479804, Plan No: 047
Schedule H, Line 4i - Schedules of Assets (Held at End of Year)
December 31, 2025 **Schedule 1**

Security description	Shares / par value	Historical Cost	Fair value
CCP_CDS._SP UL GENERAL MOTORS	(415,000)	—	—
CCP_CDS._SP UL HESS CORPORATIO	(300,000)	(2,304)	—
CCP_CDS._SP UL MORGAN STANLEY	(400,000)	—	—
CCP_CDS._SP UL THE BOEING COMP	(200,000)	(489)	—
CCP_CDS._SP UL VERIZON COMMUNI	(1,000,000)	(1,664)	—
CCP_CDX. SP UL CDX.EM.40_V1 CM	200,000	—	1,164
CCP_CDX. SP UL CDX.EM.44 CME	100,000	—	(1,076)
CCP_CDX. SP UL CDX.NA.HY.45 CM	1,400,000	106,785	106,967
CCP_CDX. SP UL CDX.NA.IG.38 CM	100,000	—	2,002
CCP_CDX. SP UL CDX.NA.IG.40_V1	100,000	—	1,950
CCP_CDX. SP UL CDX.NA.IG.44 CM	6,700,000	118,634	149,239
CCP_CDX. SP UL CDX.NA.IG.45 CM	36,340,000	803,369	813,225
CCP_CDX._SP UL CDX.EM.40_V1 CM	(200,000)	(6,824)	—
CCP_CDX._SP UL CDX.EM.44 CME	(100,000)	(2,230)	—
CCP_CDX._SP UL CDX.NA.HY.45 CM	(1,400,000)	—	—
CCP_CDX._SP UL CDX.NA.IG.38 CM	(100,000)	(699)	—
CCP_CDX._SP UL CDX.NA.IG.40_V1	(100,000)	(1,019)	—
CCP_CDX._SP UL CDX.NA.IG.44 CM	(6,700,000)	—	—
CCP_CDX._SP UL CDX.NA.IG.45 CM	(36,340,000)	—	—
CCP_IRS. R USD-SOFR-COMPOUND C	37,072,000	1,002,521	2,870,791
CCP_IRS._R USD-SOFR-COMPOUND C	(37,072,000)	(304,958)	—
CDS. SP UL FEDERATIVE REPUBLIC	300,000	—	1,712
CDS. SP UL UNITED MEXICAN STAT	500,000	—	6,112
CDS._SP UL FEDERATIVE REPUBLIC	(300,000)	(18,602)	—
CDS._SP UL UNITED MEXICAN STAT	(500,000)	(5,640)	—
CHICAGO IL TRANSIT AUTH SALES	122,123	169,777	136,986
CHILE GOVERNMENT INTERNATIONAL	620,000	556,388	555,551
COMMIT TO PUR FNMA SF MTG	23,900,000	24,008,055	24,080,240
COMMIT TO PUR GNMA II JUMBOS	2,700,000	2,603,145	2,617,467
COMMITMENT TO PURCHASE FNMA SI	(600,000)	(1,652)	—
CXT. SP UL CDX.NA.HY.37	4,100,000	485,575	192,633
CXT._SP UL CDX.NA.HY.37	(4,100,000)	—	—
DALLAS TX AREA RAPID TRANSIT S	255,000	268,780	252,572
FHLMC POOL #SD-8367	326,337	326,413	331,698
FNMA POOL #0BM2003	10,987	11,425	10,637
FNMA POOL #0FM1107	14,923	15,570	14,444
GOLDEN ST TOBACCO SECURITIZATI	120,000	120,345	104,043
INDIANA ST FIN AUTH REVENUE	115,000	115,000	83,781
INDONESIA GOVERNMENT INTERNATI	980,000	853,855	792,173
ISRAEL GOVERNMENT INTERNATIONA	400,000	360,429	368,529
KUWAIT INTERNATIONAL GOVE 144A	490,000	490,000	488,290
LOS ANGELES CA CMNTY CLG DIST	70,000	83,013	77,626
LOS ANGELES CA DEPT OF ARPTS C	20,000	20,000	17,294
MARYLAND ST HLTH & HGR EDUCTNL	865,000	865,000	659,292
MASSACHUSETTS ST	70,000	68,600	71,531

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Employer ID No: 94-0479804, Plan No: 047
Schedule H, Line 4i - Schedules of Assets (Held at End of Year)
December 31, 2025 **Schedule 1**

Security description	Shares / par value	Historical Cost	Fair value
MASSACHUSETTS ST SCH BLDG AUTH	45,000	46,347	46,899
MET WASHINGTON DC ARPTS AUTH D	85,000	103,830	101,034
MEXICO GOVERNMENT INTERNATIONA	5,540,000	5,026,582	5,112,840
MICHIGAN ST FIN AUTH REVENUE	185,000	181,283	156,403
MICHIGAN ST UNIV REVENUES	300,000	300,000	214,578
MUNI ELEC AUTH OF GEORGIA	191,000	277,605	206,557
N TX TOLLWAY AUTH REVENUE	205,000	323,084	225,387
NEW JERSEY ST TURNPIKE AUTH TU	386,000	510,947	456,156
NEW YORK CITY NY MUNI WTR FIN	45,000	49,523	46,602
NEW YORK NY	840,000	866,752	859,107
NEW YORK ST DORM AUTH REVENUES	40,000	40,000	41,807
NEW YORK ST DORM AUTH ST PERSO	70,000	84,408	71,950
NEW YORK ST URBAN DEV CORP REV	145,000	147,749	149,346
OHIO UNIV GEN RECPTS ATHENS	155,000	178,010	146,359
ORIENTAL REPUBLIC OF URUGUAY	100,000	91,398	93,350
PANAMA GOVERNMENT INTERNATIONA	923,000	962,885	960,641
PERUVIAN GOVERNMENT INTERNATIO	28,000	15,333	15,165
PHILIPPINE GOVERNMENT INTERNAT	1,268,000	1,019,147	1,040,123
PORT AUTH OF NEW YORK & NEW JE	520,000	458,376	391,770
REGL TRANSPRTN DIST CO SALES T	30,000	31,977	30,239
REPUBLIC OF POLAND GOVERNMENT	300,000	296,523	287,301
SALES TAX SECURITIZATION CORP	200,000	192,149	185,586
SAN ANTONIO TX ELEC & GAS REVE	160,000	167,280	164,995
SAN DIEGO CNTY CA REGL TRANSPR	110,000	114,299	110,983
SAN FRANCISCO CITY & CNTY CA P	50,000	74,183	55,598
SAUDI GOVERNMENT INTERNAT 144A	800,000	761,944	752,964
SOUTH CAROLINA ST PUBLIC SVC A	25,000	39,298	26,587
STATE OF ISRAEL	470,000	394,419	314,971
TEXAS NATURAL GAS SECURITIZTN	520,000	526,181	530,322
TEXAS ST	215,581	229,144	220,923
TEXAS ST A & M UNIV PERM UNIV	145,000	112,993	118,561
TURKIYE GOVERNMENT INTERNATION	400,000	393,828	397,568
ULTRA 10YR US TREAS NT FUT CBT	159	—	(103,220)
UNITED NATIONS DEV CORP NY	75,000	75,000	80,030
UNIV OF CALIFORNIA CA RGTS MED	325,000	427,201	346,880
UNIV OF CALIFORNIA REVENUES	110,000	114,123	91,284
UNIV OF MICHIGAN MI	321,000	321,000	249,732
UNIV OF TEXAS TX UNIV REVENUES	65,000	41,346	40,458
UNIV OF VIRGINIA VA UNIV REVEN	95,000	121,692	104,242
URUGUAY GOVERNMENT INTERNATION	330,000	322,215	319,151
US 10YR NOTE FUTURE (CBT)	(14)	(2,718)	(1,531)
US 10YR NOTE FUTURE (CBT)MAR 2	(10)	(1,690)	(1,250)
US 10YR NOTE FUTURE MAR 26	(4)	(683)	(1,063)
US 10YR TREAS NTS FUTURE (CBT)	20	—	(20,766)
US 2YR TREAS NTS FUT (CBT)	294	—	45,258

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
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Schedule H, Line 4i - Schedules of Assets (Held at End of Year)
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Security description	Shares / par value	Historical Cost	Fair value
US 5YR TREAS NTS FUTURE (CBT)	(35)	—	(11,340)
US TREAS BD FUTURE (CBT)	3	—	(6,132)
US ULTRA BOND (CBT)	(530)	—	993,648
VARIATION MARGIN ON SWAPS		(4,220,759)	(4,220,759)
Total other instruments		46,807,921	48,529,468
Total U.S. government securities and other instruments		273,505,302	277,519,926
Corporate debt:			
Corporate debt instruments:			
7-ELEVEN INC 144A	600,000	597,702	364,524
ABBVIE INC	511,000	422,272	429,783
ABU DHABI NATIONAL ENERGY 144A	400,000	396,944	391,640
AEP TEXAS INC	890,000	867,718	840,626
AERCAP IRELAND CAPITAL DAC / A	1,980,000	1,938,598	1,992,794
AES CORP/THE	200,000	199,880	204,596
AETNA INC	200,000	203,122	175,232
AIR CANADA 144A	200,000	200,750	199,054
AKER BP ASA 144A	805,000	795,435	748,851
ALCON FINANCE CORP 144A	1,200,000	1,203,144	1,179,288
ALEXANDRIA REAL ESTATE EQUITIE	815,000	774,733	500,149
ALTRIA GROUP INC	299,000	237,603	244,465
AMAZON.COM INC	50,000	42,708	41,265
AMEREN ILLINOIS CO	54,000	53,897	53,274
AMERICA MOVIL SAB DE CV	230,000	260,486	247,347
AMERICAN AIRLINES INC/AAD 144A	100,000	100,000	100,142
AMERICAN HOMES 4 RENT LP	775,000	748,761	781,870
AMERICAN INTERNATIONAL GROUP I	570,000	547,595	521,519
AMERICAN TOWER CORP	2,520,000	2,373,830	1,921,358
AMERICAN WATER CAPITAL CORP	200,000	198,186	194,726
AMFAM HOLDINGS INC 144A	300,000	300,000	201,915
AMGEN INC	6,840,000	6,661,482	6,347,987
ANALOG DEVICES INC	60,000	40,544	38,996
ANGLO AMERICAN CAPITAL PL 144A	600,000	566,188	561,330
ANTARES HOLDINGS LP 144A	300,000	299,586	317,520
AON NORTH AMERICA INC	305,000	303,146	304,674
APPALACHIAN POWER CO	1,235,000	1,269,835	1,114,247
APTIV SWISS HOLDINGS LTD	570,000	387,903	390,306
ARCELORMITTAL SA	375,000	372,641	420,484
ARIZONA PUBLIC SERVICE CO	695,000	675,036	701,682
ARTHUR J GALLAGHER & CO	297,000	267,629	265,682
ASCENSION HEALTH	55,000	46,333	44,828
ASHTEAD CAPITAL INC 144A	300,000	299,736	317,865
ASSURED GUARANTY US HOLDINGS I	175,000	174,505	165,214
AT&T INC	17,907,000	15,797,869	13,493,355

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Employer ID No: 94-0479804, Plan No: 047
Schedule H, Line 4i - Schedules of Assets (Held at End of Year)
December 31, 2025 **Schedule 1**

Security description	Shares / par value	Historical Cost	Fair value
ATHENE HOLDING LTD	375,000	238,655	237,926
AURORA OIL & GAS CORP COM	191,200	574	—
AUTOZONE INC	1,100,000	1,132,920	1,135,464
AVOLON HOLDINGS FUNDING L 144A	408,000	410,651	398,123
BACARDI LTD 144A	300,000	297,570	268,143
BANCO BILBAO VIZCAYA ARGENTARI	400,000	400,000	425,964
BANCO MERCANTIL DEL NORTE 144A	200,000	200,000	206,724
BANCO SANTANDER SA	400,000	400,000	400,880
BARCLAYS PLC	2,593,000	2,623,016	2,666,139
BARRICK NORTH AMERICA FINANCE	53,000	51,887	54,167
BAT CAPITAL CORP	3,686,000	3,459,068	3,311,041
BAXTER INTERNATIONAL INC	280,000	281,253	222,725
BAYER US FINANCE II LLC 144A	989,000	957,660	833,649
BAYLOR SCOTT & WHITE HOLDINGS	115,000	115,000	73,156
BECTON DICKINSON & CO	85,000	74,092	75,496
BELL TELEPHONE CO OF CANADA OR	79,000	76,665	75,369
BERKSHIRE HATHAWAY ENERGY CO	150,000	156,129	162,974
BIOGEN INC	95,000	57,962	61,541
BIO-RAD LABORATORIES INC	200,000	199,466	189,064
BLACK HILLS CORP	400,000	467,424	320,300
BLOCK FINANCIAL LLC	575,000	573,200	554,248
BNP PARIBAS SA 144A	200,000	195,000	186,792
BOEING CO/THE	7,260,000	6,908,596	6,810,133
BOSTON PROPERTIES LP	980,000	837,677	922,649
BOSTON SCIENTIFIC CORP	435,000	440,662	431,979
BP CAPITAL MARKETS AMERICA INC	870,000	870,000	882,476
BPCE SA 144A	1,240,000	1,269,320	1,289,191
BRITISH TELECOMMUNICATIONS LTD	300,000	434,448	366,522
BROADCOM INC 144A	70,000	69,506	69,248
BROOKLYN UNION GAS CO/THE 144A	120,000	120,000	125,250
BROWN & BROWN INC	45,000	44,891	46,959
CAIXABANK SA 144A	875,000	875,000	938,613
CAMPBELL'S COMPANY/THE	1,030,000	1,018,099	960,641
CANADIAN NATURAL RESOURCES LTD	305,000	380,509	326,886
CANADIAN PACIFIC RAILWAY CO	1,642,000	1,550,302	1,423,278
CAPITAL ONE FINANCIAL CORP	310,000	310,000	309,082
CARDINAL HEALTH INC	390,000	364,093	372,454
CDW LLC / CDW FINANCE CORP	200,000	200,000	194,358
CENOVUS ENERGY INC	78,000	96,293	71,418
CENTENE CORP	200,000	200,000	194,014
CENTRAL RLTY INVS INC COM	2,812	7,693	—
CHARTER COMMUNICATIONS OPERATI	8,346,000	7,666,182	6,800,011
CHUBB INA HOLDINGS LLC	540,000	540,113	543,197

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Employer ID No: 94-0479804, Plan No: 047
Schedule H, Line 4i - Schedules of Assets (Held at End of Year)
December 31, 2025

Schedule 1

Security description	Shares / par value	Historical Cost	Fair value
CIGNA GROUP/THE	1,315,000	1,277,401	1,274,205
CITADEL SECURITIES GLOBAL 144A	300,000	299,691	316,263
CITIGROUP INC	65,000	57,894	57,207
CLEVELAND ELECTRIC ILLUMI 144A	600,000	636,936	590,280
CMS ENERGY CORP	40,000	37,158	35,849
COCA-COLA CO/THE	310,000	307,609	305,372
COHERENT CORP 144A	200,000	200,000	199,234
COLUMBIA PIPELINES OPERAT 144A	188,000	194,427	202,149
COMCAST CORP	2,948,000	2,601,353	1,685,131
COMMONWEALTH EDISON CO	200,000	198,136	204,435
CONAGRA BRANDS INC	1,065,000	1,020,714	957,478
CONSOLIDATED EDISON CO OF NEW	360,000	352,367	280,739
CONSTELLATION BRANDS INC	55,000	54,844	54,514
CONSTELLATION ENERGY GENERATIO	880,000	879,537	893,908
COOPERATIEVE RABOBANK UA	45,000	61,781	45,516
CORNING INC	410,000	419,019	377,934
COSTAR GROUP INC 144A	200,000	199,842	183,660
COTERRA ENERGY INC	75,000	74,571	73,903
CRH AMERICA FINANCE INC 144A	500,000	494,795	427,390
CROWN CASTLE INC	1,220,000	965,336	876,807
CSL FINANCE PLC 144A	175,000	176,019	158,543
CSX CORP	10,000	10,726	11,005
CVS HEALTH CORP	5,495,000	5,431,735	5,307,530
DCP MIDSTREAM OPERATING L 144A	2,000	2,226	2,179
DELL INTERNATIONAL LLC / EMC C	209,000	222,697	224,919
DEUTSCHE BANK AG/NEW YORK NY	400,000	400,000	440,064
DEVON ENERGY CORP	1,525,000	1,523,250	1,493,917
DIAMONDBACK ENERGY INC	1,595,000	1,577,989	1,543,158
DICK'S SPORTING GOODS INC	70,000	50,915	51,349
DISCOVERY GLOBAL HOLDINGS INC	56,000	56,000	36,896
DOMINION ENERGY INC	791,000	720,613	661,806
DOW CHEMICAL CO/THE	1,071,000	1,060,864	1,008,357
DT MIDSTREAM INC 144A	700,000	700,000	685,986
DUKE ENERGY CAROLINAS LLC	170,000	132,201	120,989
DUKE ENERGY CORP	3,179,000	2,908,534	2,526,161
DUKE ENERGY FLORIDA LLC	860,000	850,846	768,537
DUKE ENERGY OHIO INC	170,000	161,053	129,846
DUKE ENERGY PROGRESS LLC	15,000	10,914	11,467
DUKE UNIVERSITY	65,000	43,766	40,885
DUPONT DE NEMOURS INC	65,000	67,255	65,285
EAGLE MATERIALS INC	140,000	138,464	137,441
ELECTRICITE DE FRANCE SA 144A	785,000	741,749	805,245
ELEVANCE HEALTH INC	1,974,000	1,851,500	1,720,421

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ELI LILLY & CO	150,000	149,791	151,736
EMERA US FINANCE LP	923,000	904,804	790,706
ENBRIDGE ENERGY PARTNERS LP	224,000	252,889	247,627
ENBRIDGE INC	1,220,000	1,202,746	1,274,335
ENEL FINANCE AMERICA LLC 144A	400,000	395,076	288,812
ENEL FINANCE INTERNATIONA 144A	400,000	393,516	415,220
ENERGY TRANSFER LP	6,129,000	6,173,989	5,825,708
ENTERGY ARKANSAS LLC	300,000	298,665	303,333
ENTERGY LOUISIANA LLC	45,000	34,953	36,503
ENTERGY MISSISSIPPI LLC	35,000	34,984	35,364
ENTERPRISE PRODUCTS OPERATING	220,000	207,122	194,471
EOG RESOURCES INC	300,000	298,009	294,324
EPR PROPERTIES	300,000	311,376	300,480
EQT CORP	350,000	346,108	352,625
EQUINIX EUROPE 2 FINANCING COR	100,000	99,933	100,390
EQUINIX INC	1,095,000	1,091,616	1,048,182
EQUITABLE HOLDINGS INC	350,000	350,000	365,873
ESSENTIAL PROPERTIES LP	300,000	299,400	274,161
ESSENTIAL UTILITIES INC	396,000	335,755	296,536
ESSEX PORTFOLIO LP	200,000	192,900	170,450
EVERGY KANSAS CENTRAL INC	65,000	45,143	44,420
EVERGY METRO INC	95,000	92,136	93,534
EVERSOURCE ENERGY	1,490,000	1,387,713	1,439,453
EXELON CORP	780,000	824,111	633,842
FEDEX CORP	3,179,000	2,855,932	2,580,646
FIDELITY NATIONAL INFORMATION	70,000	68,558	58,700
FIFTH THIRD BANCORP	740,000	740,000	725,925
FIRST AMERICAN FINANCIAL CORP	200,000	199,326	174,716
FIRSTCITY LIQUIDATING TR CTF	18,400	—	—
FIRSTENERGY CORP	320,000	234,354	240,667
FIRSTENERGY TRANSMISSION 144A	168,000	192,069	162,567
FISERV INC	280,000	263,707	220,486
FLEX INTERMEDIATE HOLDCO 144A	200,000	174,604	184,234
FLORIDA POWER & LIGHT CO	2,005,000	1,913,289	1,931,919
FORTIVE CORP	178,000	189,633	147,231
FOUNDRY JV HOLDCO LLC 144A	235,000	246,144	247,589
FS KKR CAPITAL CORP	300,000	299,046	276,927
GE CAPITAL INTERNATIONAL FUNDI	100,000	91,898	97,780
GE HEALTHCARE TECHNOLOGIES INC	535,000	534,995	557,053
GENERAL ELECTRIC CO	121,000	112,070	117,498
GENERAL MILLS INC	856,000	880,775	763,402
GENERAL MOTORS CO	195,000	168,700	175,681
GENERAL MOTORS FINANCIAL CO IN	1,215,000	1,213,639	1,228,158

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GLENCORE FUNDING LLC 144A	680,000	640,997	648,914
GLOBAL ATLANTIC FIN CO 144A	445,000	442,001	456,303
GLOBAL PAYMENTS INC	500,000	498,837	495,760
GLP CAPITAL LP / GLP FINANCING	1,285,000	1,278,377	1,293,955
GOLDMAN SACHS GROUP INC/THE	642,000	631,614	635,825
GOODMAN US FINANCE SIX LL 144A	400,000	398,208	402,644
GRUPO TELEVISA SAB	145,000	133,220	111,238
HA SUSTAINABLE INFRASTRUCTURE	300,000	297,795	306,138
HALEON US CAPITAL LLC	1,020,000	969,591	987,944
HCA INC	3,675,000	3,261,465	3,159,555
HEALTH CARE SERVICE CORP 144A	150,000	149,537	144,861
HESS CORP	325,000	333,796	340,181
HEWLETT PACKARD ENTERPRISE CO	140,000	137,383	130,096
HEXCEL CORP	200,000	199,970	209,606
HOWMET AEROSPACE INC	915,000	914,447	920,298
HSBC HOLDINGS PLC	2,680,000	2,742,698	2,762,591
HUMANA INC	837,000	804,847	773,216
HUNTINGTON INGALLS INDUSTRIES	1,250,000	1,290,992	1,292,763
HUNTSMAN INTERNATIONAL LLC	100,000	98,870	95,950
ING GROEP NV	500,000	500,000	531,242
INGERSOLL RAND INC	430,000	442,182	444,801
INTEL CORP	4,639,000	3,793,652	3,405,206
INTERNATIONAL PAPER CO	289,000	315,449	293,284
INTERSTATE POWER AND LIGHT CO	230,000	222,014	172,408
INTESA SANPAOLO SPA 144A	300,000	299,703	343,185
INVITATION HOMES OPERATING PAR	600,000	598,854	513,894
ITC HOLDINGS CORP	280,000	313,531	270,620
JAB HOLDINGS BV 144A	300,000	215,778	234,021
JBS NV/JBS USA FOODS GROU 144A	1,415,000	1,423,472	1,418,209
JBS NV/JBS USA FOODS GROUP HOL	755,000	773,762	781,074
JOHNSON CONTROLS INTERNATIONAL	170,000	186,635	147,140
JP MORGAN MORTGAGE ACQ WMC1 M3	49,888	48,891	50,100
JPMORGAN CHASE & CO	905,000	905,000	947,816
KENTUCKY UTILITIES CO	40,000	39,988	40,497
KEURIG DR PEPPER INC	1,385,000	1,310,979	1,329,186
KEYCORP	1,000,000	1,000,000	1,027,710
KEYSPAN GAS EAST CORP 144A	215,000	215,000	143,736
KILROY REALTY LP	200,000	199,914	164,290
KINDER MORGAN ENERGY PARTNERS	1,478,000	1,655,129	1,613,815
KINDER MORGAN INC	1,830,000	1,672,431	1,742,365
KRAFT HEINZ FOODS CO	1,014,000	949,892	945,827
KROGER CO/THE	845,000	855,145	810,433
LAS VEGAS SANDS CORP	300,000	299,607	315,792

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LAZARD GROUP LLC	100,000	99,241	100,252
LBJ INFRASTRUCTURE GROUP 144A	105,000	105,000	73,749
LELAND STANFORD JUNIOR UNIVERS	870,000	870,000	875,507
LOWE'S COS INC	2,157,000	1,949,475	1,853,855
LYB INTERNATIONAL FINANCE III	655,000	628,315	571,980
MARATHON PETROLEUM CORP	145,000	125,311	117,146
MARVELL TECHNOLOGY INC	200,000	198,696	214,256
MASSACHUSETTS INSTITUTE OF TEC	480,000	389,494	314,869
MCDONALD'S CORP	3,015,000	3,057,417	2,768,564
MELCO RESORTS FINANCE LTD 144A	200,000	200,000	199,726
META PLATFORMS INC	120,000	104,077	97,955
METHODIST HOSPITAL/THE	65,000	41,163	40,189
MICRON TECHNOLOGY INC	415,000	415,589	443,722
MICROSOFT CORP	232,000	232,393	141,997
MOLSON COORS BEVERAGE CO	245,000	194,219	197,321
MONDELEZ INTERNATIONAL INC	35,000	21,146	20,951
MOODY'S CORP	45,000	46,224	43,720
MORGAN STANLEY	160,000	161,351	168,600
MOTIVA ENTERPRISES LLC 144A	60,000	74,681	65,166
MOTOROLA SOLUTIONS INC	675,000	673,664	613,332
MPLX LP	3,055,000	2,973,496	2,948,979
MYLAN INC	90,000	93,099	73,327
NASDAQ INC	1,926,000	1,694,042	1,774,468
NATIONAL FUEL GAS CO	300,000	299,013	314,172
NATIONAL GRID PLC	300,000	300,000	310,908
NATIONWIDE MUTUAL INSURAN 144A	219,000	274,435	221,459
NEVADA POWER CO	185,000	244,914	208,338
NEW YORK STATE ELECTRIC & 144A	200,000	131,940	135,420
NIAGARA MOHAWK POWER CORP 144A	40,000	39,874	39,657
NISOURCE INC	1,485,000	1,513,638	1,392,116
NISSAN MOTOR CO LTD 144A	800,000	800,000	789,136
NNN REIT INC	100,000	98,587	88,240
NOMURA HOLDINGS INC	900,000	900,000	895,636
NORFOLK SOUTHERN CORP	1,533,000	1,228,322	1,115,533
NORTHROP GRUMMAN CORP	1,140,000	989,238	919,228
NORTHWESTERN UNIVERSITY	25,000	24,160	18,216
NUMERICABLE / YPSO / ALTICE 10	72,262	70,456	72,157
NXP BV / NXP FUNDING LLC / NXP	435,000	372,261	338,390
OCCIDENTAL PETROLEUM CORP	1,300,000	1,336,341	1,356,753
OGLETHORPE POWER CORP	1,066,000	1,005,192	923,056
OKLAHOMA GAS AND ELECTRIC CO	210,000	203,357	212,875
OMNICOM GROUP INC 144A	300,000	298,317	278,787
ONCOR ELECTRIC DELIVERY CO LLC	372,000	341,109	319,924

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ONEMAIN FINANCE CORP	34,000	34,028	34,258
ONEOK INC	4,027,000	3,906,934	3,936,273
ONEOK INC 144A	200,000	200,000	204,086
ONEOK PARTNERS LP	115,000	110,156	118,368
ORACLE CORP	12,963,000	11,983,789	10,067,369
OTIS WORLDWIDE CORP	580,000	562,173	432,556
OWENS CORNING	20,000	23,535	16,452
PACIFIC GAS AND ELECTRIC CO	7,629,000	7,288,949	6,859,836
PACIFICORP	455,000	395,816	338,083
PARAMOUNT GLOBAL	2,026,000	1,662,204	1,532,572
PERUSAHAAN PERSEROAN PERS 144A	500,000	493,983	380,603
PETROLEOS MEXICANOS	688,000	688,931	604,319
PG&E WILDFIRE RECOVERY FUNDING	70,000	69,993	65,411
PHILLIPS 66	320,000	294,166	302,026
PHILLIPS 66 CO	280,000	243,930	242,456
PLAINS ALL AMERICAN PIPELINE L	970,000	981,710	998,006
PRESIDENT AND FELLOWS OF HARVA	80,000	65,624	65,702
PRINCIPAL FINANCIAL GROUP INC	40,000	41,963	35,994
PROSUS NV 144A	300,000	299,976	200,517
PUBLIC SERVICE CO OF COLORADO	1,239,000	1,236,470	1,165,619
PUBLIC SERVICE CO OF OKLAHOMA	135,000	134,887	138,729
PUBLIC SERVICE ENTERPRISE GROU	495,000	494,089	439,149
RCKT MORTGAGE TRUST 2 A2 144A	219,597	207,692	183,948
REGENERON PHARMACEUTICALS INC	77,000	50,633	47,156
REINSURANCE GROUP OF AMERICA I	40,000	40,000	41,341
RENESAS ELECTRONICS CORP 144A	500,000	500,000	490,895
REPUBLIC SERVICES INC	35,000	38,376	38,698
REYNOLDS AMERICAN INC	535,000	521,229	533,077
ROGERS COMMUNICATIONS INC	70,000	60,543	60,019
ROYALTY PHARMA PLC	1,589,000	1,314,981	1,122,355
RTX CORP	4,360,000	4,294,087	3,746,475
RWE FINANCE US LLC 144A	300,000	298,074	294,294
SABINE PASS LIQUEFACTION LLC	150,000	149,616	150,752
SAMMONS FINANCIAL GROUP I 144A	400,000	399,116	438,636
SANDS CHINA LTD	400,000	398,900	407,236
SANTANDER UK GROUP HOLDINGS PL	1,000,000	967,606	1,001,054
SCMS 2025-BNC1 MO BNC1 A2 144A	645,000	644,999	645,690
SCRIPPS ESCROW II INC 144A	200,000	200,000	184,028
SEAGATE DATA STORAGE TECH 144A	50,400	57,183	57,218
SEASONED LOANS STRUCTURE 3 A1C	220,764	223,341	209,953
SEMPRA	1,275,000	1,218,230	1,220,893
SHERWIN-WILLIAMS CO/THE	715,000	658,078	519,413
SIEMENS FUNDING BV 144A	177,000	186,071	185,400

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SMURFIT KAPPA TREASURY ULC	300,000	300,000	310,812
SOCIETE GENERALE SA 144A	1,045,000	1,045,367	1,104,510
SOUTHERN CALIFORNIA EDISON CO	1,579,000	1,495,041	1,202,093
SOUTHERN CO GAS CAPITAL CORP	1,683,000	1,634,391	1,384,644
SOUTHERN CO/THE	285,000	275,006	253,794
SOUTHERN COPPER CORP	156,000	155,877	155,661
SOUTHERN POWER CO	1,015,000	1,012,991	1,012,608
SOUTHWESTERN ELECTRIC POWER CO	538,000	548,683	375,968
SOUTHWESTERN PUBLIC SERVICE CO	300,000	297,774	307,650
STARBUCKS CORP	500,000	494,810	418,450
STARWOOD PROPERTY TRUST I 144A	100,000	100,000	99,483
STATE STREET CORP	375,000	375,859	373,789
STELLANTIS FINANCIAL SERV 144A	400,000	399,752	406,060
STONEPEAK NILE PARENT LLC 144A	200,000	201,625	211,654
STUDIO CITY FINANCE LTD 144A	200,000	200,000	193,128
SUMISHO AIR LEASE CORP	400,000	393,248	406,940
SUNCOR ENERGY INC	672,000	635,541	531,519
SYSCO CORP	7,000	7,378	7,753
TAKEDA PHARMACEUTICAL CO LTD	1,917,000	1,779,258	1,518,759
TARGA RESOURCES CORP	1,183,000	1,154,449	1,152,174
TD SYNNEX CORP	400,000	397,632	360,192
TEACHERS INSURANCE & ANNU 144A	400,000	393,896	329,400
TELEFONICA EMISIONES SA	1,100,000	1,055,858	954,315
TENNESSEE GAS PIPELINE CO 144A	200,000	199,602	188,774
TEXAS INSTRUMENTS INC	105,000	89,489	86,765
TIME WARNER CABLE LLC	505,000	448,210	424,545
T-MOBILE USA INC	7,765,000	7,392,369	6,826,702
TOYOTA AUTO LOAN EXT 1A A 144A	1,420,000	1,427,478	1,453,214
TRANSCANADA PIPELINES LTD	1,190,000	1,257,425	1,200,325
TRANSCONTINENTAL GAS PIPE LINE	77,000	71,235	74,648
TRAVELERS COS INC/THE	333,000	332,632	341,438
TRUIST FINANCIAL CORP	805,000	812,716	857,921
TRUST 2401 144A	397,000	486,234	382,609
TRUST FIBRA UNO 144A	203,000	202,691	192,273
TYSON FOODS INC	475,000	454,069	478,713
UNION PACIFIC CORP	479,000	414,037	350,504
UNITED PARCEL SERVICE INC	60,000	44,654	42,714
UNITEDHEALTH GROUP INC	946,000	941,147	884,452
UTAH ACQUISITION SUB INC	380,000	355,556	313,185
VALE OVERSEAS LTD	400,000	396,940	408,200
VALERO ENERGY CORP	80,000	57,153	55,546
VENTAS REALTY LP	295,000	306,113	296,607
VENTURE GLOBAL PLAQUEMINE 144A	300,000	300,000	306,714

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VERIZON COMMUNICATIONS IN 144A	700,000	707,821	708,876
VERIZON COMMUNICATIONS INC	10,319,000	9,755,070	8,275,736
VIATRIS INC	142,000	109,923	103,177
VICI PROPERTIES LP	500,000	494,134	501,691
VIRGIN MEDIA SECURED FINA 144A	400,000	407,000	394,064
VISTRA OPERATIONS CO LLC 144A	400,000	399,400	445,884
VODAFONE GROUP PLC	715,000	707,240	695,739
VOLKSWAGEN GROUP OF AMERI 144A	500,000	499,871	513,695
WASTE MANAGEMENT INC	85,000	52,589	50,980
WEC ENERGY GROUP INC	1,060,000	1,059,152	1,013,318
WELLS FARGO & CO	260,000	234,770	234,715
WELLTOWER OP LLC	90,000	112,064	100,497
WESTERN MIDSTREAM OPERATING LP	175,000	166,762	166,897
WESTINGHOUSE AIR BRAKE TECHNOL	595,000	594,954	611,845
WESTLAKE CORP	230,000	177,777	166,335
WEYERHAEUSER CO	200,000	198,924	198,153
WHISTLER PIPELINE LLC 144A	200,000	199,514	207,222
WILLIAMS COS INC/THE	1,764,000	1,737,178	1,644,858
WILLIS NORTH AMERICA INC	825,000	821,706	796,583
WOODSIDE FINANCE LTD	301,000	299,881	298,662
WOODSIDE FINANCE LTD 144A	400,000	399,268	400,140
XCEL ENERGY INC	433,000	442,427	455,958
Total corporate debt instruments		283,316,143	265,123,313
Corporate debt instruments - preferred:			
ABBOTT LABORATORIES	660,000	702,434	623,543
ABBVIE INC	7,665,000	7,556,920	7,058,090
AEP TRANSMISSION CO LLC	290,000	289,981	224,510
AFLAC INC	90,000	76,045	72,402
AIB GROUP PLC 144A	1,215,000	1,233,637	1,285,760
AIR PRODUCTS AND CHEMICALS INC	110,000	90,482	82,743
ALABAMA POWER CO	1,256,000	1,211,146	1,040,230
ALIBABA GROUP HOLDING LTD	290,000	265,321	223,461
ALLSTATE CORP/THE	533,000	430,211	422,786
ALPHABET INC	3,372,000	3,317,395	3,253,092
ALTRIA GROUP INC	2,485,000	2,348,671	2,377,636
AMAZON.COM INC	4,795,000	4,357,744	3,563,968
AMEREN ILLINOIS CO	391,000	360,704	290,105
AMERICAN EXPRESS CO	3,609,000	3,626,272	3,667,519
AMERICAN HONDA FINANCE CORP	1,300,000	1,307,849	1,280,396
AMERICAN TRANSMISSION SYS 144A	125,000	139,869	116,620
AMERICAN WATER CAPITAL CORP	154,000	152,609	154,907
AMPHENOL CORP	645,000	638,384	628,219
ANALOG DEVICES INC	28,000	20,756	20,713
ANHEUSER-BUSCH COS LLC	50,000	52,992	53,533

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ANHEUSER-BUSCH COS LLC / ANHEU	3,397,000	3,215,143	3,208,107
ANHEUSER-BUSCH INBEV FINANCE I	370,000	333,410	340,989
ANHEUSER-BUSCH INBEV WORLDWIDE	2,455,000	2,433,160	2,425,876
AON CORP / AON GLOBAL HOLDINGS	908,000	780,109	659,015
APPLE INC	4,039,000	3,692,102	2,988,487
APPLIED MATERIALS INC	22,000	29,610	23,441
ARCHER-DANIELS-MIDLAND CO	30,000	27,354	27,118
ASCENSION HEALTH	80,000	62,478	63,819
ASTRAZENECA PLC	465,000	528,778	453,692
ATMOS ENERGY CORP	660,000	629,681	621,142
AVALONBAY COMMUNITIES INC	520,000	517,686	475,982
AVISTA CORP	90,000	73,994	74,073
BAE SYSTEMS PLC 144A	965,000	966,511	982,185
BALTIMORE GAS AND ELECTRIC CO	305,000	277,585	253,789
BANK OF AMERICA CORP	10,756,000	9,972,079	9,719,245
BANK OF AMERICA NA	30,000	30,798	32,622
BANK OF NEW YORK MELLON CORP/T	640,000	649,350	643,315
BANK OF NOVA SCOTIA/THE	1,260,000	1,258,891	1,260,832
BARRICK PD AUSTRALIA FINANCE P	55,000	58,184	57,929
BASIN ELECTRIC POWER COOP 144A	60,000	59,907	59,038
BAYLOR SCOTT & WHITE HOLDINGS	228,000	168,840	145,040
BEIGNET INVESTOR LLC 144A	1,600,000	1,600,000	1,695,264
BERKSHIRE HATHAWAY ENERGY CO	125,000	97,447	87,454
BERKSHIRE HATHAWAY FINANCE COR	1,180,000	952,030	854,033
BHP BILLITON FINANCE USA LTD	1,930,000	1,951,190	1,948,361
BLACKROCK INC	1,104,000	1,101,388	1,113,146
BLACKSTONE HOLDINGS FINAN 144A	300,000	296,916	215,265
BLACKSTONE REG FINANCE CO LLC	70,000	69,933	69,628
BMW US CAPITAL LLC 144A	1,005,000	1,005,249	1,019,759
BOEING CO/THE	65,000	71,090	73,268
BOSTON SCIENTIFIC CORP	33,000	32,774	29,692
BP CAPITAL MARKETS AMERICA INC	860,000	691,724	564,559
BRISTOL-MYERS SQUIBB CO	2,940,000	2,674,958	2,258,982
BROADCOM INC	4,829,000	4,537,085	4,468,614
BROADCOM INC 144A	1,602,000	1,477,873	1,376,331
BROOKFIELD ASSET MANAGEMENT LT	70,000	69,996	71,212
BROOKFIELD FINANCE INC	310,000	267,962	261,454
BROWN UNIVERSITY	140,000	97,367	92,428
BROWN-FORMAN CORP	115,000	102,828	100,325
BURLINGTON NORTHERN SANTA FE L	4,167,000	4,138,080	3,842,465
BX COMMERCIAL MORT VLT5 A 144A	335,000	340,025	339,821
CAMDEN PROPERTY TRUST	970,000	967,932	932,703
CAMERON LNG LLC 144A	200,000	200,000	175,260
CANADIAN NATIONAL RAILWAY CO	540,000	537,872	525,031
CARGILL INC 144A	460,000	466,668	417,490

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Schedule H, Line 4i - Schedules of Assets (Held at End of Year)
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Security description	Shares / par value	Historical Cost	Fair value
CARLYLE FINANCE LLC 144A	500,000	499,570	489,090
CASE WESTERN RESERVE UNIVERSIT	225,000	224,598	204,948
CATERPILLAR INC	23,000	22,333	23,294
CENTERPOINT ENERGY HOUSTON ELE	125,000	116,919	90,741
CHARLES SCHWAB CORP/THE	930,000	931,971	921,608
CHEVRON USA INC	1,130,000	1,074,583	1,099,762
CHILDREN'S HOSPITAL OF PHILADE	65,000	39,015	40,572
CHILE ELECTRICITY LUX MPC 144A	268,500	268,521	281,767
CHUBB INA HOLDINGS LLC	973,000	953,805	977,556
CIGNA GROUP/THE	1,590,000	1,566,399	1,448,728
CISCO SYSTEMS INC	2,237,000	2,259,647	2,248,555
CITIGROUP INC	6,630,000	6,338,526	6,283,402
COCA-COLA CO/THE	1,025,000	958,316	896,778
COMCAST CORP	6,770,000	5,882,852	5,242,546
COMCAST CORP 144A	250,000	248,891	247,055
COMMONSPIRIT HEALTH	530,000	498,260	448,604
COMMONWEALTH BANK OF AUST 144A	400,000	400,000	386,088
COMMONWEALTH EDISON CO	1,763,000	1,617,508	1,359,819
CONOCOPHILLIPS CO	2,159,000	2,076,390	1,919,098
CONSOLIDATED EDISON CO OF NEW	4,597,000	4,600,700	3,962,845
CONSUMERS 2023 SECURITIZATION	193,859	193,840	195,947
CONSUMERS ENERGY CO	665,000	658,251	665,810
COOPERATIEVE RABOBANK UA	255,000	251,726	256,765
COSERV SECURITIZATION 202 144A	530,935	530,928	545,891
CSL FINANCE PLC 144A	60,000	60,419	51,964
CSX CORP	945,000	854,503	761,801
CVS HEALTH CORP	2,185,000	2,163,154	1,933,791
DEERE & CO	540,000	545,929	570,726
DEUTSCHE TELEKOM INTERNAT 144A	600,000	596,094	580,392
DH EUROPE FINANCE II SARL	388,000	341,926	318,715
DIAGEO CAPITAL PLC	565,000	562,006	596,148
DIAGEO INVESTMENT CORP	685,000	703,774	710,249
DLLAA 2023-1 LLC 1A A3 144A	126,971	126,963	128,318
DOMINION ENERGY SOUTH CAROLINA	315,000	348,129	300,491
DTE ELECTRIC CO	420,000	375,640	380,304
DUKE ENERGY CAROLINAS LLC	897,000	840,402	769,856
DUKE ENERGY FLORIDA LLC	405,000	396,642	345,459
DUKE ENERGY INDIANA LLC	1,043,000	977,427	835,188
DUKE ENERGY PROGRESS LLC	2,633,000	2,602,196	2,318,546
EAST OHIO GAS CO/THE 144A	75,000	45,905	47,828
EASTERN GAS TRANSMISSION & STO	155,000	176,340	113,232
EATON CORP	1,000,000	999,290	985,500
ECOLAB INC	145,000	139,695	132,239

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EDVESTINU PRIVATE EDU A A 144A	309,733	305,296	310,241
ELEVANCE HEALTH INC	55,000	54,058	53,841
ELI LILLY & CO	2,480,000	2,406,068	2,313,684
EMD FINANCE LLC 144A	1,360,000	1,354,102	1,363,631
ENERGY TRANSFER LP	305,000	280,147	274,961
ENI SPA 144A	1,615,000	1,654,934	1,641,278
ENTERGY ARKANSAS LLC	180,000	139,846	124,873
ENTERGY LOUISIANA LLC	1,205,000	1,166,331	1,071,097
ENTERGY MISSISSIPPI LLC	177,000	165,997	159,777
ENTERGY TEXAS INC	246,000	245,360	252,172
ENTERPRISE PRODUCTS OPERATING	3,291,000	3,349,363	3,036,707
EOG RESOURCES INC	286,000	290,447	291,656
EQUINOR ASA	790,000	752,965	746,189
ERP OPERATING LP	1,065,000	1,061,491	1,062,712
ESTEE LAUDER COS INC/THE	150,000	105,078	107,889
EVERGY KANSAS CENTRAL INC	195,000	200,753	162,951
EVERGY METRO INC	195,000	194,583	197,515
EXXON MOBIL CORP	865,000	747,465	684,219
FAIRFAX FINANCIAL HOLDINGS LTD	644,000	642,973	661,911
FIFTH THIRD BANK NA	795,000	795,000	802,552
FIRSTENERGY PENNSYLVANIA ELECT	70,000	86,018	75,197
FLORIDA POWER & LIGHT CO	1,085,000	978,044	935,556
FRED HUTCHINSON CANCER CENTER	145,000	145,000	131,444
GEORGETOWN UNIVERSITY/THE	40,000	40,016	25,810
GEORGIA POWER CO	1,664,000	1,568,870	1,480,082
GILEAD SCIENCES INC	1,675,000	1,556,379	1,276,485
GLAXOSMITHKLINE CAPITAL INC	1,110,000	1,150,905	1,155,103
GOLDMAN SACHS GROUP INC/THE	11,681,000	10,924,458	11,031,134
GREENSAIF PIPELINES BIDCO 144A	300,000	300,000	327,924
GUARDIAN LIFE GLOBAL FUND 144A	1,125,000	1,125,000	1,128,388
HALLIBURTON CO	259,000	268,743	230,177
HARTFORD INSURANCE GROUP INC/T	190,000	239,401	207,828
HERSHEY CO/THE	200,000	199,342	123,394
HESS CORP	483,000	488,918	496,485
HOME DEPOT INC/THE	4,083,000	3,885,496	3,384,636
HONEYWELL INTERNATIONAL INC	1,189,000	1,184,622	1,120,159
HSBC HOLDINGS PLC	3,945,000	3,875,171	4,027,520
HYUNDAI AUTO LEASE S A A3 144A	200,000	199,985	202,026
HYUNDAI CAPITAL AMERICA 144A	545,000	544,052	561,399
IBM INTERNATIONAL CAPITAL PTE	1,395,000	1,366,209	1,336,088
INDIANA MICHIGAN POWER CO	445,000	405,213	339,996
INDIANA UNIVERSITY HEALTH INC	110,000	74,032	69,695
INTERCONTINENTAL EXCHANGE INC	2,846,000	2,621,324	2,341,127

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INTERNATIONAL BUSINESS MACHINE	1,774,000	1,640,061	1,556,054
INTUIT INC	85,000	84,296	83,939
JOHNS HOPKINS UNIVERSITY/THE	55,000	32,874	32,606
JOHNSON & JOHNSON	916,000	888,337	754,237
JOHNSONVILLE AERODERIVATIVE CO	98,762	98,762	95,135
JPMORGAN CHASE & CO	9,837,000	9,524,342	8,907,455
KAISER FOUNDATION HOSPITALS	975,000	916,396	686,205
KENTUCKY UTILITIES CO	280,000	302,920	240,313
KENVUE INC	650,000	628,976	592,812
KIMCO REALTY OP LLC	65,000	53,185	48,301
KKR GROUP FINANCE CO VII 144A	200,000	198,948	144,136
KLA CORP	305,000	276,595	245,301
KRAFT HEINZ FOODS CO	355,000	297,198	294,259
LAM RESEARCH CORP	55,000	35,416	34,511
LEGG MASON INC	200,000	205,004	200,648
LELAND STANFORD JUNIOR UNIVERS	130,000	105,287	98,031
LINDE INC/CT	6,000	4,799	3,197
LLOYDS BANKING GROUP PLC	2,535,000	2,533,952	2,526,496
LOCKHEED MARTIN CORP	3,410,000	3,191,672	2,997,871
LOUISIANA LOCAL GOVERNM ELL A1	176,433	176,433	179,767
LOUISIANA LOCAL GOVERNM ELL A4	405,000	405,000	395,721
LOUISVILLE GAS AND ELECTRIC CO	290,000	289,465	277,373
LSEG FINANCE PLC 144A	200,000	199,004	154,306
MANULIFE FINANCIAL CORP	175,000	175,005	174,949
MARS INC 144A	2,200,000	2,193,939	2,222,671
MARSH & MCLENNAN COS INC	1,211,000	1,154,843	1,179,915
MASS GENERAL BRIGHAM INC	348,000	351,475	227,620
MASSACHUSETTS INSTITUTE OF TEC	175,000	174,883	180,330
MASSMUTUAL GLOBAL FUNDING 144A	2,086,000	2,091,499	2,137,828
MASTERCARD INC	504,000	508,079	396,437
MAYO CLINIC	145,000	148,587	91,763
MERCK & CO INC	4,601,000	3,932,973	3,784,187
MERCK SHARP & DOHME LLC	45,000	49,171	48,312
META PLATFORMS INC	4,825,000	4,753,491	4,533,690
METLIFE INC	240,000	224,104	225,906
METROPOLITAN LIFE GLOBAL 144A	635,000	589,185	609,590
MICROSOFT CORP	4,185,000	3,690,243	2,712,737
MIDAMERICAN ENERGY CO	1,094,000	1,092,422	995,327
MILL CITY MORTGAGE GS2 A1 144A	38,072	38,311	37,155
MISSISSIPPI POWER CO	217,000	183,695	172,173
MITSUBISHI UFJ FINANCIAL GROUP	240,000	240,727	252,146
MIZUHO FINANCIAL GROUP INC	200,000	200,000	182,174
MOODY'S CORP	157,000	142,864	132,728

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MORGAN STANLEY	8,576,000	8,004,500	8,082,420
MORGAN STANLEY PRIVATE BANK NA	770,000	770,000	772,410
MPLX LP	25,000	21,887	22,352
NARRAGANSETT ELECTRIC CO/ 144A	65,000	64,100	66,537
NATIONAL RURAL UTILITIES COOPE	300,000	300,465	293,673
NATIONWIDE FINANCIAL SERV 144A	100,000	99,508	75,981
NATURE CONSERVANCY/THE	40,000	40,284	31,350
NATWEST GROUP PLC	900,000	900,000	935,096
NAVIENT PRIVATE ED BA A2A 144A	8,576	9,005	8,567
NAVIENT PRIVATE EDU CA A2 144A	53,593	55,151	53,057
NAVIENT STUDENT LO BA A2A 144A	52,820	55,511	52,081
NBCUNIVERSAL MEDIA LLC	105,000	90,233	89,535
NESTLE HOLDINGS INC 144A	50,000	41,120	40,755
NETFLIX INC	455,000	453,914	442,383
NEVADA POWER CO	771,000	799,180	764,885
NEW ENGLAND POWER CO 144A	600,000	600,000	611,268
NEW YORK LIFE GLOBAL FUND 144A	900,000	899,244	939,312
NEW YORK STATE ELECTRIC & 144A	100,000	99,841	106,358
NEWMONT CORP / NEWCREST FINANC	100,000	99,476	81,588
NEXTERA ENERGY CAPITAL HOLDING	325,000	324,841	303,712
NIKE INC	130,000	106,211	104,857
NORTHERN NATURAL GAS CO 144A	300,000	299,949	241,056
NORTHERN STATES POWER CO/MN	1,391,000	1,387,213	1,349,140
NORTHROP GRUMMAN CORP	991,000	954,115	909,403
NORTHWESTERN MUTUAL GLOBA 144A	1,180,000	1,186,898	1,210,142
NORTHWESTERN MUTUAL LIFE 144A	156,000	155,988	166,120
NOVANT HEALTH INC	175,000	175,000	117,073
NOVARTIS CAPITAL CORP	557,000	547,518	501,834
NTT FINANCE CORP 144A	200,000	200,000	207,470
NUCOR CORP	96,000	92,072	73,535
NVIDIA CORP	725,000	638,386	563,107
NVR INC	200,000	199,620	189,454
OGLETHORPE POWER CORP	55,000	50,337	49,770
OHIO EDISON CO	75,000	100,402	85,912
ONCOR ELECTRIC DELIVERY C 144A	22,000	22,198	22,213
ONCOR ELECTRIC DELIVERY CO LLC	2,174,000	1,975,042	1,912,796
OWENS CORNING	770,000	707,823	746,469
PACIFIC GAS AND ELECTRIC CO	666,000	514,853	531,030
PACIFIC LIFE GLOBAL FUNDI 144A	1,540,000	1,539,282	1,562,559
PACIFICORP	1,790,000	1,720,945	1,536,021
PAYPAL HOLDINGS INC	20,000	18,337	18,421
PEACEHEALTH OBLIGATED GROUP	135,000	129,336	99,468
PECO ENERGY CO	2,680,000	2,556,217	2,387,990

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PEPSICO INC	726,000	559,514	572,404
PETROLEOS MEXICANOS	272,000	269,334	271,274
PFIZER INC	835,000	819,666	690,296
PFIZER INVESTMENT ENTERPRISES	4,351,000	4,263,303	4,240,169
PG&E RECOVERY FUNDING LLC	690,000	690,649	694,039
PG&E WILDFIRE RECOVERY FUNDING	1,035,000	1,022,357	953,820
PHILIP MORRIS INTERNATIONAL IN	3,764,000	3,743,297	3,819,087
PNC FINANCIAL SERVICES GROUP I	1,165,000	1,165,000	1,203,609
POLAR TANKERS INC 144A	8,384	10,709	8,967
POTOMAC ELECTRIC POWER CO	90,000	74,718	76,357
PPL ELECTRIC UTILITIES CORP	115,000	128,721	95,698
PRECISION CASTPARTS CORP	45,000	37,631	37,617
PRESBYTERIAN HEALTHCARE SERVIC	25,000	21,977	22,401
PRESIDENT AND FELLOWS OF HARVA	60,000	37,817	36,641
PROGRESSIVE CORP/THE	277,000	286,210	227,890
PROLOGIS LP	2,067,000	1,987,081	1,947,024
PROVIDENCE ST JOSEPH HEALTH OB	300,000	300,000	309,633
PRUDENTIAL FINANCIAL INC	969,000	865,013	756,732
PUBLIC SERVICE CO OF COLORADO	620,000	630,336	574,089
PUBLIC SERVICE CO OF NEW HAMPS	165,000	165,347	169,370
PUBLIC SERVICE ELECTRIC AND GA	1,275,000	1,252,082	1,146,263
PUBLIC SERVICE ENTERPRISE GROU	275,000	274,557	284,559
PUGET SOUND ENERGY INC	1,570,000	1,630,920	1,433,168
QATARENERGY 144A	400,000	400,000	280,280
QUALCOMM INC	671,000	612,336	592,610
RAYMOND JAMES FINANCIAL INC	6,000	6,599	4,421
REALTY INCOME CORP	500,000	496,125	509,355
REGENCY CENTERS LP	100,000	99,661	87,244
REPUBLIC SERVICES INC	1,110,000	1,082,081	968,808
RGA GLOBAL FUNDING 144A	375,000	373,496	390,360
RIO TINTO FINANCE USA LTD	600,000	597,377	441,580
RIO TINTO FINANCE USA PLC	2,020,000	2,010,399	2,033,918
ROCHE HOLDINGS INC 144A	635,000	642,824	509,467
ROCKEFELLER FOUNDATION/THE	43,000	26,954	26,111
S&P GLOBAL INC	850,000	826,433	814,109
SAFEHOLD GL HOLDINGS LLC	300,000	296,871	318,408
SALESFORCE INC	85,000	56,835	54,022
SAN DIEGO GAS & ELECTRIC CO	878,000	848,709	757,522
SANTOS FINANCE LTD 144A	300,000	298,782	328,107
SAUDI ARABIAN OIL CO 144A	1,055,000	1,034,048	1,073,856
SCE RECOVERY FUNDING LLC	125,000	124,990	123,735
SHELL FINANCE US INC	3,076,000	2,728,596	2,573,349
SHELL FINANCE US INC 144A	1,160,000	1,037,220	1,102,127

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SHELL INTERNATIONAL FINANCE BV	150,000	137,744	113,201
SIEMENS FINANCIERINGSMAAT 144A	40,000	35,865	35,352
SIEMENS FUNDING BV 144A	1,200,000	1,197,434	1,240,230
SIERRA PACIFIC POWER CO	445,000	444,360	445,004
SIMON PROPERTY GROUP LP	490,000	487,330	413,864
SMB PRIVATE EDUCA PTA A2A 144A	331,439	296,354	314,300
SOLVENTUM CORP	366,000	355,263	368,866
SOUTHERN CALIFORNIA EDISON CO	3,901,000	3,665,910	3,380,476
SOUTHERN CALIFORNIA GAS CO	1,485,000	1,436,130	1,297,225
SOUTHWESTERN PUBLIC SERVICE CO	635,000	590,519	478,217
STANDARD CHARTERED PLC 144A	1,285,000	1,285,000	1,343,084
STATE STREET CORP	425,000	435,379	435,897
STRYKER CORP	840,000	837,281	841,974
SUMITOMO MITSUI FINANCIAL GROU	740,000	738,076	754,154
SUMITOMO MITSUI TRUST BAN 144A	100,000	99,908	104,108
SUTTER HEALTH	432,000	432,000	409,185
TAMPA ELECTRIC CO	80,000	68,153	66,596
TARGET CORP	830,000	852,511	822,003
TEACHERS INSURANCE & ANNU 144A	45,000	38,143	37,057
TEXAS INSTRUMENTS INC	195,000	171,608	169,995
THERMO FISHER SCIENTIFIC INC	434,000	383,841	352,536
THOMAS JEFFERSON UNIVERSITY	88,000	88,000	61,758
TOTALENERGIES CAPITAL INTERNAT	527,000	396,309	374,293
TOTALENERGIES CAPITAL SA	870,000	867,497	833,455
TOWD POINT MORTGA HY3 A1A 144A	13,527	13,543	13,536
TOWD POINT MORTGAGE 4 A1 144A	105,693	106,718	101,977
TOYOTA AUTO LOAN EXT 1A A 144A	2,595,000	2,594,210	2,675,706
TOYOTA MOTOR CREDIT CORP	1,200,000	1,199,652	1,247,712
TRANE TECHNOLOGIES FINANCING L	1,225,000	1,270,420	1,208,244
TRANE TECHNOLOGIES HOLDCO INC	70,000	70,778	72,888
TRANSATLANTIC HOLDINGS INC	40,000	49,288	50,070
TRANSCONTINENTAL GAS PIPE 144A	50,000	49,707	49,650
TRAVELERS COS INC/THE	517,000	387,368	383,454
TSMC ARIZONA CORP	1,185,000	1,098,782	1,110,908
TUCSON ELECTRIC POWER CO	165,000	163,857	168,640
TWDC ENTERPRISES 18 CORP	171,000	164,509	145,785
UBS GROUP AG	115,000	116,552	106,943
UBS GROUP AG 144A	3,330,000	3,276,419	3,397,366
UMASS MEMORIAL HEALTH CARE OBL	110,000	110,000	103,368
UNION ELECTRIC CO	1,141,000	1,170,470	1,033,323
UNION PACIFIC CORP	2,421,000	2,190,343	1,844,438
UNITED PARCEL SERVICE INC	523,000	519,500	525,775
UNITEDHEALTH GROUP INC	8,697,000	8,107,937	7,589,790
UNIVERSITY OF CHICAGO/THE	230,000	230,001	150,296
UNIVERSITY OF SOUTHERN CALIFOR	305,000	263,381	243,170

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US BANCORP	1,170,000	1,134,505	1,181,150
VIRGINIA ELECTRIC AND POWER CO	3,066,000	2,916,695	2,700,498
VISA INC	450,000	419,262	381,161
WACHOVIA CORP	20,000	20,749	20,640
WALMART INC	406,000	288,908	295,364
WALT DISNEY CO/THE	1,248,000	1,199,174	991,367
WASHINGTON UNIVERSITY/THE	95,000	95,000	69,226
WASTE MANAGEMENT INC	1,155,000	1,130,280	1,143,964
WELLS FARGO & CO	7,516,000	7,245,148	7,034,381
WELLTOWER OP LLC	262,000	244,633	244,082
WILLIAM MARSH RICE UNIVERSITY	60,000	50,230	47,824
YALE UNIVERSITY	175,000	175,000	180,210
ZOETIS INC	200,000	198,590	172,106
Total corporate debt instruments - preferred		332,382,116	316,077,849
Total corporate debt		615,698,259	581,201,162
Investment contracts with insurance company:			
Prudential – cash	—	122,967	122,967
Prudential Contract – U.S. Treasury bonds and notes	61,729,003	53,352,005	61,097,972
Prudential Contract – agencies	1,539,508	1,464,190	1,465,956
Prudential Contract – U.S. Municipal	7,702,750	7,829,220	7,179,813
Prudential Contract – utilities	8,460,783	8,698,219	8,306,469
Prudential Contract – investment grade group	27,207,020	27,424,290	27,114,506
Prudential Contract – emerging markets	117,518	118,374	117,576
Total investment contracts with insurance company		99,009,265	105,405,259
Registered investment companies:			
DREYFUS TREASURY SECURITIES CM	25,414,279	25,414,279	25,414,279
PAPS LONG DURATION CREDIT BOND	357,451	3,390,278	3,399,360
PIMCO FDS	123,158	1,233,677	1,233,677
PIMCO FDS PAC INVT MGMT SER	555,956	6,545,331	6,582,520
Total registered investment companies		36,583,565	36,629,836
Total investment assets		**$1,027,343,483**	**$1,003,303,275**

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

The above information was certified as complete and accurate by the Plan trustee, The Bank of New York Mellon Corporation.

FMC CORPORATION EMPLOYEES' RETIREMENT PROGRAM
Schedule H, Line 4j - Schedule of Reportable Transactions
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Schedule 2

Description of asset	Transaction type	Purchase price	Selling price	Cost of assets sold	Gain/(Loss)
PIMCO FDS					
SHORT TERM FLTG NAV PORT II	Purchase	30,624,406	—	—	—
SHORT TERM FLTG NAV PORT II	Sale	—	31,000,000	30,999,981	19
COMMIT TO PUR FNMA SF MTG					
5.500% 02/01/2056 DD 02/01/26	Purchase	13,761,973	—	—	—
5.500% 02/01/2056 DD 02/01/26	Sale	—	28,424,250	28,644,096	(219,846)
5.500% 02/01/2056 DD 02/01/26	Purchase	15,113,351	—	—	—
5.500% 03/01/2056 DD 03/01/26	Purchase	30,270,643	—	—	—
5.500% 03/01/2056 DD 03/01/26	Sale	—	30,491,999	30,270,643	221,356
5.500% 04/01/2056 DD 04/01/26	Purchase	27,043,660	—	—	—
5.500% 04/01/2056 DD 04/01/26	Sale	—	27,168,123	27,043,660	124,463
5.500% 05/01/2056 DD 05/01/26	Sale	—	27,066,935	27,113,719	(46,784)
5.500% 05/01/2056 DD 05/01/26	Purchase	27,113,719	—	—	—
5.500% 06/01/2056 DD 06/01/26	Purchase	27,068,590	—	—	—
5.500% 06/01/2056 DD 06/01/26	Sale	—	27,068,856	27,068,590	266
5.500% 10/01/2055 DD 10/01/25	Purchase	27,456,229			—
5.500% 10/01/2055 DD 10/01/25	Sale	—	27,555,938	27,456,229	99,709
5.500% 12/01/2055 DD 12/01/25	Sale	—	27,538,875	27,581,798	(42,923)
5.500% 12/01/2055 DD 12/01/25	Purchase	27,581,798	—	—	—
U S TREASURY BOND					
3.000% 2/15/2048 DD 2/15/18	Purchase	3,844,902	—	—	—
3.000% 2/15/2048 DD 2/15/18	Sale	—	93,256,772	93,333,315	(76,543)
3.000% 2/15/2048 DD 2/15/18	Purchase	89,461,278	—	—	—
3.125% 5/15/2048 DD 5/15/18	Purchase	2,088,902	—	—	—
3.125% 5/15/2048 DD 5/15/18	Sale	—	40,086,409	40,091,961	(5,552)
3.125% 5/15/2048 DD 5/15/18	Purchase	37,856,170	—	—	—
3.000% 8/15/2048 DD 8/15/18	Purchase	3,971,865	—	—	—
3.000% 8/15/2048 DD 8/15/18	Sale	—	86,786,332	86,808,149	(21,817)
3.000% 8/15/2048 DD 8/15/18	Purchase	82,927,048	—	—	—
2.875% 5/15/2049 DD 5/15/19	Purchase	4,180,888	—	—	—
2.875% 5/15/2049 DD 5/15/19	Sale	—	74,651,860	74,707,664	(55,804)
2.875% 5/15/2049 DD 5/15/19	Purchase	70,561,453	—	—	—
1.875% 2/15/2041 DD 2/15/21	Purchase	3,572,216	—	—	—
1.875% 2/15/2041 DD 2/15/21	Purchase	101,128,998	—	—	—
1.875% 2/15/2041 DD 2/15/21	Sale	—	107,189,086	107,041,175	147,911
2.375% 5/15/2051 DD 5/15/21	Purchase	2,159,447	—	—	—
2.375% 5/15/2051 DD 5/15/21	Sale		24,720,748	24,739,604	(18,856)
2.375% 5/15/2051 DD 5/15/21	Purchase	24,896,346	—	—	—
2.250% 2/15/2052 DD 2/15/22	Purchase	2,026,995	—	—	—
2.250% 2/15/2052 DD 2/15/22	Sale		66,790,174	66,816,947	(26,773)
2.250% 2/15/2052 DD 2/15/22	Purchase	64,178,325	—	—	—
3.375% 8/15/2042 DD 8/15/22	Purchase	23,605,192	—	—	—
3.375% 8/15/2042 DD 8/15/22	Sale	—	25,290,019	25,261,992	28,027

Schedule SB Attachment (Form 5500) —2025 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 22,588,464	January 1, 2023	13	$ 2,321,544
Shortfall	$ 10,259,964	January 1, 2024	14	$ 1,001,919
Shortfall	$ 76,636,926	January 1, 2025	15	$ 7,145,661

Schedule SB Attachment (Form 5500) —2025 Plan Year
FMC Corporation Employees' Retirement Program
EIN: 94-0479804 PN: 047

Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the unlimited expected rate of return on assets from 4.50% to 5.25%.

This change was made to better reflect the anticipated plan experience and does not reduce the funding shortfall; as such, approval of the Commissioner is not required.