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
- [X] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [ ] a single-employer plan
- [ ] a DFE (specify) _____

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

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [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
MIDAMERICAN ENERGY COMPANY RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1980

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)
MIDAMERICAN ENERGY COMPANY

P.O. BOX 657
DES MOINES, IA 50306-0657

P.O. BOX 657
DES MOINES, IA 50306-0657

2b Employer Identification Number (EIN)
42-1425214

2c Plan Sponsor's telephone number
515-242-4300

2d Business code (see instructions)
221100

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/09/2026	CHRIS HARLOW
	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 ☐ Same as Plan Sponsor

EMPLOYEE BENEFITS PLANS ADMINISTRATIVE COMMITTEE

P.O. BOX 657
DES MOINES, IA 50306-0657

3b Administrator's EIN
42-1425214

3c Administrator's telephone number
515-242-4300

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	5345
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)**	2594
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	2350
b	Retired or separated participants receiving benefits	**6b**	1805
c	Other retired or separated participants entitled to future benefits	**6c**	504
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	4659
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	452
f	Total. Add lines **6d** and **6e**.	**6f**	5111
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**	5
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 1C 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)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached _____
- (4) ☒ **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 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
MIDAMERICAN ENERGY COMPANY RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
MIDAMERICAN ENERGY COMPANY

D Employer Identification Number (EIN)
42-1425214

E Type of plan: ☐ Single ☒ Multiple-A ☐ Multiple-B

F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information

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

2 Assets:

a Market value	**2a**	521539746
b Actuarial value	**2b**	496145770

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	2241	264832636	264832636
b For terminated vested participants	532	21337454	21337454
c For active participants	2594	188932317	195054464
d Total	5367	475102407	481224554

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**	5.34 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	10450971
b Expected plan-related expenses	**6b**	1250000
c Target normal cost	**6c**	11700971

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

09/28/2026
Date

JAMES J. ANDREWS, FSA, EA
Type or print name of actuary

26-05332
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

952-842-7000
Telephone number (including area code)

PO BOX 674401
HOUSTON, TX 77267
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	114680734
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	20498372
9	Amount remaining (line 7 minus line 8)		94182362
10	Interest on line 9 using prior year's actual return of 9.39 %		8843724
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 5.08 %		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		
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	103026086

Part III Funding Percentages

14	Funding target attainment percentage	14	81.69 %
15	Adjusted funding target attainment percentage	15	103.10 %
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	87.82 %
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)		18(c)

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**	
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	
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**	11700971
b Excess assets, if applicable, but not greater than line 31a	**31b**	

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	88104870	8801736
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**	20502707

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	20502707	20502707

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

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
MIDAMERICAN ENERGY COMPANY

D Employer Identification Number (EIN)
42-1425214

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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(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)

MIDAMERICAN ENERGY COMPANY

42-1425214

(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 50	NONE	745845	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

TOWERS WATSON PENNYSLVANIA

23-1159360

(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 13 17 50	NONE	418531	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

THE 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?
21 50	NONE	79887	Yes [ ] No [X]	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)

BAKER TILLY US, LLP

30-1413443

(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	78484	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

JACKSON LEWIS P.C.

46-3862389

(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?
29 50	NONE	15430	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

(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?
			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 D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

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
MIDAMERICAN ENERGY COMPANY RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
MIDAMERICAN ENERGY COMPANY

D Employer Identification Number (EIN)
42-1425214

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: BHE MASTER RETIREMENT TRUST

b Name of sponsor of entity listed in (a): BERKSHIRE HATHAWAY ENERGY COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
84-7120645-018	M	537002594

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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
MIDAMERICAN ENERGY COMPANY RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
MIDAMERICAN ENERGY COMPANY

D Employer Identification Number (EIN)
42-1425214

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)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	521334295	537002594
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(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	521334295	537002594
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k		
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	521334295	537002594

Part II Income and Expense Statement

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

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

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		61915467
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		61915467
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	44908991	
(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)		44908991
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)	745845	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	78484	
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)	79887	
(7) Actuarial fees	2i(7)	418531	
(8) Legal fees	2i(8)	15430	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		1338177
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		46247168
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		15668299
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: BAKER TILLY US, LLP **(2)** EIN: 30-1413443

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	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		30000000
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 587092.

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
MIDAMERICAN ENERGY COMPANY RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
MIDAMERICAN ENERGY COMPANY

D Employer Identification Number (EIN)
42-1425214

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**

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): 41-6257133

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** 147

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: 49.8 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 47.0 %
High-Yield Debt: 1.8 % Real Assets: 0.2 % Cash or Cash Equivalents: 1.2 % Other: 0.0 %

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

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

SCHEDULE MEP (Form 5500)	MULTIPLE-EMPLOYER RETIREMENT PLAN INFORMATION	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and Section 6058(a) of the Internal Revenue Code (the Code) ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection**

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

A	Name of plan MIDAMERICAN ENERGY COMPANY RETIREMENT PLAN	**B**	Three-digit Plan number (PN)..... ▶ 001
C	Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF EMPLOYEE BENEFITS PLANS ADMINISTRATIVE COMMITTEE	**D**	Administrator's EIN 42-1425214

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

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

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

Part II Participating Employer Information.

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

2a Name of Participating Employer	**2b** EIN	**2c** Percentage of Total Contributions for the Plan Year	**2d** Aggregate Account Balances Attributable to Participating Employer
BERKSHIRE HATHAWAY ENERGY CO.	94-2213782	0.00	0
2a Name of Participating Employer	**2b** EIN	**2c** Percentage of Total Contributions for the Plan Year	**2d** Aggregate Account Balances Attributable to Participating Employer
KERN RIVER GAS TRANSMISSION COMPANY	76-0185455	0.00	0

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

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

Part II Participating Employer Information (Continued).

Use this page for additional participating employer information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan**.**

Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).

2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
NORTHERN NATURAL GAS COMPANY	93-0932349	0.00	0
BHE RENEWABLES, LLC	45-3607885	0.00	0
BHE U.S. TRANSMISSION, LLC	41-2049792	0.00	0
MIDAMERICAN ENERGY SERVICES, LLC	47-3311411	0.00	0
CAROLINA GAS SERVICES, INC.	47-4574139	0.00	0
EASTERN ENERGY FIELD SERVICES	55-0711095	0.00	0
EASTERN GAS TRANSMISSION AND STORAGE, INC.	55-0629203	0.00	0
MODULAR LNG HOLDINGS, INC.	82-3625237	0.00	0
COVE POINT LNG, LP	51-0363076	0.00	0

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

Part III Pooled Employer Plan Information

Line 3. All Pooled employer plans must answer all of the questions in Part III, in addition to completing all of Parts I and II.

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

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

ACK ID _____

Independent Auditors' Report and
Financial Statements

MidAmerican Energy Company Retirement Plan

December 31, 2025 and 2024

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Independent Auditors' Report

To the MidAmerican Employee Benefits Plans Administrative Committee
MidAmerican Energy Company Retirement Plan

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

We have performed audits of the financial statements of MidAmerican Energy Company Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, the statement of accumulated plan benefits as of December 31, 2024, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements.
Management, having determined it is permissible in the circumstances, has elected to have the audits of the MidAmerican Energy Company Retirement 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 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' 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 (GAAP).
- 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).

Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. Baker Tilly US, LLP is a licensed CPA firm that provides assurance services to its clients. Baker Tilly Advisory Group, LP and its subsidiary entities provide tax and consulting services to their clients and are not licensed CPA firms.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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 MidAmerican Energy Company Retirement 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 MidAmerican Energy Company Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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



Portland, Oregon
October 8, 2026

Financial Statements

MidAmerican Energy Company Retirement Plan
Statements of Net Assets Available for Benefits
December 31, 2025 and 2024

	2025	2024
ASSETS		
INVESTMENTS (at fair value)		
Plan interest in BHE Master Retirement Trust	$ 537,002,594	$ 521,334,295
NET ASSETS AVAILABLE FOR BENEFITS	$ 537,002,594	$ 521,334,295

See accompanying notes.

MidAmerican Energy Company Retirement Plan
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2025 and 2024

	2025	2024
ADDITIONS TO NET ASSETS		
Investment Income		
Plan interest in BHE Master Retirement Trust	$ 61,915,467	$ 45,899,492
Total additions	61,915,467	45,899,492
DEDUCTIONS FROM NET ASSETS		
Benefits paid to participants	44,908,991	39,091,806
Administrative expenses	1,338,177	1,426,045
Total deductions	46,247,168	40,517,851
CHANGE IN NET ASSETS	15,668,299	5,381,641
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	521,334,295	515,952,654
End of year	$ 537,002,594	$ 521,334,295

See accompanying notes.

MidAmerican Energy Company Retirement Plan
Statement of Accumulated Plan Benefits
December 31, 2024

Actuarial present value of accumulated plan benefits	
Vested benefits	
Participants currently receiving payments	$ 240,784,473
Other participants	188,319,301
Total vested benefits	429,103,774
Nonvested benefits	5,600,089
Total actuarial present value of accumulated plan benefits	$ 434,703,863

See accompanying notes.

MidAmerican Energy Company Retirement Plan
Statement of Changes in Accumulated Plan Benefits
For the Year Ended December 31, 2024

Actuarial present value of accumulated plan benefits – beginning of year	$ 436,474,830
Increase (decrease) during the year attributable to:	
Change in actuarial assumptions	(286,254)
Actuarial gains	49,469
Benefits accumulated	11,031,012
Change in discount period	28,031,376
Benefits paid	(39,091,806)
Plan amendments	(1,504,764)
Net decrease	(1,770,967)
Actuarial present value of accumulated plan benefits – end of year	$ 434,703,863

See accompanying notes.

Note 1 – Description of Plan

The following description of MidAmerican Energy Company Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General – The Plan is a noncontributory defined benefit plan. The Plan is sponsored by MidAmerican Energy Company (the Company) and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Company is an indirect wholly-owned subsidiary of the holding company Berkshire Hathaway Energy Company (BHE).

Plan administration – The Company has appointed the Employee Benefits Plan's Administrative Committee (the Administrative Committee) to serve as the Plan Administrator and a named fiduciary under ERISA. The Company has delegated to the Administrative Committee the responsibility for implementing the provisions of the Plan. Bank of New York Mellon (BNYM) serves as the trustee of the Plan.

Eligibility – Except as discussed in this section, all full and part-time employees of the Company and its domestic affiliates, except for PacifiCorp, Dakota Dunes Development, HomeServices of America, Inc., and NV Energy, Inc., are eligible to participate in the Plan. Employees hired on or after January 1, 2008 and not represented by a collective bargaining agreement, represented employees of the bargaining unit International Brotherhood of Electrical Workers (IBEW) Local 499 at Ft. Madison hired on or after September 1, 2008, represented employees of the bargaining unit IBEW Locals 109 and 499 hired on or after July 1, 2009, represented employees of the bargaining unit IBEW Local 109 of Cordova hired on or after November 23, 2009, and represented employees of the bargaining unit United Steel, Paper, and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Worker International Union (USW) Local 738 hired on or after January 2, 2011, are not eligible to participate in the Plan. Participating affiliates include BHE, Northern Natural Gas Company, Kern River Gas Transmission Company (Kern River), BHE Renewables, LLC, BHE U.S. Transmission, LLC, MidAmerican Energy Services, LLC, Carolina Gas Services, Inc., Eastern Energy Field Services, Inc., Eastern Gas Transmission and Storage, Inc., Modular LNG Holdings, Inc., and Cove Point LNG, LP.

Benefits – The Plan provides for various benefits, including normal retirement benefits, early retirement benefits, surviving spouse benefits and death benefits. Normal retirement benefits are in the form of a monthly payment or a lump sum distribution. Other retirement benefits are based on provisions described in the Plan Document.

The benefit structure of participants is based on a participant's date of hire, age, and whether or not the participant is represented by a collective bargaining agreement.

Under a cash balance benefit structure, each participant's account is credited at the end of each calendar year, based on a percentage of pay earned. Generally, the percentage credited in the year 2025 was between 5% and 6.5% of eligible pay. Interest credits are added to the participant's cash balance account each December 31. The interest credit percentage for most cash balance participants is the one-year Constant Maturity Treasury yield as published in the Federal Reserve Statistical Release H.15 for the month of November of the prior Plan year plus seven-tenths of one percentage point. For Eastern Gas Transmission and Storage, Inc. (GT&S) participants pay credits were frozen effective December 31, 2024.

The final average pay benefit structure is based upon a participant's years of credited service under the Plan and average monthly earnings. For all participants other than GT&S participants, average monthly earnings are calculated by taking the five consecutive calendar years out of the last ten consecutive calendar years that produce the highest average. For GT&S participants, average monthly earnings are calculated by taking the annual average of the highest 60 consecutive completed months of earnings out of the last 120 months. Under both structures, certain participants may elect to receive a single lump sum distribution.

For non-GT&S participants who are represented employees, the Company discontinued future accruals of benefits in the current final average pay and cash balance formula of the Plan and instead is contributing a percentage between 4.0% and 6.5% of base pay to the MidAmerican Energy Company Retirement Savings Plan (the Savings Plan), depending upon the participant's age and date of hire. This transition began in 2008 and was completed July 1, 2019. GT&S salaried employees hired before January 1, 2008, and represented employees in Local 69 hired before March 23, 2017, continue to accrue benefits under the final average pay structure. In addition, they receive a Special Retirement Account (SRA) contribution equal to 2% of their monthly earnings. The cash balance formula for represented participants of GT&S discontinued effective December 31, 2024. The cash balance formula for non-represented participants of GT&S discontinued effective April 1, 2023.

In August 2008, nonunion employee participants of the Plan, other than Kern River participants, were offered the option to continue to receive pay credits in their current cash balance pension plan or receive equivalent fixed contributions to the Savings Plan. Employees who chose to receive equivalent fixed contributions to the Savings Plan continue to be participants in the Plan and continue receiving interest credits on their balances annually.

The Plan has a dividend experience annuity contract with Equitable Life Assurance Society (Equitable), whereby Equitable assumed the liability for certain future benefit payments under the contract and the Plan relinquished all rights to the related assets. Accordingly, such amounts are not reflected as Plan assets or Plan benefits. The Plan receives payments from Equitable to fund benefit payments covered under the contract.

Funding policy – The Plan's funding policy is for the Company to contribute an amount which will meet or exceed the annual ERISA minimum funding requirement. For the years ended December 31, 2025 and 2024, the Plan met the minimum funding requirements, and the Company made no contributions.

Vesting – A participant who has completed three years of service, has reached normal retirement age, has become disabled, or in the event of death prior to termination, is 100% vested under the Plan. Provisions are included in the Plan to reduce the amount payable as retirement income if the employee elects an earlier retirement date. If the employee is not vested when employment terminates, the accrued benefit of the participant is forfeited.

Note 2 – Summary of Significant Accounting Policies

The following is a summary of the significant accounting policies followed by the Plan:

Basis of accounting – The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (GAAP), using the accrual method of accounting.

Use of estimates – The preparation of financial statements in conformity with 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.

Investment valuation and income recognition – Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability on an orderly transaction between market participants at the measurement date.

Substantially all Plan assets are held in the BHE Master Retirement Trust (BHE MRT). The BHE MRT was established for the investment of assets of the Plan and other BHE Company affiliates. Each plan has a divided interest in a variety of pooled accounts within the BHE MRT. Each plan that has an interest in a pooled account has the same fractional interest in each of the assets in the pool as its fractional interest in the pool. Each plan may not dispose of its interest in any asset in the pool without disposing of its interest in the pool. Due to this structure, a separate Direct Filing Entity Form 5500 is filed for each pool within the BHE MRT.

The activity is allocated to the individual plans based upon the ownership percentage of each pool within the BHE MRT.

The BHE Investment Committee determines the valuation policies of the BHE MRT utilizing information provided by the investment consultant and custodian. See Note 6 for discussion of fair value measurements of the Plan's investment in the BHE MRT.

Within the BHE MRT, dividend income is recognized on the ex-dividend date, interest income is recognized when earned, purchases and sales of securities are recorded on a trade-date basis and net appreciation (depreciation) includes gains and losses on investments bought and sold as well as held by the BHE MRT during the year.

Payment of benefits – Benefits are recorded when paid.

Expenses – Investment expenses of the BHE MRT are deducted from the investment income of the BHE MRT to arrive at net income allocable to the Plan. The Plan's expenses are paid by the Plan or the Company, as specified in the Plan Document. Expenses that are paid by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits.

Evaluation of subsequent events – The Plan has evaluated subsequent events through October 8, 2026, the date the financial statements were available to be issued.

Note 3 – Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments that are attributable under the Plan's provisions to the service employees have rendered as of the valuation date. Accumulated plan benefits include benefits expected to be paid to: (a) retired or terminated employees or their beneficiaries; (b) beneficiaries of employees who have died; and (c) present employees or their beneficiaries. Benefits payable under all circumstances (retirement, death, and termination of employment) 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 that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as death, 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, are as follows:

	2025
Lump sum conversion rate	5.75%
Salary adjustment	3.00%
Discount rate	6.60%
Cash balance interest-crediting assumptions	
MidAmerican	5.03%
GT&S	4.04%
Average retirement age	62
Mortality	Pri-2012 Mortality Table Projected with Modified Scale MP-2021

The computation of the actuarial present value of accumulated plan benefits was made as of January 1, 2025. Had the valuation been performed as of December 31, there would be no material differences.

During the year ended December 31, 2024, the actuarial present value of accumulated plan benefits decreased due to actuarial assumption changes including an increase in the discount rate from 6.55% to 6.60%.

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

Note 4 – Certification of Investment Information

The following summary of certified information included in the Plan's financial statements, as well as all investment information included in Notes 5 and 6 (except with respect to the input levels for fair value measurement disclosed in Note 6), was prepared by, or derived from information prepared by, BNYM as of and for the years ended December 31, 2025 and 2024, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from BNYM that such information is complete and accurate.

The amounts below are based on an allocation of the BHE MRT that has been certified by BNYM.

	As of December 31,	
	2025	2024
Statements of Net Assets Available for Benefits		
Plan interest in BHE Master Retirement Trust – at fair value [1]	$ 537,206,864	$ 521,539,746

	Years Ended December 31,	
	2025	2024
Statements of Changes in Net Assets Available for Benefits		
Plan interest in BHE Master Retirement Trust investment income [2]	$ 62,278,752	$ 46,355,569

[1] The certified amounts exclude $204,270 and $205,451 of other net payables as of December 31, 2025 and 2024, respectively, that were not certified by BNYM, but that are included in the amounts presented on the Statements of Net Assets Available for Benefits.

[2] These certified amounts exclude $363,285 and $456,077 related to changes in accruals and reclassifications of expenses for the years ended December 31, 2025 and 2024, respectively, from the beginning of the year to the end of the year that were not certified by BNYM, but that are included in the amounts presented on the Statements of Changes in Net Assets Available for Benefits.

Note 5 – Interest in the BHE Master Retirement Trust

As of December 31, 2025 and 2024, Plan assets were held in the BHE MRT. The assets in the BHE MRT are held in separate investment accounts. Each plan has a divided interest in a variety of pooled accounts within the BHE MRT.

The following table presents the net assets of the BHE MRT as of December 31, 2025:

	2025	
	Master Trust	Plan's Interest in Master Trust
Investments		
Common stock	$ 52,991,260	$ 18,582,248
Common/collective trusts	855,796,038	310,335,171
Corporate bonds	637,689,889	116,726,118
Preferred stocks	335,350	71,274
Government securities	253,078,719	43,207,832
Limited partnership interests	20,746,345	-
Mutual funds	190,844,492	40,561,107
Short-term investments	101,881,821	21,844,614
Total investments	2,113,363,914	551,328,364
Other assets and liabilities		
Noninterest-bearing cash	(1,408,908)	(211,348)
Due from broker for securities sold	64,183,982	13,612,103
Interest and dividends receivable	10,910,402	2,040,153
Due to broker for securities purchased	(140,015,894)	(29,515,197)
Payable for accrued expenses	(1,017,410)	(204,270)
Other	(263,360)	(47,211)
Total other assets and liabilities, net	(67,611,188)	(14,325,770)
Net assets, Master Trust	$ 2,045,752,726	$ 537,002,594

The following table presents the net assets of the BHE MRT as of December 31, 2024:

	2024	
	Master Trust	Plan's Interest in Master Trust
Investments		
Common stock	$ 182,791,756	$ 53,764,547
Common/collective trusts	709,587,006	256,770,589
Corporate bonds	641,793,642	117,591,365
Preferred stocks	462,575	99,259
Government securities	271,810,577	45,879,608
Limited partnership interests	21,210,478	-
Mutual funds	172,008,631	36,920,282
Short-term investments	90,660,307	23,572,181
Total investments	2,090,324,972	534,597,831
Other assets and liabilities		
Noninterest-bearing cash	334,510	40,014
Due from broker for securities sold	10,934,324	2,327,818
Interest and dividends receivable	11,286,671	2,121,896
Due to broker for securities purchased	(83,661,221)	(17,521,882)
Payable for accrued expenses	(1,071,577)	(205,451)
Other	(128,613)	(25,931)
Total other assets and liabilities, net	(62,305,906)	(13,263,536)
Net assets, Master Trust	$ 2,028,019,066	$ 521,334,295

The following table presents the changes in net assets for the BHE MRT for the years ended December 31:

	2025	2024
ADDITIONS TO NET ASSETS ATTRIBUTED TO		
Investment income		
Net appreciation in fair value of investments	$ 147,666,928	$ 57,557,633
Interest	43,986,152	42,806,111
Dividends	13,483,646	13,822,800
Other	1,039,078	1,014,334
	206,175,804	115,200,878
Investment fees	(3,927,850)	(4,300,016)
Net investment income	202,247,954	110,900,862
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO		
Administrative expenses	(380,824)	(398,903)
CHANGE IN NET ASSETS	201,867,130	110,501,959
NET TRANSFERS	(184,133,470)	(174,752,242)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	2,028,019,066	2,092,269,349
End of year	$ 2,045,752,726	$ 2,028,019,066

Note 6 – Fair Value Measurements of Master Trust Investments

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described 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 quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

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

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

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 and 2024.

Short-term investments – Primarily consists of cash equivalents, which are valued based on cost which approximates fair value.

Common and preferred stocks – Valued at the closing price reported on the active market on which the individual securities are traded.

Government securities – Except for U.S. Treasury securities, are valued using pricing models maximizing the use of observable inputs for similar securities. U.S. Treasury securities are valued at the last reported market price on the last business day of the year.

Corporate bonds – Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments and includes adjustments for certain risks, such as credit and liquidity risks or a broker quote, if available.

Common/collective trusts – Valued at fair value based on the net asset value (NAV) of units held of the collective trust. For certain common collective trusts (CCTs), the NAV for the underlying assets of the fund is a readily determinable measure of their fair value and is the basis used by the fund for current transactions (level 2). For those CCTs, the NAV is based on the observable market prices of the underlying investments within the fund less liabilities. For other CCTs, the NAV, as provided by the custodian, is used as a practical expedient to estimate fair value. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Mutual Funds – Consists of funds registered under the Investment Company Act of 1940. The NAV as provided by the trustee is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities.

Limited partnerships – Valued at fair value based on the NAV of units. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by limited partnerships less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

The following table sets forth by level, within the fair value hierarchy, the BHE Master Trust's financial investments at fair value as of December 31, 2025 and 2024:

	December 31, 2025			
	Level 1	Level 2	Level 3	Total
Short-term investments	$ 94,595,737	$ 7,286,084	$ -	$ 101,881,821
Common stocks	52,991,260	-	-	52,991,260
Government securities	130,359,904	122,718,815	-	253,078,719
Corporate bonds	-	637,689,889	-	637,689,889
Preferred stocks	335,350	-	-	335,350
Common/collective trusts	-	116,188	-	116,188
Total investments at fair value	$ 278,282,251	$ 767,810,976	$ -	1,046,093,227
Funds valued at NAV				
Mutual funds				190,844,492
Limited partnerships				20,746,345
Common/collective trusts				855,679,850
Total funds valued at NAV				1,067,270,687
Total				$ 2,113,363,914

	December 31, 2024			
	Level 1	Level 2	Level 3	Total
Short-term investments	$ 82,958,432	$ 7,701,875	$ -	$ 90,660,307
Common stocks	182,791,756	-	-	182,791,756
Government securities	144,096,850	127,713,727	-	271,810,577
Corporate bonds	-	641,793,642	-	641,793,642
Preferred stocks	462,575	-	-	462,575
Common/collective trusts	-	100,247	-	100,247
Total investments at fair value	$ 410,309,613	$ 777,309,491	$ -	1,187,619,104
Funds valued at NAV				
Mutual funds				172,008,631
Limited partnerships				21,210,478
Common/collective trusts				709,486,759
Total funds valued at NAV				902,705,868
Total				$ 2,090,324,972

Transfers between levels – For the years ended December 31, 2025 and 2024, there were no significant transfers in or out of Levels 1, 2, or 3.

Investments in certain entities that calculate NAV per share (or its equivalent) as a practical expedient – The following tables set forth the disclosure for the fair value measurement of investments that are measured at NAV per share (or its equivalent) as a practical expedient of the BHE MRT as of December 31:

	Fair Value 12/31/2025	Fair Value 12/31/2024	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
INVESTMENT					
Mutual funds (a)	$ 190,844,492	$ 172,008,631	$ -	Daily	2 to 3 days
Limited partnership interests	20,746,345	21,210,478	(b)	(b)	(b)
Common/collective trust funds	855,679,850	709,486,759	-	Daily	1 day
Total	$ 1,067,270,687	$ 902,705,868			

(a) This category includes fixed income funds that invest in a diversified portfolio of high-quality fixed income assets and bonds. The funds pursue strategies that either seek maximum total return or seek maximum current income.

(b) This category primarily invests in real estate and private equity. Investments in real estate limited partnerships allow for quarterly redemptions at net asset value, subject to availability for such redemptions. Due to the illiquidity of the underlying investments, redemptions may occur over extended periods. The limited partnership interests in private equity cannot be redeemed. Instead, distributions are received through the liquidation of underlying assets of the limited partnership. As of December 31, 2025 and 2024, the BHE MRT had unfunded commitments to the private equity limited partnerships of $410,546 in each year. It is estimated that the underlying assets of the limited partnerships will be liquidated over one to three years.

Note 7 – Plan Termination

Although it has not expressed an intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to provisions set forth in ERISA.

In the event of the Plan's termination, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide benefits in the order of priority as follows:

a. Annuity 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 priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under the Plan provisions in effect at any time during the five years preceding Plan termination;

b. Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC), a United States government agency, up to the applicable limitations;

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

d. All nonvested benefits.

Following satisfaction of the obligations, any amounts remaining shall be returned to the Company as provided in the Plan Document and subject to any applicable tax consequences.

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 survivors' pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

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.

Note 8 – Plan Tax Status

The IRS has determined and informed the Company by letter dated February 10, 2021, that the Plan and related trust are designed in accordance with the applicable requirements of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, Plan management believes that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 9 – Risks and Uncertainties

The BHE MRT and Plan invest in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of the 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.

Note 10 – Party-In-Interest Transactions

The Plan paid expenses related to the Plan's operations to various service providers. These transactions are party-in-interest transactions under ERISA.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

B1: Summary of principal plan provisions for MidAmerican (other than GT&S)

Plan Sponsor

MidAmerican Energy Company

Plan

MidAmerican Energy Company Retirement Plan

Effective Date and Most Recent Amendment

This plan is a merged plan consisting of prior plans with multiple effective dates. The plan was most recently restated January 1, 2020 and amended in December 2022.

Plan Provisions by Covered Employee Group

Covered employees - Employees not represented by a collective bargaining agreement, or employees represented by Local 109 or Local 499 and hired on or after July 26, 2000, or employees represented by IBEW Local 499 at Fort Madison, Iowa Bargaining Unit and hired on or after March 2, 2002, or employees represented by Local 738 and hired or rehired on or after October 1, 2007.

Plan closed effective January 1, 2008 to employees not represented by a collective bargaining agreement. Plan closed effective July 1, 2009 to Non-Cordova employees represented by Local 109 or Local 499 other than IBEW Local 499 at Fort Madison, Iowa Bargaining Unit. Plan closed effective November 23, 2009 to Cordova employees represented by Local 109. Plan closed effective January 2, 2011 to employees represented by Midwest Gas Bargaining Unit Local 738.

Plan Year	The twelve-month period ending December 31
Participation date	Completion of one hour of service; January 1, 2001 for employees represented by Local 109 or Local 499 and hired on or after July 26, 2000 and prior to January 1, 2001
Vesting service	One year for each 1,000-hour calendar year of employment under a Prior Plan plus one year for each 12 months of service after December 31, 1996
Pension service	Completed years and months of participation under a Prior Plan plus vesting service earned after December 31, 1996

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Pensionable pay

Plan compensation includes regular base pay, lump sum payments in lieu of merit increases, commissions, incentive compensation and all elective contributions.

Employee contributions

None since January 1, 1980 for participants of the IPR Salaried Plan and June 30, 1986 for participants of the IPS Salaried Plan

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65

Cash balance – non-Kern River participants

The sum of a participant's initial cash balance, if any, annual pay credits, transition credits, and interest credits; certain participants of a Prior Plan on December 31, 1996 are eligible for transition credits.

A participant's initial cash balance is equal to his/her accrued benefit under a Prior Plan as of December 31, 1996 converted to a lump-sum present value as of January 1, 1997, plus a sick leave credit equal to 5% of any accrued sick leave.

- Non-Union participants

Pay credits for participation between January 1, 1997 and December 31, 2005 are equal to 7.5% of compensation, plus 5.5% of compensation in excess of the Social Security Taxable Wage Base for a maximum of 35 years of credited service.

Pay credits after December 31, 2005 for participants hired prior to January 1, 2006:

Year	Percentage of Compensation	Percentage of Compensation in Excess of SSTWB (limited to 35 years of service)
2006	7.25%	5.00%
2007	7.00%	4.50%
2008	6.75%	4.25%

Pay credits for 2009 and beyond are equal to 6.50% of compensation. Excess pay credits for 2009 are equal to 4.0% of compensation through July 31, 2009 in excess of 7/12 of the SSTWB for 2009. No excess pay credits are available after 2009.

Pay credits for participants hired or rehired after December 31, 2005 are equal to 5.0% of compensation.

Interest is credited on the cash balance at the November one-year Treasury constant maturities rate plus 0.7%.

Effective January 1, 2009, participants who elected to opt out of the Plan will cease to receive pay credits to their cash balance account under the Plan (but will continue to receive interest credits on their December 31, 2008 account balance). Participants who elected to stay in the Plan will continue to receive pay credits.

- Union participants

Prior to July 1, 2009, pay credits for participation after January 1, 1997 are equal to 7.5% of compensation, plus 5.5% of compensation in excess of the Social Security Taxable Wage Base for a maximum of 35 years of credited service.

Effective January 1, 2006, pay credits are equal to 5.0% of compensation for participants represented by Locals 109 and 499 hired after May 25, 2006, participants hired on or after January 1, 2007, who are covered by the Local 109 (Cordova location), employees hired or rehired on or after October 1, 2007 who are covered by the Local 738 Bargaining Unit.

Effective November 1, 2008, employees in the IBEW Local 499 at Fort Madison, Iowa Bargaining Unit will cease to receive pay credits to their cash balance account under the Plan (but will continue to receive interest credits on their November 1, 2008 account balance).

Effective July 1, 2009, Non-Cordova employees covered by the Local 109 Bargaining Unit and Local 499 Bargaining Unit (other than employees in the IBEW Local 499 at Fort Madison, Iowa Bargaining Unit) and hired after July 26, 2000, will cease to receive pay credits to their cash balance account under the Plan (but will continue to receive interest credits on their June 30, 2009 account balance).

Effective November 23, 2009, Cordova employees covered by the Local 109 Bargaining Unit and Local 499 Bargaining Unit (other than employees in the IBEW Local 499 at Fort Madison, Iowa Bargaining Unit) and hired after July 26, 2000, will cease to receive pay credits to their cash balance account under the Plan (but will continue to receive interest credits on their November 22, 2009 account balance).

Effective January 2, 2011, employees covered by Midwest Gas Bargaining Unit Local 738 will cease to receive pay credits to their cash balance account under the Plan (but will continue to receive interest credits on their January 1, 2011 account balance).

Interest is credited on the cash balance at the November one-year Treasury constant maturities rate plus 0.7%.

- Transition credits

A participant of a Prior Plan who is at least 40 years old and has five or more years of credited service as of December 31, 1996 will receive transition credits equal to 4% of compensation through December 31, 2001, plus an additional credit at retirement equal to a percentage of the cash balance based on the following schedule:

Age at Retirement	Additional Percentage
55-62	14%
63	10%
64	5%
65 or Older	0%

Cash balance – Kern River participants vested at acquisition

The sum of a participant's initial cash balance, if any, annual pay credits and interest credits offset by a prior plan benefit. Participants whose attained age in years and number of years of service under the Williams Pension Plan as of March 31, 1998 equaled at least 55 (Rule of 55 Participant) and retires from the Plan on an Early or Normal Retirement Date are also eligible for an early retirement multiplier.

A participant's initial cash balance is equal to zero for Kern River participants who retired directly from The Williams Company. All other Kern River participants who were vested at acquisition will have an initial cash balance equal to their cash balance account under the Williams Pension Plan as of the date they terminated employment with The Williams Company.

Pay credits are calculated as follows:

Completed Years of Age on Crediting Date	Percentage of all Compensation	Percentage of Compensation in Excess of the Social Security Taxable Wage Base
Prior to 40	6.0%	2.0%
40-49	8.0%	3.0%
50 or Older	10.0%	5.0%

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- Transition credits

A Kern River participant who was vested at acquisition shall also receive an annual pay credit of 0.3% of Compensation for each year of Benefit Service earned prior to April 1, 1998 under the Williams Pension Plan.

Interest is credited on the cash balance at the November one-year Treasury constant maturities rate plus 0.7%, but not less than 2.75% in any year.

A Rule of 55 Kern River participant who retires on an Early or Normal Retirement Date shall have his cash balance (before applying the Prior Plan Offset) as of his Benefit Commencement Date multiplied by the applicable percentage in the following schedule:

Aggregate of Attained Age and Credited Benefit Service as of March 31, 1998	Multiplier Percentage for Age at Benefit Commencement Date			
	55-62	63	64	65
55-64	115%	115%	108%	100%
65-69	120%	120%	108%	100%
70 and Over	125%	122%	108%	100%

Each Kern River participant's cash balance shall be offset by his initial cash balance accumulated with interest credits to his date of termination, but without regard to the Early Retirement Multiplier.

Monthly pension benefit

The monthly single life annuity payable at the participant's annuity starting date that is actuarially equivalent to the participant's cash balance.

Monthly preretirement spouse benefit

The monthly income, payable during a surviving spouse's life, that is actuarially equivalent to the participant's cash balance at the date of death.

Normal retirement

Eligibility – Retirement on NRD

Benefit – Monthly pension benefit determined as of NRD

Early retirement

Eligibility – Retirement before NRD and on or after attaining age 55 and completing five years of vesting service

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	Benefit – Monthly pension benefit determined as of early retirement date
Postponed retirement	*Eligibility* – Retirement after NRD *Benefit* – Monthly benefit determined as of actual retirement date
Deferred vested	*Eligibility* – Termination for reasons other than death or retirement after completing three years of vesting service *Benefit* – Monthly pension benefit determined as of termination date
Preretirement spouse benefit	*Eligibility* – Death of a participant before the participant's annuity starting date and after completing three years of vesting service *Benefit* – If married at date of death, a monthly preretirement spouse benefit is payable. If unmarried, a lump sum equal to the participant's cash balance is paid to a beneficiary. If not eligible for a preretirement death benefit, the participant's accumulated contributions with interest, if any, are payable on date of death.
Forms of payment	Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of the 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a lump sum, a 100% joint and survivor annuity, 75% joint and survivor annuity, or (for married participants) a life annuity. Certain other optional forms are preserved for participants of a Prior Plan. Total payments are guaranteed to be at least equal to the participant's accumulated contributions on date of retirement. Actuarial equivalence is based on the requirements of Code Section 417(e).
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect. Increases in the dollar limits are assumed for determining pension cost but are not assumed for funding or AFTAP purposes.

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Covered Employees - Regular payroll employees who are members of the Midwest Power Systems Inc. Bargaining Unit and are represented by IBEW Local 499 at Fort Madison, Iowa Bargaining Unit and hired prior to March 2, 2002

Effective November 1, 2008, no additional accruals for employees who had not attained age 53 by November 1, 2008

Participation date	First of month coincident with or next following one year of service
Vesting service	One year for each 1,000-hour calendar year of employment, ignoring years before 18th birthday and years employee could have made contributions but did not
Pension service	Years and months of service as a participant
Pensionable pay	Fixed monthly rate of compensation as of the first day of each month exclusive of any special compensation, but including any portion that is contributed under a cash or deferred arrangement qualified under IRC Section 401(k)
Average earnings	The average of the highest 60 consecutive months of pensionable pay ending on the earlier of the participant's termination date or retirement date
Integration level	$2,800 times the ratio of (1) the Social Security maximum taxable wage base in year of termination to (2) $48,000, rounded to nearest whole dollar
Employee contributions	None after November 30, 1986
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65
Monthly pension benefit	As of any date, a basic benefit of 1.625% of average earnings for up to 15 years of pension service, plus .625% of average earnings for each year in excess of 15 years but not in excess of 40, plus an excess pay benefit of .375% of average earnings in excess of the integration level for each year of service up to 40. Modified formulas apply to employees who were participants in the former Iowa Gas plan for Physical Bargaining Employees.

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Monthly preretirement spouse benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 52nd birthday
Normal retirement	*Eligibility* – Retirement on NRD *Benefit* – Monthly pension benefit determined as of NRD
Early retirement	*Eligibility* – Retirement before NRD and on or after attaining age 52 *Benefit* – Monthly pension benefit determined as of early retirement date, with the basic portion reduced 3.0% for each year of payment before age 62, and the excess portion reduced 6% for each of the first three years prior to age 65 and 4.8% for each of the next ten years
Postponed retirement	*Eligibility* – Retirement after NRD *Benefit* – Monthly pension benefit determined as of actual retirement date
Disability retirement	*Eligibility* – Termination upon total and permanent disability *Benefit* – Monthly pension benefit determined as of disability date
Deferred vested	*Eligibility* – Termination for reasons other than death or retirement after completing three years of vesting service *Benefit* – Monthly pension benefit determined as of termination date
Preretirement spouse benefit	*Eligibility* – Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse *Benefit* – Monthly preretirement spouse benefit is payable
Death with preretirement spouse benefits	Monthly preretirement spouse benefit is payable

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Forms of payment	Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of the 50% provisional payee option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a lump sum, 100% provisional payee, a ten-year certain and life annuity, 75% joint and survivor annuity, or (for married participants) a five-year certain and life annuity. Actuarial equivalence is based on the requirements of Code Section 417(e). The lump sum option is the present value of the deferred normal retirement benefit.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect. Increases in the dollar limits are assumed for determining pension cost but are not assumed for funding or AFTAP purposes.

SCHEDULE SB ATTACHMENTS

Covered employees - Regular payroll employees who are members of the Midwest Power Systems Inc. Bargaining Unit and are represented by a collective bargaining agent, hired prior to July 26, 2000 and not represented by IBEW Local 499 at Fort Madison, Iowa Bargaining Unit

Effective July 1, 2009, employees age 50 and older as of July 1, 2009 continue to accrue additional benefits through June 30, 2019. On June 30, 2019, additional benefit accruals cease.

Employees under age 50 as of July 1, 2009, continue to accrue additional benefits through June 30, 2014. On June 30, 2014, these employees will receive a 30% enhancement to their frozen monthly life annuity. On June 30, 2014, additional benefit accruals cease.

Participation date	Earlier of January 1, 2001 or first of month coincident with or next following one year of service
Vesting service	One year for each 1,000-hour calendar year of employment, ignoring years before 18th birthday and years employee could have made contributions but did not
Pension service	Years and months of service as a participant (1,000 hours of service must be completed in a plan year)
Monthly pensionable pay	Effective January 1, 2001, hourly rate as of January 1 multiplied by 2,080 hours divided by 12; prior to January 1, 2001, fixed monthly rate of compensation as of the first day of each month exclusive of any special compensation, but including any portion that is contributed under a cash or deferred arrangement qualified under IRC Section 401(k)
Average earnings	The average of the monthly pay received for the highest five consecutive years of pensionable pay during the ten-year period ending on the earlier of the participant's termination date or retirement date
Integration level	$2,800 times the ratio of (1) the Social Security maximum taxable wage base in year of termination to (2) $48,000, rounded to nearest whole dollar
Employee contributions	None after November 30, 1986

SCHEDULE SB ATTACHMENTS

Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65
Monthly pension benefit	As of any date, the sum of (1) through (3) multiplied by a conversion factor of 1.01197 plus the sum of (4) and (5) below: 1. 1.625% of average earnings for each year of pension service through December 31, 2000 up to 15 years 2. 0.625% of average earnings for each year of pension service through December 31, 2000 in excess of 15 years but not in excess of 40 3. 0.375% of average earnings in excess of the integration level for each year of pension service through December 31, 2000 up to 40 4. 1.600% of average earnings for each year of service after December 31, 2000 5. $4.75 multiplied by years of service after December 31, 2000 Modified formulas apply to employees who were participants in the former Iowa Gas plan for Physical Bargaining Employees.
Monthly preretirement spouse benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 52nd birthday
Normal retirement	*Eligibility* – Retirement on NRD *Benefit* – Monthly pension benefit determined as of NRD
Early retirement	*Eligibility* – Retirement before NRD and on or after attaining age 52 *Benefit* – Monthly pension benefit determined as of early retirement date, reduced 6-2/3% for each of the first two years of payment before age 62, plus 3-1/3% for each year prior to age 60; minimum early retirement benefit equal to the sum of (1) and (2) of the monthly pension benefit determined as of December 31, 2000 reduced 3.0% for each year of payment before age 62, and (3) of the monthly pension benefit determined as of December 31, 2000 reduced 6% for each of the first three years prior to age 65 and 4.8% for each of the next ten years

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Postponed retirement

Eligibility – Retirement after NRD

Benefit – The greater of (1) and (2) below:

1. Monthly pension benefit determined as of actual retirement date
2. Monthly pension benefit determined as of Normal Retirement Date increased by plan specific factors

Deferred vested

Eligibility – Termination for reasons other than death or retirement after completing three years of vesting service

Benefit – Monthly pension benefit determined as of termination date, reduced for early commencement

Preretirement spouse benefit

Eligibility – Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse

Benefit – Monthly preretirement spouse benefit is payable

Forms of payment

Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of the 50% joint and survivor option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a lump sum, a 50% provisional payee, a 100% provisional payee, a ten-year certain and life annuity, a five-year certain and life annuity, a 100% joint and survivor, a 75% joint and survivor, or (for married participants) a life annuity. Actuarial equivalence is based on the requirements of Code Section 417(e). The lump sum option is the present value of the deferred normal retirement benefit.

Maximum limits on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect. Increases in the dollar limits are assumed for determining pension cost but are not assumed for funding or AFTAP purposes.

SCHEDULE SB ATTACHMENTS

Covered employees - Employees who are represented by Midwest Gas Bargaining Unit Local 738 for collective bargaining purposes

Effective January 2, 2011, employees covered by the Midwest Gas Bargaining Unit Local 738 and earning benefits under a final average pay formula:

- Employees age 45 and older as of January 2, 2011 continue to accrue additional benefits through January 9, 2016. On January 10, 2016, additional accruals cease.
- Employees under age 45 as of January 2, 2011 will receive no future accruals after January 1, 2011.

Participation date	First of month coincident with or next following one year of service and attained age 21; participation under predecessor plan (Diversified Energies, Inc. Employees' Pension Plan) and prior employer is recognized under this plan
Vesting service	Completed months of employment, ignoring service prior to the plan year age 18 is attained
Pension service	Years and months of service as a participant
Pensionable pay	Regular straight-time hourly wages, but including any portion that is contributed under a cash or deferred arrangement qualified under IRC Section 401(k)
Average earnings	The average of the highest 60 consecutive months of pensionable pay out of the 120 months ending on the earlier of the participant's termination date or retirement date
Integration level	35-year average of maximum Social Security taxable wage bases ending in the year Social Security normal retirement age is attained
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65
Monthly pension benefit	As of any date, a basic benefit of 1.1% of average earnings for each year of pension service, plus an excess pay benefit of 0.45% of average earnings in excess of the integration level for each year of service up to 35; subject to a minimum benefit

SCHEDULE SB ATTACHMENTS

Monthly preretirement spouse benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday
Normal retirement	*Eligibility* – Retirement on NRD *Benefit* – Monthly pension benefit determined as of NRD
Early retirement	*Eligibility* – Retirement before NRD and on or after attaining age 55 *Benefit* – Monthly pension benefit determined as of early retirement date, reduced 2.0% for each of the first four years, 12.0% for the next year, and 6.0% for each of the last two years that the early retirement date precedes age 62
Postponed retirement	*Eligibility* – Retirement after NRD *Benefit* – Monthly pension benefit determined as of actual retirement date
Deferred vested	*Eligibility* – Termination for reasons other than death or retirement after completing 36 months of vesting service *Benefit* – Monthly pension benefit determined as of termination date, reduced for early commencement
Preretirement spouse benefit	*Eligibility* – Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse *Benefit* – Monthly preretirement spouse benefit is payable
Forms of payment	Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of a joint and 50% to survivor option, or if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a lump sum, a joint and 100% survivor, a joint and 75% survivor, a ten-year certain and life annuity, or (for married participants) a life annuity. Actuarial equivalence is based on the requirements of Code Section 417(e).

SCHEDULE SB ATTACHMENTS

Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect. Increases in the dollar limits are assumed for determining pension cost but are not assumed for funding or AFTAP purposes.

SCHEDULE SB ATTACHMENTS

Covered employees - Physical Bargaining Unit Class employees hired prior to July 26, 2000

Effective July 1, 2009, employees age 50 and older as of July 1, 2009 continue to accrue additional benefits through June 30, 2019. On June 30, 2019, additional benefit accruals cease.

Employees under age 50 as of July 1, 2009, continue to accrue additional benefits through June 30, 2014. On June 30, 2014, these employees will receive a 30% enhancement to their frozen monthly life annuity. On June 30, 2014, additional benefit accruals cease.

Participation date	Earlier of January 1, 2001 or age 21 with one year of service or age 40
Vesting service	One year for each 1,000-hour calendar year of employment, ignoring years before 18th birthday and years employee could have made contributions but did not
Pension service	Years and months of service as a participant (1,000 hours must be completed in a plan year)
Monthly pensionable pay	Hourly rate in effect on January 1 multiplied by 2,080 hours divided by 12
Average earnings	The average of the monthly pensionable pay received for the highest five consecutive years of pensionable pay during the ten-year period ending on the earlier of the participant's termination date or retirement date; no decrease in monthly salary after age 60 with 20 years of vesting service
Employee contribution rate	None after July 31, 2000
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65
Monthly pension benefit	As of any date, 1.6% of average earnings times pension service plus $4.75 for each year of service from date of participation
Monthly preretirement spouse benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

SCHEDULE SB ATTACHMENTS

Death benefit	If not eligible for a preretirement spouse benefit, the participant's accumulated contribution with interest, if any, are payable on date of death.
Normal retirement	*Eligibility* – Retirement on NRD *Benefit* – Monthly pension benefit determined as of NRD
Early retirement	*Eligibility* – Retirement before NRD and on or after attaining age 55 *Benefit* – Monthly pension benefit determined as of early retirement date, reduced 6-2/3% for each of the first two years of payment before age 62, plus 3-1/3% for each year prior to age 60
Postponed retirement	*Eligibility* – Retirement after NRD *Benefit* – The greater of (1) and (2) below: 1. Monthly pension benefit determined as of actual retirement date 2. Monthly pension benefit determined as of Normal Retirement Date increased by plan specific factors
Deferred vested	*Eligibility* – Termination for reasons other than death or retirement after completing three years of vesting service *Benefit* – Monthly pension benefit determined as of termination date, reduced for early commencement
Preretirement spouse benefit	*Eligibility* – Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse *Benefit* – Monthly preretirement spouse benefit is payable

SCHEDULE SB ATTACHMENTS

Forms of payment

Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of the 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan.

Other optional forms are a lump sum, a 100% joint and survivor annuity, a 75% joint and survivor annuity, a ten-year certain and life annuity, a five-year certain and life annuity, or (for married participants) a life annuity. Total payments are guaranteed to be at least equal to the participant's accumulated contributions on date of retirement. Actuarial equivalence is based on the requirements of Code Section 417(e). The lump sum option is the present value of the deferred normal retirement benefit.

Maximum limits on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect. Increases in the dollar limits are assumed for determining pension cost but are not assumed for funding or AFTAP purposes.

SCHEDULE SB ATTACHMENTS

Covered employees – Clerical Bargaining Unit Class employees hired prior to July 26, 2000

Effective July 1, 2009, employees age 50 and older as of July 1, 2009 continue to accrue additional benefits through June 30, 2019. On June 30, 2019, additional benefit accruals cease.

Employees under age 50 as of July 1, 2009, continue to accrue additional benefits through June 30, 2014. On June 30, 2014, these employees will receive a 30% enhancement to their frozen monthly life annuity. On June 30, 2014, additional benefit accruals cease.

Participation date	Earlier of January 1, 2001 or age 21 with one year of service or age 40
Vesting service	One year for each 1,000-hour calendar year of employment, ignoring years before 18th birthday and years employee could have made contributions but did not
Pension service	Years and months of service as a participant (1,000 hours must be completed in a plan year)
Monthly pensionable pay	Hourly rate of pay as of January 1 multiplied by 2,080 hours divided by 12
Average earnings	The average of the monthly pensionable pay received for the highest five consecutive years of pensionable pay during the ten-year period ending or the earlier of the participant's termination date or retirement date
Employee contributions	None since February 1, 1987
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65
Monthly pension benefit	As of any date, 1.6% of average earnings times pension service plus $4.75 for each year of service from date of participation
Monthly preretirement spouse benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

SCHEDULE SB ATTACHMENTS

Death benefit	If not eligible for a preretirement spouse benefit, the participant's accumulated contributions with interest, if any, are payable on date of death.
Normal retirement	*Eligibility* – Retirement on NRD *Benefit* – Monthly pension benefit determined as of NRD
Early retirement	*Eligibility* – Retirement before NRD and on or after attaining age 55 *Benefit* – Monthly pension benefit determined as of early retirement date, reduced 6-2/3% for each of the first two years of payment before age 62, plus 3-1/3% for each year prior to age 60
Postponed retirement	*Eligibility* – Retirement after NRD *Benefit* – The greater of (1) and (2) below. • Monthly pension benefit determined as of actual retirement date • Monthly pension benefit determined as of Normal Retirement Date increased by plan specific factors
Deferred vested	*Eligibility* – Termination for reasons other than death or retirement after completing three years of vesting service *Benefit* – Monthly pension benefit determined as of termination date, reduced for early commencement
Preretirement spouse benefit	*Eligibility* – Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse *Benefit* – Monthly preretirement spouse benefit is payable

SCHEDULE SB ATTACHMENTS

Forms of payment

Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of the 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan.

Other optional forms are a lump sum, a 100% joint and survivor annuity, a 75% joint and survivor annuity, a ten-year certain and life annuity, a five-year certain and life annuity, or (for married participants) a life annuity. Total payments are guaranteed to be at least equal to the participant's accumulated contributions on date of retirement. Actuarial equivalence is based on the requirements of Code Section 417(e). The lump sum option is the present value of the deferred normal retirement benefit.

Maximums limits on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such change take effect. Increases in the dollar limits are assumed for determining pension cost but are not assumed for funding or AFTAP purposes.

SCHEDULE SB ATTACHMENTS

Covered employees - Iowa Illinois Gas and Electric Company employees who are represented by a collective bargaining agent and hired prior to July 26, 2000

Effective July 1, 2009, employees age 50 and older as of July 1, 2009 continue to accrue additional benefits through June 30, 2019. On June 30, 2019, additional benefit accruals cease.

Employees under age 50 as of July 1, 2009, continue to accrue additional benefits through June 30, 2014. On June 30, 2014, these employees will receive a 30% enhancement to their frozen monthly life annuity. On June 30, 2014, additional benefit accruals cease.

Participation date	Earlier of January 1, 2001 or first of the month following attainment of age 21 with one year of service (12 months with 1,000 hours)
Vesting service	One year for each 1,000-hour calendar year of employment
Pension service	Completed years and months of plan participation
Monthly pensionable pay	Effective January 1, 2001, hourly rate as of January 1 multiplied by 2,080 hours divided by 12; prior to January 1, 2001, determined as follows: • Applicable hour rate times 173.33 for hourly rated employees • Actual cash earnings (not less than minimum or more than maximum range of compensation specified for the particular position in the employer's job and evaluation program) for employees receiving a combination of salary and commission • Applicable straight-time compensation rate for all other employees However, monthly earnings are not adjusted for compensation paid retroactively.
Average earnings	The average of the monthly pensionable pay received for the highest five consecutive years of pensionable pay during the ten-year period ending on the earlier of the participant's termination date or retirement date
Compensation breakpoint	$20,000 for 1989, increasing annually by 4% in accordance with plan provisions
Employee contributions	None since January 1, 1976

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Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65

Monthly pension benefit

For employees participating in the plan on December 31, 1975:

Monthly annuity equal to the sum of (a), (b), (c), (d) and (e) below:

(a) 2.51% of Final Average Compensation for each year of pension service through December 31, 2000, up to 10 years of Pension Service, plus 0.41% of Final Average Compensation for each year of Pension Service through December 31, 2000, from 10 to 35 years, plus 1.01% of Final Average Compensation for each year of Pension Service through December 31, 2000, in excess of 35 years but no more than 40 years

(b) 0.40% of Final Average Compensation in excess of the Compensation Breakpoint, for each year of Pension Service through
December 31, 2000 up to a maximum of 35 years

(c) 1.60% of average earnings for each year of service after December 31, 2000

(d) $4.75 multiplied by years of service after December 31, 2000

(e) Annuity purchased by employee contributions

For employees first participating in the plan after December 31, 1975:

Monthly annuity equal to the sum of (a), (b), (c), and (d) below:

(a) 1.01% of Final Average Compensation for each year of Pension Service up to a maximum of 40 years

(b) 0.40% of Final Average Compensation in excess of the Compensation Breakpoint, for each year of Pension Service through
December 31, 2000, up to a maximum of 35 years

(c) 1.60% of average earnings for each year of Pension Service after December 31, 2000

(d) $4.75 multiplied by years of Pension Service after December 31, 2000

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Monthly preretirement spouse benefit	For participants eligible for early retirement, the surviving spouse benefit is equal to 50% of the annuity which would have been payable had the participant retired the day prior to death. For vested participants the benefit is equal to 50% of the annuity which would have been payable had the participant separated from service on the date of death, survived to the earliest retirement age, retired and then died.
Death benefit	If not eligible for a preretirement spouse benefit, the participant's accumulated contributions with interest, if any, are payable on date of death.
Normal retirement	*Eligibility* – Retirement on NRD *Benefit* – Monthly pension benefit determined as of NRD
Early retirement	*Eligibility* – Retirement before NRD and on or after attaining age 55. *Benefit* – Monthly pension benefit determined as of early retirement date, reduced 6-2/3% for each of the first two years of payment before age 62, plus 3-1/3% for each year prior to age 60; minimum early retirement benefit equal to the sum of (a) and (e) of the monthly pension benefit determined as of December 31, 2000 reduced 4% for each year the benefit commencement date precedes age 62, and (b) of the monthly pension benefit determined as of December 31, 2000 reduced 4% for each year the benefit commencement date precedes age 65
Postponed retirement	*Eligibility* – Retirement after NRD *Benefit* – The greater of (1) and (2) below: 1. Monthly pension benefit determined as of actual retirement date 2. Monthly pension benefit determined as of Normal Retirement Date increased by plan specific factors
Deferred vested	*Eligibility* – Termination for reasons other than death or retirement after completing three years of vesting service *Benefit* – Monthly pension benefit determined as of termination date, reduced for early commencement on the same basis that early retirement benefits are adjusted

SCHEDULE SB ATTACHMENTS

Preretirement spouse benefit	*Eligibility* – Death with three years of service
Forms of payment	Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of the 50% joint and survivor option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Other optional forms are a lump sum, a 100% joint and survivor, a 75% joint and survivor, a ten-year certain and life annuity, a five-year certain and life annuity, or (for married participants) a life annuity. Actuarial equivalence is based on the requirements of Code Section 417(e). The lump sum option is the present value of the deferred normal retirement benefit.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such change take effect. Increases in the dollar limits are assumed for determining pension cost but are not assumed for funding or AFTAP purposes.

Future Plan Changes

No future plan changes were recognized in determining pension cost or funding requirements.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

B2: Summary of Principal Plan Provisions for GT&S

Introduction

On November 1, 2020, MidAmerican Energy Company acquired participants from the Gas Transmission and Storage business (part of Dominion Energy). These participants had pension benefits under The Dominion Energy Pension Plan and Dominion Transmission and West Virginia Union Pension Plan (Local No. 69). MidAmerican will continue to provide pension benefits using the same plan design as provided by Dominion Energy (merging the union and non-union plans into MidAmerican Energy Company Retirement Plan). For the Traditional Pension Benefit, the benefits will use all years/pay and offset by accrued benefit at acquisition.

The plan provisions for all participants that were acquired from Dominion Energy are listed in the following Appendix:

Non-union employees hired prior to January 1, 2008 (except for participants previously eligible for benefits in the Certain Acquired Operations Plan (CAO)

Non-union employees hired on or after January 1, 2008 (Cash Balance Plan)

Non-union employees who were in the Certain Acquired Operations Plan on the date it was merged into the Dominion Pension Plan, December 31, 2002

Union employees under The United Gas Worker's Union, Local No. 69

Plan Sponsor

MidAmerican Energy Company

Plan

MidAmerican Energy Company Retirement Plan

Effective Date and Most Recent Amendment

This plan is a merged plan consisting of prior plans with multiple effective dates. The plan was most recently restated January 1, 2020 and amended in August 2024. Effective January 1, 2025, the plan was amended to: (1) discontinue cash balance pay credits for Union participants, (2) offer a lump sum option for Union participants benefitting under a final average compensation formula, and (3) close the plan to all new entrants.

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Summary of Principal Plan Provisions for Non-Union Employees hired prior to January 1, 2008 (Except for CAO)

Covered Employees

Non-union employees hired prior to January 1, 2008 (except for CAO)

Old Plan/New Plan Terminology

The term “Old Plan” in the following sections describes the plan provisions for Non-Union participants for credited service earned before January 1, 2001.

The term “New Plan” in the following sections describes the plan provisions for Non-Union participants effective January 1, 2001, but hired before January 1, 2008, for credited service earned on or after January 1, 2001.

Coverage and Participation

Old Plan*:* Employees are eligible to participate in the plan on the first day of the month coincident with or next following the later of age 21 and six months of employment.

New Plan: Non-Union employees are eligible to participate in the plan as of the later of date of hire and attainment of age 18. Those Non-Union employee’s ineligible to participate under the Old Plan as of December 31, 2000 are eligible to participate on January 1, 2001 if they were at least age 18 on that date.

Credited Service

Old Plan: The number of years, or fractional part thereof, completed from date of participation, adjusted for certain periods of unpaid absence.

New Plan: Based on elapsed time from date of hire. Service is awarded for each calendar month in which at least one hour of service is worked.

Credited Service includes all service earned prior to November 1, 2020 with Dominion Energy

Vesting Service

Old Plan: Total number of plan years during which the employee has completed at least 1,000 hours of service and has attained age 18 or older.

New Plan: Based on elapsed time from date of hire.

Vesting Service includes all service earned prior to November 1, 2020 with Dominion Energy

Compensation

Old Plan: The basic annual rate of pay plus any amounts deferred under a Section 125 or Section 401(k) plan plus merit lump sum payments, subject to IRC 401(a)(17) compensation limits.

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New Plan: Base salary actually paid plus any amounts deferred under a Section 125 or Section 401(k) plan plus merit lump sum payments, subject to IRC 401(a)(17) compensation limits.

Final Average Compensation

Non-Union Participants prior to January 1, 2001: The annual average of the highest 60 consecutive months' compensation.

Non-Union Participants on or after January 1, 2001: The annual average of the highest 60 consecutive months' compensation out of the last 120 months.

Final Average Compensation includes earnings prior to November 1, 2020 earned while employed at Dominion Energy

Special Retirement Account (SRA)

1. Pay Credits: 2% of compensation, beginning November 1, 2020.
2. Interest Credited to Account Balance: Credited on a daily basis at a rate annually equivalent to the 30-year Treasury bond rate for September of the preceding year.
3. Payment Options:
   - Immediate lump sum – equal to the account balance;
   - Immediate annuity; or
   - Deferred annuity – paid in same form and beginning at the same time as the Old Plan or New Plan retirement benefit.
4. Annuity Conversion Basis: The SRA is converted from an account balance to a single life annuity at benefit commencement age using the section 417(e) applicable mortality table and the interest rates specified by section 417(e) for August of the preceding year. All other payment options are converted using the Plan's actuarial equivalence basis for payment options.
5. Annuity Options:
   - Retirement-eligible terminated participant – Same as payment options for remaining retirement benefit.
   - Deferred vested terminated participant – single life annuity or 50% joint and survivor annuity, if paid as an immediate annuity. Same as payment options for remaining retirement benefit, if paid as a deferred annuity.

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

1. Normal Retirement Date: The first of the month coincident with or next following attainment of age 65.
2. Annual Benefit:

- Old Plan:

a) 2.03% of final average compensation times credited service up to 30 years less
b) 2.00% of the participant's age 65 annual Primary Insurance Amount under the Social Security Law in effect on the date of determination (assuming no future earnings), times credited service up to 30 years.

less

c) Old Plan offset benefit (frozen) – Old Plan benefit as of November 1, 2020 (acquisition date)

- New Plan:

a) 1.80% of final average compensation times credited service up to 30 years (30-year service cap includes credited service under the Old Plan formula)

less

b) 1.50% of the participant's age 65 annual Primary Insurance Amount under the Social Security law in effect on the date of determination (assuming no future earnings), times credited service up to 30 years (30 year service cap includes credited service under the Old Plan formula)

less

c) New Plan offset benefit (frozen) – New Plan benefit as of November 1, 2020 (acquisition date)

Plus

d) SRA as of normal retirement date payable as an immediate lump sum or immediate annuity taken in the same optional form as the remaining retirement benefit.

Late Retirement

If retirement occurs after normal retirement date, the late retirement income will be the normal retirement benefit calculated using credited service, final average compensation, Primary Insurance Amount, and SRA compensation and interest credits as of the late retirement date.

Accrued Benefit

The participant's accrued benefit at any given date is determined under the normal retirement formula shown above, but is based on current credited service, final average compensation, Primary Insurance Amount, and SRA compensation and interest credits.

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

1. Eligibility:
   - Old Plan: Age 55. Unreduced retirement date is the first of the month coincident with or next following the later of age 60 and 30 years of credited service, but in no event later than the normal retirement date.
   - New Plan: Age 55 and three years of vesting service. For Non-Union participants in the plan as of December 31, 2000, age 55.
2. Annual Benefit:
   - Old Plan: The benefit is determined under the normal retirement formula with the following reductions on the corresponding benefit pieces of the Old Plan formula:
     a) 1/4% for each month by which the participant's 60th birthday or early retirement date, if later, precedes his unreduced retirement date, plus 1/2% for each of the next sixty months by which the benefit commencement date precedes age 60.
     b) 5/9% for each month within the first sixty months, and 5/18% for each member within the next sixty months by which the benefit commencement date precedes the normal retirement date.
   - New Plan: The benefit is determined under the normal retirement formula with the a) and the b) pieces of the New Plan formula reduced 1/4% for each month within the first 24 months by which the participant's benefit commencement date precedes age 60 plus 1/2% for each month within the next 36 months by which the benefit commencement date precedes age 58. The SRA as of the early retirement date is payable as an immediate lump sum or immediate annuity taken in the same optional form as the remaining retirement benefit.

   For participants not eligible for the Early Retirement benefit on November 1, 2020 (acquisition date), the offset accrued benefit under both the Old Plan and New Plan will be reduced from normal retirement using the factors described under Vested Benefits Upon Termination of Service.

Temporary Supplementary Early Retirement Allowance – Old Plan Only

1. Eligibility: Non-Union participants who retire or become disabled after January 1, 1992 and before January 1, 2001 with at least ten years of credited service.
2. Annual Benefit: Credited service (not to exceed 30 years) multiplied by $60. The benefit is payable annually to age 62, starting at the later of benefit commencement age or age 55.

Disability Benefit

- Old Plan

1. Eligibility: Total and permanent disability of Non-Union participant prior to normal retirement date and prior to January 1, 2001, and after attaining age 50 or completing 10 years of vesting service.

2. Annual Benefit: The accrued benefit payable immediately based on credited service, final average compensation and Primary Insurance Amount at the date of disability.

- New Plan

1. Eligibility: Non-Union participants who qualify for benefits under MidAmerican Energy Company's long-term disability plan on or after January 1, 2001, and after completing 5 years of vesting service.

2. Annual Benefit: The accrued benefit payable at normal retirement date under the Old Plan and New Plan formulas based on final average compensation and Primary Insurance Amount at the date of disability, and credited service accrued to the earlier of recovery from disability and normal retirement date. The SRA is available as an immediate lump sum or immediate annuity at disability. No further compensation credits are granted after disability. If an immediate lump sum or immediate annuity is not elected, the disabled participant may take a deferred annuity reflecting additional interest credits after disability at the same time and in the same form as the remaining retirement benefit.

SCHEDULE SB ATTACHMENTS

Vested Benefits Upon Termination of Service

1. Vesting:

   - For Non-Union participants who terminate before January 1, 2001: full vesting upon the earlier of completion of five years of vesting service and attainment of age 50.
   - For Non-Union participants who terminate after December 31, 2000: full vesting upon the earlier of completion of three years of vesting service and attainment of normal retirement date.
   - For those Non-Union participants in the plan as of December 31, 2000: full vesting upon the earlier of completion of 5 years of vesting service and attainment of age 50.

2. Vested Termination Benefit:

   - Non-Union Participants prior to January 1, 2001: The termination benefit for vested Non-Union participants who terminate prior to January 1, 2001 is equal to the accrued benefit. The benefit is payable any time after attainment of age 55 reduced as an early retirement benefit, or at age 65. In the case of early retirement benefits for terminated vested participants, the unreduced retirement date is the normal retirement date.
   - Non-Union Participants on or after January 1, 2001: The termination benefit for vested Non-Union participants who terminate on or after January 1, 2001 is equal to the accrued benefit. The benefit is payable any time after attainment of age 55 with the Old Plan benefit reduced as an early retirement benefit, or at age 65. In the case of early retirement benefits for terminated vested participants, the unreduced retirement date is the normal retirement date. The a) and the b) pieces of the New Plan benefit are reduced in accordance with the table of factors below or are payable without reduction at age 65.

Age	Reduction %	Age	Reduction %
55	55%	60	35%
56	52%	61	30%
57	48%	62	23%
58	44%	63	16%
59	40%	64	9%

   Plus

   For participants who have an SRA balance, either:

   - SRA determined as of termination date payable as an immediate lump sum or an immediate annuity; or
   - SRA determined as of retirement date payable as an annuity in the same form as the remaining retirement benefit.

3. Non-vested Termination Benefit:

   The termination benefit for non-vested participants is equal to the return of employee contributions with interest.

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Death Benefits for Vested Participants in Active Service or Terminated Vested Participants

1. Eligibility:

   Vested at date of death.

2. Benefit:

   - Old Plan: For participants who die while actively employed, the surviving spouse will receive an immediate monthly income under the Old Plan payable for life equal to 50% of the participant's accrued benefit at the date of death. For terminated vested participants who die, the surviving spouse will receive a monthly retirement income payable for life in an amount equal to 50% of the amount the participant would have received if he had survived and elected to commence receiving a retirement income at the earliest date allowed under the plan, payable under the 50% joint and survivor option.

     The spouse may elect to defer the survivor benefit until normal retirement date.

   - New Plan: For Non-Union participants who were in the plan on December 31, 2000 and who die while actively employed, the surviving spouse will receive an immediate monthly income payable for life equal to 50% of the participant's accrued benefit at the date of death under the New Plan formula valued under the 50% joint and survivor option and with the a) and the b) pieces of the New Plan formula reduced for early retirement using the active early retirement factors. For benefit commencement before the participant's earliest early retirement date, the benefit under the a) and b) pieces of the New Plan formula is further reduced for ages below 55 as follows:

Ages	Yearly Reduction %
35-55	3.000%
30-35	0.500%
<30	0.333%

For Non-Union employees who become participants on or after January 1, 2001 and who die while actively employed, the surviving spouse will receive a monthly retirement income under the New Plan formula payable for life in an amount equal to 50% of the amount the participant would have received if he had survived and elected to commence receiving a retirement income at the earliest date allowed under the plan, payable under the 50% joint and survivor option.

The spouse may elect to defer the survivor benefit until normal retirement date.

The SRA is payable to the surviving spouse of an active vested participant who dies, as either:

- an immediate lump sum;
- an immediate annuity payable for the spouse's lifetime; or
- an annuity deferred to the date of benefit commencement for the remaining death benefit and payable for the spouse's remaining lifetime.

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For unmarried vested participants who die while in active service or after termination, the SRA is payable as an immediate lump sum to the named beneficiary.

For terminated vested participants who die, the surviving spouse will receive a monthly retirement income under the Old Plan formula and the a) and the b) pieces of the New Plan formula payable for life in an amount equal to 50% of the amount the participant would have received if he had survived and elected to commence receiving a retirement income at the earliest date allowed under the plan, payable under the 50% joint and survivor option. The same SRA payment options apply to surviving spouses of deceased vested terminated participants as summarized above for spouses of deceased active participants.

Death Benefits for Non-Vested Participants in Active Service

If the participant is not vested, the beneficiary will receive, in a lump sum, the participant's SRA balance and employee contributions with interest.

Death Benefit for Retired Participants

Any death benefits payable to a beneficiary will be paid in accordance with optional form of benefit chosen at retirement.

Cost of Living Adjustment – Old Plan Only

Benefits in payment will be increased by 1/2 of the first five percentage points increase in the Consumer Price Index each year.

Normal Form of Payment

For married participants, the normal form of payment is an actuarially equivalent 50% joint and survivor benefit. For all other participants, the normal form is a single life annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

- 50% joint and survivor annuity
- 75% joint and survivor annuity
- 100% joint and survivor annuity
- Social Security leveling option to age 62
- Single life annuity
- Lump sum

The actuarial equivalence basis for the lump sum form of payment is the applicable mortality table and the interest rates specified by Code Section 417(e)(3) for August of the year preceding the plan year the payment is made. Conversion to the optional forms of payment from the normal form uses 83GAM mortality with 9.5% interest.

Changes in Plan Provisions Since Last Actuarial Valuation

None.

SCHEDULE SB ATTACHMENTS

Summary of Principal Plan Provisions for Non-Union Employees Hired On or After January 1, 2008 - Cash Balance Plan

Covered Employees

All Non-Union participants who were hired on or after January 1, 2008.

Eligibility

Non-Union employees hired after January 1, 2008 and before January 1, 2023 are eligible to participate in the Cash Balance formula as of the later of date of hire and attainment of age 18.

Employees, who were hired prior to January 1, 2008 and meet one of the following situations, will be eligible to participate in the Cash Balance formula but only with respect to service periods on or after January 1, 2008:

- Union employees who transfer to a Non-Union position on or after January 1, 2008
- Employees rehired in a Non-Union position on or after January 1, 2008, following a period of severance that is 5 years or longer.

Credited Service

Based on elapsed time on or after 1/1/2008 while a Cash Balance Eligible Employee. Service is awarded for each calendar month in which at least one hour of service is worked.

Credited Service includes all service earned prior to November 1, 2020 with Dominion Energy

Vesting Service

Based on elapsed time from date of hire and attainment of age 18.

Vesting Service includes all service earned prior to November 1, 2020 with Dominion Energy

Compensation

Base salary actually paid plus any amounts deferred under a Section 125 or Section 401(k) plan plus merit lump sum payments, subject to IRC 401(a)(17) compensation limits.

SCHEDULE SB ATTACHMENTS

Pay Based Credit

Pay-Based Credits are credited monthly to the accounts of Cash Balance participants as a percentage of their plan compensation based on the following schedule:

Years of Credited Service	Pay-Based Credits as a Percentage of Earnings
Fewer than 5 years	4%
5 years to 14 years	5%
15 years to 24 years	6%
25 or more years	7%

Effective March 31, 2023, no future pay based credits shall be earned in the plan.

The account balance is $0 as of November 1, 2020 (acquisition date)

Interest Credit

Interest Credits are credited monthly to the Cash Balance account on a daily basis at a rate annually equivalent to the greater of the i) annual yield on the 30-year Treasury securities for September of the preceding year and ii) 1.5%.

Applicable Interest Rate

The interest rates specified by Code Section 417(e)(3) for August of the preceding year.

Applicable Mortality Table

The prescribed mortality assumption under 430(h)(3)(A) of the Internal Revenue Code for the Plan Year as specified under code section 417(e)(3)(B).

Annuity Conversion Basis

One form of benefit shall be the actuarial equivalent value of another form of benefit determined on the basis of the Applicable Interest Rate and Applicable Mortality Table.

Normal Retirement Benefit

1. Normal Retirement Date: The first day of the month coincident with or next following the date a Cash Balance Participant attains Age 65.
2. Annual Benefit: The Cash Balance account as of normal retirement date payable as an immediate lump sum or immediate annuity taken in the normal form of payment or optional forms of retirement income.

Vested Benefits Upon Termination of Service

1. Vesting: Earlier of attaining age 65 or three years of vesting service.

2. Vested Termination Benefit: The Cash Balance account determined as of the benefit commencement date elected by the participant payable as an immediate lump sum or an immediate annuity.

Death Benefits for Participants in Active Service or Terminated Vested Participants

1. Eligibility: Active or vested at date of death.
2. Benefit: Payable to the Cash Balance participant's beneficiary commencing on a benefit commencement date elected by the beneficiary following the Cash Balance participant's death.
   - If the beneficiary is the cash balance participant's spouse, the beneficiary may receive the cash balance participant's retirement benefit in either (i) a single sum calculated as of the beneficiary's benefit commencement date or (ii) a single life annuity for the life of the beneficiary that is the actuarial equivalent of the participant's Cash Balance account as of the beneficiary's benefit commencement date.
   - If the beneficiary is not the cash balance participant's spouse, the beneficiary may receive the cash balance participant's accrued benefit only as a single sum one-time payment.

Death Benefits for Retired Participants

Any death benefits payable to a beneficiary after a participant has retired will be paid in accordance with the optional form of benefit chosen at retirement.

Normal Form of Payment

For married participants, the normal form of payment is an actuarially equivalent 50% joint and survivor benefit. For all other participants, the normal form is a single life annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

- 50% joint and survivor annuity
- 75% joint and survivor annuity
- 100% joint and survivor annuity
- Lump Sum
- Single life annuity

Minimum Lump Sum Distribution

If the Cash Balance account is $1,000 or less, the vested benefit shall automatically be paid as a single sum as soon as administratively practicable after a participant's termination or death.

Changes in Plan Provisions Since Last Actuarial Valuation

None.

SCHEDULE SB ATTACHMENTS

Summary of Principal Plan Provisions for Non-union Employees Hired Prior to January 1, 2008 under Certain Acquired Operations (CAO)

Covered Employees

Non-union employees hired prior to January 1, 2008 are under the Certain Acquired Operations

Definition

The term “Old Plan” in the following sections describes the plan provisions for credited service before December 31, 2000.

The term “New Plan” in the following sections describes the plan provisions effective December 31, 2000 for credited service on or after December 31, 2002 for employees hired prior to January 1, 2008.

Eligibility

Old Plan: All employees are eligible to participate on the date of hire.

New Plan: All employees who were eligible to participate in the Old Plan as of December 31, 2000. No newly hired employees on or after January 1, 2001 are eligible for the provisions of this Plan, but instead participate under the plan provisions summarized in Appendix C1. Additionally, if a Non-Union employee is hired after January 1, 2008, they will participate in the Cash Balance Plan summarized in Appendix C2.

Credited Service

Old Plan: Based on elapsed time from date of hire, with 15 or more days worked in a calendar month counting as 1/12 of a year of credited service.

New Plan: Based on elapsed time from date of hire. Service is awarded for each calendar month in which at least one hour of service is worked.

Credited Service includes all service earned prior to November 1, 2020 with Dominion Energy

Vesting Service

Based on elapsed time from date of hire.

Vesting Service includes all service earned prior to November 1, 2020 with Dominion Energy

Compensation

Old Plan: Wage or salary, excluding bonuses and overtime payments, but including workers’ compensation payments, disability benefits, and other specified amounts, subject to IRC 401(a)(17) compensation limits.

Plan Name:	MidAmerican Energy Company Retirement Plan
EIN / PN:	42-1425214/001
Plan Sponsor:	MidAmerican Energy Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

New Plan: Base pay actually paid plus any amounts deferred under Section 125 or Section 401(k) plan plus merit lump sum payments, subject to IRC 401(a)(17) compensation limits.

Final Average Compensation

The annual average of compensation in the 60 highest consecutive months during the last 120 months of employment.

Final Average Compensation includes earnings prior to November 1, 2020 earned while employed at Dominion Energy

Special Retirement Account (SRA) – New Plan Only

1. Pay Credits: 2% of compensation beginning November 1, 2020.
2. Interest Credited to Account Balance: Credited on a daily basis at a rate annually equivalent to the 30-year Treasury bond rate for September of the preceding year.
3. Payment Options:
   - Immediate lump sum – equal to the account balance;
   - Immediate annuity; or
   - Deferred annuity – paid in same form and beginning at the same time as the Old Plan or New Plan retirement benefit.
4. Annuity Conversion Basis: The SRA is converted from an account balance to a single life annuity at benefit commencement age using the section 417(e) applicable mortality table and the interest rates specified by section 417(e) for August of the preceding year. All other payment options are converted using the Plan's actuarial equivalence basis for payment options.
5. Annuity Options:
   - Retirement-eligible terminated participant – Same as payment options for remaining retirement benefit.
   - Deferred vested terminated participant – single life annuity or 50% joint and survivor annuity, if paid as an immediate annuity. Same as payment options for remaining retirement benefit, if paid as a deferred annuity.

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Normal Retirement Benefit

1. Normal Retirement Date:
   - First of month coincident with or next following attainment of age 65.
2. Annual Benefit:

- Old Plan: The amount in (a) plus, if applicable, the amounts in (b) minus, (c):

  a) The excess of (i) over (ii):

     (i) 1.7% of final average compensation times years of credited service.

     (ii) 0.4% of lesser of final average compensation or Social Security covered compensation, times years of credited service (up to a maximum of 35 years).

  b) Additional benefits may be payable to employees who were participants in:

     (i) The MAPCO plan before January 1, 1985;

     (ii) The prior retirement plan of the West Ohio Gas Company; or

     (iii) The Pension Plan for Certain Acquired Operations of Dominion Energy, if credited service began prior to July 1, 1973.

  c) Old Plan offset benefit (frozen) – Old Plan benefit as of November 1, 2020 (acquisition date)

- New Plan:

  a) 1.80% of final average compensation times credited service up to 30 years (30 year service cap includes credited service under the Old Plan formula)

  - less

  b) 1.50% of the participant's age 65 annual Primary Insurance Amount under the Social Security law in effect on the date of determination (assuming no future earnings), times credited service up to 30 years (30 year service cap includes credited service under the Old Plan formula)

  - less

  c) New Plan offset benefit (frozen) – New Plan benefit as of November 1, 2020 (acquisition date)

  - plus

  d) SRA as of normal retirement date payable as an immediate lump sum or immediate annuity taken in the same optional form as the remaining retirement benefit.

All participants will receive a five-year extension to the service cap in the New Plan formula.

SCHEDULE SB ATTACHMENTS

Late Retirement

If retirement occurs after normal retirement date, the late retirement income will be the normal retirement benefit calculated using credited service, final average compensation, Primary Insurance Amount, and SRA compensation and interest credits as of the late retirement date.

Accrued Benefit

The participant's accrued benefit at any given date is determined under the normal retirement formula shown above, but is based on current credited service, final average compensation, Primary Insurance Amount, and SRA compensation and interest credits.

Early Retirement Benefit

1. Eligibility:
    - For participants who terminate before January 1, 2001, age 55 and 15 years of vesting service.
    - For participants who terminate after December 31, 2000, age 55 and 3 years of vesting service.
2. Annual Benefit:
    - Old Plan: The benefit is determined under the normal retirement formula reduced ¼% for each month within the first 24 months by which the participant's benefit commencement date precedes age 62 plus 5/12% for each month within the next 60 months by which the benefit commencement date precedes age 60.
    - New Plan: The benefit is determined under the normal retirement formula with the a) and the b) pieces of the New Plan formula reduced ¼% for each month within the first 24 months by which the participant's benefit commencement date precedes age 60 plus ½% for each month within the next 36 months by which the benefit commencement date precedes age 58. The SRA as of the early retirement date is payable as an immediate lump sum or immediate annuity in the same optional form as the remaining retirement benefit.

For participants not eligible for the Early Retirement benefit on November 1, 2020 (acquisition date), the offset accrued benefit under both the Old Plan and New Plan will be reduced from normal retirement using the factors described under Vested Benefits Upon Termination of Service.

SCHEDULE SB ATTACHMENTS

Disability Benefit

1. Eligibility:
   - For participants who become disabled prior to January 1, 2001, after 15 years of vesting service if certified as totally and permanently disabled by the System Medical Director or Consultant.
   - For participants who qualify for benefits under MidAmerican Energy Company's long-term disability plan on or after January 1, 2001 and after completing 5 years of vesting service.
2. Annual Benefit:
   - For participants who become disabled prior to January 1, 2001, benefit accrued to date of disability without reduction.
   - For participants who become disabled after December 31, 2000, the accrued benefit payable under the Old Plan and New Plan formulas at normal retirement date based on final average compensation and Primary Insurance Amount at the date of disability, and credited service accrued to the earlier of recovery from disability and normal retirement date. The SRA is available as an immediate lump sum or an immediate annuity at disability. No further compensation credits are granted after disability. If an immediate lump sum or immediate annuity is not elected, the disabled participant may take a deferred annuity reflecting additional interest credits after disability at the same time and in the same form as the remaining retirement benefit.

SCHEDULE SB ATTACHMENTS

Vested Benefits Upon Termination of Service

1. Vesting: For participants who terminate before January 1, 2001, full vesting after five years of vesting service, or at normal retirement date, if earlier.

   For participants who terminate after December 31, 2000, full vesting after three years of vesting service, or at normal retirement date, if earlier.

2. Vested Termination Benefit: The termination benefit is equal to the accrued benefit. The benefit is payable any time after attainment of age 55 with the Old Plan benefit and the a) and the b) pieces of the New Plan benefit reduced in accordance with the table of factors below, or without reduction at age 65.

Age	Reduction %	Age	Reduction %
55	55%	60	35%
56	52%	61	30%
57	48%	62	23%
58	44%	63	16%
59	40%	64	9%

plus,

For participants who have an SRA balance, either:

- SRA determined as of termination date payable as an immediate lump sum or an immediate annuity; or
- SRA determined as of retirement date payable as an annuity in the same form as the remaining retirement benefit

Death Benefits for Vested Participants in Active Service or Terminated Vested Participants

1. Eligibility: Vested on date of death.

2. Benefit: The surviving spouse will receive an immediate monthly income payable for life equal to 50% of the participant's accrued benefit at the date of death valued under the 50% joint and survivor option and with the Old Plan benefit and the a) and the b) pieces of the New Plan benefit reduced for early retirement using the active early retirement factors. For benefit commencement before the participant's earliest retirement date, this benefit is further reduced for ages below 55 as follows:

Ages	Yearly Reduction %
35-55	3.000%
30-35	0.500%
<30	0.333%

- The spouse may elect to defer the survivor benefit until normal retirement date.

- The SRA is payable to the surviving spouse of an active vested participant who dies as either:
  (i) an immediate lump sum;
  (ii) an immediate annuity payable for the spouse's lifetime; or
  (iii) an annuity deferred to the date of benefit commencement for the remaining death benefit and payable for the spouse's remaining lifetime.

For unmarried vested participants who die while in active service or after termination, the SRA is payable as an immediate lump sum to the named beneficiary.

For terminated vested participants who die, the surviving spouse will receive a monthly retirement income under the Old Plan formula and the a) and the b) pieces of the New Plan formula payable for life in an amount equal to 50% of the amount the participant would have received if he had survived and elected to commence receiving a retirement income at the earliest date allowed under the plan, payable under the 50% joint and survivor option. The same SRA payment options apply to surviving spouses of deceased vested terminated participants as summarized above for spouses of deceased active participants.

Death Benefits for Non-Vested Participants in Active Service or Terminated Vested Participants

If the participant is not vested, the beneficiary will receive, in a lump sum, the participant's SRA balance.

Death Benefits for Retired Participants

Any death benefits payable to a beneficiary will be paid in accordance with the optional form of benefit chosen at retirement.

Normal Form of Payment

For unmarried participants, the normal form of payment is a five-year certain and life annuity for benefits accrued to June 30, 1965 and a single life annuity for benefits accrued after June 30, 1965. For married participants, the normal form is an actuarially equivalent 50% joint and survivor benefit.

Optional Forms of Retirement Income in Lieu of Normal Form

- 50% joint and survivor annuity
- 75% joint and survivor annuity
- 100% joint and survivor annuity
- Social Security leveling option to age 62
- Single life annuity
- Lump sum

SCHEDULE SB ATTACHMENTS

The actuarial equivalence basis for the lump sum form of payment is the applicable mortality table and the interest rates specified by Code Section 417(e)(3) for August of the year preceding the plan year the payment is made. Conversion to the optional forms of payment from the normal form uses 83GAM mortality with 9.5% interest.

Changes in Plan Provisions Since Last Actuarial Valuation

None.

SCHEDULE SB ATTACHMENTS

Summary of Principal Plan Provisions for Union Employees under The United Gas Workers Union, Local No. 69

Covered Employees

Union employees under The United Gas Worker's Union, Local No. 69 -Division II, Utility Worker's Union of America, AFL-CIO

Coverage and Participation

Old Plan: Any employee of the Company (excluding leased employees) who is in a job classification represented for collective bargaining purposes by, and is a member of, The United Gas Worker's Union, Local No. 69 -Division II, Utility Worker's Union of America, AFL-CIO. The Old Plan closed to new hires effective January 1, 2003.

New Plan: Any employee of the Company (excluding leased employees) who is in a job classification represented for collective bargaining purposes by, and is a member of, the United Gas Worker's Union, Local No. 69 - Division II, Utility Worker's Union of America, AFL-CIO, is eligible to participate in the New Plan as of the later of date of hire and attainment of age 18. All employees who were eligible to participate in the Old Plan as of December 31, 2002 are eligible to participate in the New Plan on January 1, 2003, even if they have not yet attained age 18. The New Plan closed to new hires effective March 23, 2017.

Cash Balance Plan: Any employee of the Company (excluding leased employees) who is hired or rehired on or after March 23, 2017 and in a job classification represented for collective bargaining purposes by, and is a member of, the United Gas Worker's Union, Local No. 69, Utility Worker's Union of America, AFL-CIO, is eligible to participate in the Cash Balance plan as of the later of date of hire and attainment of age 18. The Cash Balance plan is closed to new hires effective January 1, 2025.

Credited Service

Old Plan: Based on elapsed time from date of hire, with 15 or more days worked in a calendar month counting as 1/12 of a year of credited service.

New Plan: Based on elapsed time from date of hire. Service is awarded for each calendar month in which at least one hour of service is worked.

Cash Balance Plan: Based on elapsed time from date of hire. Service is awarded for each calendar month in which at least one hour of service is worked.

Credited Service includes all service earned prior to November 1, 2020 with Dominion Energy

SCHEDULE SB ATTACHMENTS

Vesting Service

Based on elapsed time from date of hire.

Vesting Service includes all service earned prior to November 1, 2020 with Dominion Energy

Compensation

Old Plan: Wage or salary, excluding bonuses and overtime payments, but including commissions, workers' compensation payments, disability benefits, employee elective deferrals to 401(k) and Section 125 plans, and other specified amounts, subject to IRC 401(a)(17) compensation limits.

New Plan: Base pay actually paid plus any amounts deferred under Section 125 or Section 401(k) plan plus merit lump sum payments, and other specified amounts, subject to IRC 401(a)(17) compensation limits.

Cash Balance Plan: Base pay actually paid plus any amounts deferred under Section 125 or Section 401(k) plan plus merit lump sum payments, and other specified amounts, subject to IRC 401(a)(17) compensation limits.

Final Average Compensation/Salary

Old Plan: The annual average of compensation in the 60 highest consecutive months during the last 120 months of employment.

New Plan: The annual average of compensation in the 60 highest consecutive months during the last 120 months of employment.

Final Average Compensation/Salary includes earnings prior to November 1, 2020 earned while employed at Dominion Energy

Special Retirement Account (SRA)

New Plan Only

1. Pay Credits: 2% of compensation beginning November 1, 2020.
2. Interest Credited to Account Balance: Credited on a daily basis annually equivalent to the 30-year Treasury bond rate for the September preceding the plan year.
3. Payment Options:
   - Immediate lump sum – equal to the account balance;
   - Immediate annuity; or
   - Deferred annuity – paid in same form and beginning at the same time as the remaining retirement benefit.
4. Annuity Conversion Basis: The SRA is converted from an account balance to a single life annuity at benefit commencement age using the section 417(e) applicable mortality table and the 30-year Treasury bond rate used for interest crediting in the year of benefit commencement. All other payment options are converted using the Plan's actuarial equivalence basis for payment options.
5. Annuity Options:
   - Retirement-eligible terminated participant – Same as payment options for remaining retirement benefit.

- Deferred vested terminated participant – single life annuity or 50% joint and survivor annuity, if paid as an immediate annuity. Same as payment options for remaining retirement benefit, if paid as a deferred annuity.

Cash Balance

Cash Balance Plan Only

1. Pay Credits:

   Pay-Based Credits are credited monthly to the accounts of Cash Balance participants as a percentage of their plan compensation based on the following schedule:

Years of Credited Service	Pay-Based Credits as a Percentage of Earnings
Fewer than 5 years	4%
5 years to 14 years	5%
15 years to 24 years	6%
25 or more years	7%

   Effective January 1, 2025, no future pay based credits shall be earned in the plan.

   The account balance is $0 as of November 1, 2020 (acquisition date)

2. Interest Credit: Interest Credits are credited monthly to the Cash Balance account on a daily basis at a rate annually equivalent to the annual yield on the 30-year Treasury securities for September of the preceding year.
3. Payment Options:
   - Immediate lump sum – equal to the account balance;
   - Immediate annuity; or
   - Deferred annuity – paid in same form and beginning at the same time as the remaining retirement benefit.
4. Applicable Interest Rate: The interest rates specified by Code section 417(e)(3) for August of the preceding year.
5. Applicable Mortality Table: The prescribed mortality table as specified under the Internal Revenue Code section 417(e)(3)(B).
6. Annuity Conversion Basis: One form of benefit shall be the actuarial equivalent value of another form of benefit determined on the basis of the Applicable Interest Rate and Applicable Mortality Table.
7. Annuity Options:
   - Retirement-eligible terminated participant – Same as payment options for remaining retirement benefit.
   - Deferred vested terminated participant – single life annuity or 50% joint and survivor annuity, if paid as an immediate annuity. Same as payment options for remaining retirement benefit, if paid as a deferred annuity.

SCHEDULE SB ATTACHMENTS

Permanent Supplement

All employees who were participants on December 31, 2002 are eligible to receive the permanent supplement of $11 per month for each year of credited service as of January 1, 2003 with completed months of credited service counting as a fraction of a year, payable as an annual benefit.

Normal Retirement Benefit

1. Normal Retirement Date:
   - For participants who retired prior to January 1, 2003, first of month in which 65th birthday occurs. Benefits of female employees, credited in earlier years on the basis of younger normal retirement ages, are increased to actuarial equivalent amounts in the event of retirement after such ages.
   - For participants who retire after December 31, 2002, first of month coincident with or next following attainment of age 65.
2. Annual Benefit:

- Old Plan:

  The greater of [(a)+(b)] or (c), plus the Permanent Supplement minus (d)

  a) For service prior to January 1, 1980, in accordance with the Plan as in effect to that date.

  b) For each year of credited service on and after January 1, 1980 and on or before December 31, 2002, 1.7% of Old Plan compensation.

  c) 1.125% of Old Plan final average compensation times years of credited service.

  d) Old Plan offset benefit (frozen) – Old Plan benefit as of November 1, 2020 (acquisition date)

- New Plan:

  a) 1.80% of New Plan final average compensation times credited service up to 30 years (30-year service cap includes credited service under the Old Plan formula)

  – less

  b) 1.50% of the participant's age 65 annual primary insurance amount under the Social Security law in effect on the date of determination (assuming no future earnings), times credited service up to 30 years (30 year service cap includes credited service under the Old Plan formula)

  – minus

  c) New Plan offset benefit (frozen) – New Plan benefit as of November 1, 2020 (acquisition date)

  – plus

  d) SRA as of normal retirement date payable as an immediate lump sum or immediate annuity taken in the same optional form as the remaining retirement benefit.

  All employees who were participants on December 31, 2002 received a five-year extension to the service cap in the New Plan formula.

- Cash Balance Plan:

  The Cash Balance account as of normal retirement date payable as an immediate lump sum or immediate annuity taken in the normal form of payment or optional forms of retirement income.

Late Retirement

If retirement occurs after normal retirement date, the late retirement income will be the normal retirement benefit calculated using credited service, final average compensation, primary insurance amount, SRA compensation and interest credits, and/or cash balance compensation and interest credits as of the late retirement date, as appropriate.

Accrued Benefits

The participant's accrued benefit at any given date is determined under the normal retirement formula shown above, but is based on current credited service, final average compensation, primary insurance amount, and SRA compensation and interest credits, and/or cash balance compensation and interest credits.

Early Retirement Benefit

1. Eligibility:
   - For participants who terminate before January 1, 2003, age 55 and 15 years of vesting service.
   - For participants who terminate after December 31, 2002, age 55 and 3 years of vesting service.
2. Annual Benefit:
   - Old Plan: The benefit is determined under the normal retirement formula reduced ¼% for each of the first 24 months by which the participant's benefit commencement date precedes age 62 plus 5/12% for each of the next 60 months by which the benefit commencement date precedes age 60. The Permanent Supplement is unreduced for early retirement from active status.
   - New Plan: The benefit is determined under the normal retirement formula with the a) and the b) pieces of the New Plan formula reduced ¼% for each of the first 24 months by which the participant's benefit commencement date precedes age 60 plus ½% for each of the next 36 months by which the benefit commencement date precedes age 58. The SRA as of the early retirement date is payable as an immediate lump sum or immediate annuity in the same optional form as the remaining retirement benefit.

Supplemental Retirement Allowance

All employees who were participants on December 31, 2002 will receive $440 per month payable from date of retirement until age 62.

SCHEDULE SB ATTACHMENTS

Disability Benefit

1. Eligibility:
   - For participants who become disabled prior to January 1, 2003, after 15 years of vesting service if certified as totally and permanently disabled by the System Medical Director or Consultant.
   - For participants who qualify for benefits under the Company's long-term disability plan on or after January 1, 2003 and after completing 5 years of vesting service.
2. Annual Benefit:
   - The accrued benefit payable at normal retirement date based on final average compensation and primary insurance amount at the date of disability, and credited service accrued to the earlier of recovery from disability and normal retirement date. The SRA is available as an immediate lump sum or an immediate annuity at disability. No further compensation credits are granted after disability. If an immediate lump sum or immediate annuity is not elected, the disabled participant may take a deferred annuity reflecting additional interest credits after disability at the same time and in the same form as the remaining retirement benefit. The Permanent Supplement is also available to disabled participants at normal retirement.

Vested Benefits upon Termination of Service

1. Vesting: For participants who terminate before January 1, 2003, full vesting after five years of vesting service, or at normal retirement date, if earlier.

   For participants who terminate after December 31, 2002, full vesting after three years of vesting service, or at normal retirement date, if earlier.
2. Vested Termination Benefit: The termination benefit is equal to the accrued benefit. The benefit is payable any time after attainment of age 55 with the Old Plan benefit, the a) and the b) pieces of the New Plan benefit, and the Permanent Supplement reduced in accordance with the table of factors below, or at age 65.

Age	Reduction %	Age	Reduction %
55	55%	60	35
56	52	61	30
57	48	62	23
58	44	63	16
59	40	64	9

plus,

For participants who have an SRA balance, either:

- SRA determined as of termination date payable as an immediate lump sum or an immediate annuity; or
- SRA determined as of retirement date payable as an annuity in the same form as the remaining retirement benefit.

SCHEDULE SB ATTACHMENTS

For participants with Cash Balance formula, the Cash Balance account determined as of the benefit commencement date elected by the participant payable as an immediate lump sum or an immediate annuity.

Death Benefits for Participants in Active Service or Terminated Vested Participants

1. Eligibility: Vested on date of death.

2. Benefit: For participants who were in the plan on December 31, 2002 and who die while actively employed, the surviving spouse will receive an immediate monthly income payable for life equal to 50% of the participant's accrued benefit at the date of death valued under the 50% joint and survivor option and with the Old Plan benefit, the a) and the b) pieces of the New Plan benefit and the Permanent Supplement reduced for early retirement using the active early retirement factors. For benefit commencement before the participant's earliest retirement date, this benefit is further reduced for ages below 55 as follows:

Ages	Yearly Reduction %
35-55	3.000%
30-35	0.500
<30	0.333

For employees who become participants on or after January 1, 2003, the surviving spouse will receive a monthly retirement income payable for life in an amount equal to 50% of the amount the participant would have received if he had survived and elected to commence receiving a retirement income at the earliest date allowed under the plan, payable under the 50% joint and survivor option.

The spouse may elect to defer benefit until normal retirement date.

The SRA is payable to the surviving spouse of an active vested participant who dies as either:

(i) an immediate lump sum;

(ii) an immediate annuity payable for the spouse's lifetime; or

(iii) an annuity deferred to the date of benefit commencement for the remaining death benefit and payable for the spouse's remaining lifetime.

For unmarried vested participants who die while in active service or after termination, the SRA is payable as an immediate lump sum to the named beneficiary.

For terminated vested participants who die, the surviving spouse will receive a monthly retirement income under the Old Plan formula and the a) and the b) pieces of the New Plan formula payable for life in an amount equal to 50% of the amount the participant would have received if he had survived and elected to commence receiving a retirement income at the earliest date allowed under the plan, payable under the 50% joint and survivor option. The same SRA payment options apply to surviving spouses of deceased vested terminated participants as summarized above for spouses of deceased active participants.

The Cash Balance is payable to the Cash Balance participant's beneficiary commencing on a benefit commencement date elected by the beneficiary following the Cash Balance participant's death as an active or terminated vested participant.

- If the beneficiary is the cash balance participant's spouse, the beneficiary may receive the cash balance participant's retirement benefit in either (i) a single sum calculated as of the beneficiary's benefit commencement date or (ii) a single life annuity for the life of the beneficiary that is the actuarial equivalent of the participant's Cash Balance account as of the beneficiary's benefit commencement date.
- If the beneficiary is not the cash balance participant's spouse, the beneficiary may receive the cash balance participant's accrued benefit only as a single sum one-time payment.

Death Benefits for Non-Vested Participants in Active Service

If the participant is not vested, the beneficiary will receive, in a lump sum, the participant's SRA balance.

Death Benefits for Retired Participants

Any death benefits payable to a beneficiary will be paid in accordance with the optional form of benefit chosen at retirement.

Normal Form of Payment

For unmarried participants, the normal form of payment is a five-year certain and life annuity for benefits accrued to June 30, 1965 and a single life annuity for benefits accrued after June 30, 1965. For married participants, the normal form is an actuarially equivalent 50% joint and survivor benefit.

Optional Forms of Retirement Income in Lieu of Normal Form

- 50% joint and survivor annuity
- 75% joint and survivor annuity
- 100% joint and survivor annuity
- Social Security leveling option to age 62
- Single life annuity
- Lump Sum

Changes in Plan Provisions since Last Actuarial Valuation

Effective January 1, 2025, the plan was amended to (1) discontinue pay credits for cash balance accounts for Union participants, (2) add a lump sum form of payment for Union participants benefitting in the final average compensation formula, and (3) close the plan to new entrants.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Alternative A, Scatter 1
Schedule of Active Participant Data as of January 1, 2025
Number and average plan compensation limited by IRC §401(a)(17)

	Attained Years of Credited Service[3]										
Attained Age	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	11	8	0	0	0	0	0	0	0	0	19
	-	-	-	-	-	-	-	-	-	-	-
25-29	5	17	33	1	0	0	0	0	0	0	56
	-	-	78,093	-	-	-	-	-	-	-	79,009
30-34	7	16	70	15	1	0	0	0	0	0	109
	-	-	84,002	-	-	-	-	-	-	-	82,325
35-39	5	28	78	37	29	1	0	0	0	0	178
	-	103,334	99,891	83,144	96,679	-	-	-	-	-	96,166
40-44	10	47	84	51	86	13	0	0	0	0	291
	-	126,175	105,588	106,513	107,425	-	-	-	-	-	109,156
45-49	5	66	96	54	83	54	13	0	0	0	371
	-	118,690	117,077	117,137	115,036	135,364	-	-	-	-	119,858
50-54	8	54	85	67	98	72	38	11	2	0	435
	-	121,286	110,906	117,495	119,117	113,721	146,409	-	-	-	118,833
55-59	3	44	80	66	104	96	35	55	17	0	500
	-	123,255	110,572	130,254	125,709	122,641	126,216	128,040	-	-	123,876
60-64	1	26	53	25	67	90	60	65	39	25	451
	-	122,246	106,072	133,112	109,705	122,306	116,600	134,850	116,202	141,320	120,625
65-69	1	13	9	7	6	26	18	20	12	33	145
	-	-	-	-	-	115,012	-	119,203	-	129,668	123,199
70 & over	0	1	2	0	4	6	2	6	3	15	39
	-	-	-	-	-	-	-	-	-	-	128,303
Total	56	320	590	323	478	358	166	157	73	73	2,594
	84,950	114,925	103,987	114,068	114,731	122,919	129,456	129,188	124,243	132,101	115,290

[3] Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: MidAmerican Energy Company Retirement Plan
EIN / PN: 42-1425214/001
Plan Sponsor: MidAmerican Energy Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Alternative A, Scatter 2
Schedule of Active Participant Data for Frozen Plans as of January 1, 2025
Average Cash Balance

	Attained Years of Credited Service[4]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	11	8	0	0	0	0	0	0	0	0	19
	-	-	-	-	-	-	-	-	-	-	-
25-29	5	17	33	1	0	0	0	0	0	0	56
	-	-	9,429	-	-	-	-	-	-	-	7,574
30-34	7	16	70	15	1	0	0	0	0	0	109
	-	-	10,624	-	-	-	-	-	-	-	8,931
35-39	5	28	78	37	29	1	0	0	0	0	178
	-	9,138	11,638	8,900	13,104	-	-	-	-	-	11,129
40-44	10	47	83	48	86	13	0	0	0	0	287
	-	9,970	15,089	11,159	21,715	-	-	-	-	-	17,048
45-49	5	66	95	49	74	54	13	0	0	0	356
	-	13,180	23,749	20,260	27,764	69,254	-	-	-	-	32,229
50-54	8	54	85	51	82	63	37	11	2	0	393
	-	15,431	23,887	33,984	33,765	53,256	109,488	-	-	-	41,175
55-59	3	44	79	59	87	64	21	54	17	0	428
	-	15,953	30,376	41,304	49,229	95,385	153,519	84,425	-	-	65,542
60-64	1	24	51	21	63	68	48	58	39	25	398
	-	16,933	27,021	66,251	50,544	99,892	124,826	79,821	189,867	225,771	92,524
65-69	1	13	9	7	6	26	14	19	8	31	134
	-	-	-	-	-	106,461	-	-	-	291,497	138,089
70 & over	0	1	2	0	4	6	2	6	2	14	37
	-	-	-	-	-	-	-	-	-	-	170,313
Total	56	318	585	288	432	295	135	148	68	70	2,395
	1,485	12,501	19,744	27,826	34,563	84,507	125,701	88,615	209,753	254,933	52,475

[4] Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: MidAmerican Energy Company Retirement Plan
EIN / PN: 42-1425214/001
Plan Sponsor: MidAmerican Energy Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

• Applicable month	September
• Interest rate basis	Segment Rates from Fourth Month Preceding Valuation Date
• ARPA applied for funding	Yes
• ARPA applied for benefit restrictions	Yes

Interest rates:	**Reflecting Stabilization**	**Not Reflecting Stabilization**
• First segment rate	5.07%	5.07%
• Second segment rate	5.31%	5.33%
• Third segment rate	5.50%	5.36%
• Effective interest rate	5.34%	5.31%

Annual rates of increase

• Compensation	3.00%
• Future Social Security wage bases	3.50%
• Statutory limits on compensation	3.50%
• Cost of Living Adjustment	1.75% (Old Plan benefits only)

SCHEDULE SB ATTACHMENTS

Special Retirement Account (SRA) and Cash balance interest crediting rates	MidAmerican[1] / GT&S[2]: 2025-2026: 5.03% / 4.04% 2027+: 3.75% / 4.75%
Lump sum conversion basis	Lump sums were valued using the substitution of annuity form under IRS Proposed Regulation 1.430(d)-(f)(4).
Plan-related expenses	$1,250,000; expenses are assumed to be $1,250,000 plus PBGC variable rate premium, if any.

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed there will be no new or rehired employees.
Mortality	Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).

[1] The plan credits interest to cash balance accounts using 70 basis points plus the average of the one-year Treasury bill constant maturities yield for November of the prior plan year, not less than 2.75% for Kern River.

[2] The plan credits interest to SRA and cash balance accounts using 30-year Treasury rate from September of the prior plan year, not less than 1.50% for Cash Balance.

SCHEDULE SB ATTACHMENTS

Termination (not due to retirement) rates

The rates at which participants are assumed to terminate (not due to retirement or mortality) by age for both males and females are shown below:

MidAmerican

Percentage leaving during the year	
Attained Age	Rate
25	0.105
30	0.075
35	0.055
40	0.049
50	0.032
55	0.000

GT&S

Representative rates by age, service, and union representation as below

Non-Union Participants		
Attained Age	**Service <10 Years**	**Service >=10 Years**
20	11.0%	4.5%
25	9.0%	4.5%
30	7.5%	3.5%
35	7.5%	3.5%
40	7.5%	2.5%
45	7.5%	2.0%
50	7.5%	2.0%
55 and over	5.5%	2.0%

Local 69 Participants		
Attained Age	**Service < 3 Years**	**Service > = 3 Years**
25	8.0%	3.0%
30	7.0%	2.5%
35	6.5%	2.0%
40	6.0%	1.5%
45	6.0%	1.0%
50	5.5%	1.0%
55 and over	5.0%	1.0%

SCHEDULE SB ATTACHMENTS

Disability

MidAmerican: None

GT&S: Rates of disablement are assumed to equal 30% of female rates from the 1987 GLTD Incidence Table for 6-month elimination periods.

Retirement

The rates at which participants are assumed to retire are shown below.

MidAmerican

Age	Rate
52-54	0.000
55-58	0.040
59	0.060
60	0.080
61	0.150
62-64	0.250
65	0.500
66-69	0.300
70	1.000

SCHEDULE SB ATTACHMENTS

GT&S

	Non-Union Participants	
Age	<30 years of service	>=30 years of service
55	5%	5%
56	5%	3%
57	5%	3%
58	5%	5%
59	7%	8%
60	10%	15%
61	10%	12%
62	14%	17%
63	17%	12%
64	12%	10%
65	20%	20%
66	25%	20%
67	25%	20%
68	15%	35%
69	20%	35%
70 and over	100%	100%

Local 69 Participants		
Age	<30 years of service	>=30 years of service
55	7.5%	13.5%
56	5.0%	13.5%
57	5.0%	13.5%
58	6.0%	13.5%
59	6.0%	18.0%
60	14.0%	25.0%
61	15.0%	17.0%
62	20.0%	27.0%
63	22.0%	25.0%
64	22.0%	30.0%
65	35.0%	65.0%
66	65.0%	65.0%
67	65.0%	65.0%
68	65.0%	65.0%
69	65.0%	65.0%
70 and over	100.0%	100.0%

SCHEDULE SB ATTACHMENTS

All participants are assumed to retire by age 70, or immediately if older.

Benefit commencement date:

- Preretirement death benefit

  For cash balance participants, the surviving spouse benefit is payable immediately following the death of the active participant. For all others, the surviving spouse benefit commences at the later of the death of the active participant or the date the participant would have attained age 55.

- Deferred vested benefit

  The rates at which participants are assumed to retire following termination of employment are shown below:

Age	Cash Balance	Final Average Pay
<55	0.100	0.000
55	0.100	0.150
56	0.100	0.050
57	0.100	0.050
58	0.100	0.050
59	0.050	0.050
60	0.050	0.050
61	0.050	0.050
62	0.050	0.300
63	0.050	0.200
64	0.100	0.100
65	1.000	1.000

- Retirement benefit

  Upon termination of employment

SCHEDULE SB ATTACHMENTS

Form of payment

MidAmerican

Cash balance plan: For participants assumed to terminate from active status, 80% are assumed to elect the lump sum and 20% are assumed to elect a life annuity. For deferred vested participants who have deferred commencement, 90% are assumed to elect the lump sum and 10% are assumed to elect a life annuity.

IBEW Local 499 at Fort Madison, Iowa Bargaining Unit: Life annuity with 60 months certain.

Other groups: For bargaining employees in Union Locals 109 and 499 assumed to terminate from active status, 50% of traditional plan participants are assumed to elect the lump sum. All other employees are assumed to elect a life annuity.

GT&S

Non-union Final Average Pay: 25% of participants are assumed to elect a single life annuity, 25% of participants are assumed to elect a 100% joint and survivor annuity, and 50% are assumed to elect a lump sum.

Union Final Average Pay: 25% of participants are assumed to elect a single life annuity, 25% of participants are assumed to elect a 100% joint and survivor annuity, and 50% of participants are assumed to elect a lump sum.

Cash Balance and SRA: 65% of participants are assumed to take the SRA balance or cash balance as a lump sum payment immediately upon separation of employment. 35% of SRA and cash balance formula participants are assumed to defer receipt of their SRA balance or cash balance as a lump sum to age 62 (or to take the lump sum immediately, if they are at least 62 when they separate employment).

Percent married

MidAmerican: 85% of males; 70% of females.

GT&S: 75% of males; 50% of females.

These assumptions are used to value pre-retirement surviving spouse benefits.

SCHEDULE SB ATTACHMENTS

Spouse age	Male participants are assumed to be two years older than their spouses and female participants are assumed to be two years younger than their spouses.
Covered pay	Annual rate on January 1st. Rate includes estimated bonus for cash balance participants (does not apply to GT&S)
Timing of benefit payments	Annuity benefit payments are assumed to be made uniformly throughout the year and, on average, at mid-year. Lump sum payments are assumed to be paid in the middle of the payment year.
Decrement Timing	The assumptions used are collectively called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met, or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

SCHEDULE SB ATTACHMENTS

Actuarial value of assets

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).

The method of computing the actuarial value of assets complies with the rules governing the calculation of such values under the Pension Protection Act of 2006(PPA). These rules produce smooth values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, this method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued based on discussions with the plan sponsor regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with the plan sponsor and based on that review, is not aware of any significant benefits required to be valued that were not.

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

The plan sponsor generally furnished participant data as of 1/1/2025 via the eepoint administration system. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

In consultation with the plan sponsor, the following assumptions were made for missing or apparently inconsistent data elements: Missing dates of birth for beneficiaries were assumed to follow the spousal valuation assumptions detailed in the “Spouse age” section of this Appendix A; missing benefits for beneficiaries in deferral were assumed to equal the accrued benefit used for the prior valuation; active participants missing pay rate information as of the valuation date are assumed to have a pay rate equal to that as of the prior valuation date, adjusted using the assumption for the increase in annual compensation; missing information for continuing status records was assumed to equal that used for the prior valuation; and for participants whose benefits as of the valuation date are not readily available, an assumption was made using prior year data.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2025

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2025	32,581,197	15.00000	32,581,197	3,037,885
2. Shortfall	01/01/2024	(12,021,102)	14.00000	(11,199,663)	(1,093,684)
3. Shortfall	01/01/2023	74,879,687	13.00000	66,723,336	6,857,535
Total				88,104,870	8,801,736

Plan Name: MidAmerican Energy Company Retirement Plan
EIN / PN: 42-1425214/001
Plan Sponsor: MidAmerican Energy Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Change in Actuarial Assumptions

- The 2025 and 2026 cash balance/SRA interest crediting rates were changed to 5.03% and 4.04% for MEC and GT&S, respectively.
- The 2027 and after cash balance/SRA interest crediting rate was changed to 3.75% and 4.75% for MEC and GT&S, respectively.
- The lump sum/annuity conversion mortality assumption was updated to the table set forth in IRC §417(e)(3) for lump sums for the upcoming plan year.
- The expected rate of return on assets was increased from 6.55% to 6.60%.
- Effective January 1, 2025, the form of payment assumption for GT&S Union final average pay participants was updated to assume 25% of participants elect a single life annuity, 25% of participants elect a 100% joint and survivor annuity, and 50% of participants elect a lump sum to reflect the addition of the lump sum payment option.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2025

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

x	q_x^r	l_x	${}_{x-50}p_{50} = l_x / l_{50}$	$q_x^r * l_x / l_{50}$	$x * q_x * l_x / l_{50}$
50	0	1,000	1	0	0
51	0	1,000	1	0	0
52	0	1,000	1	0	0
53	0	1,000	1	0	0
54	0	1,000	1	0	0
55	0.04	1,000	1	0.04	2.2
56	0.04	960	0.96	0.0384	2.1504
57	0.04	922	0.9216	0.036864	2.101248
58	0.04	885	0.884736	0.035389	2.052588
59	0.06	849	0.849347	0.050961	3.006687
60	0.08	798	0.798386	0.063871	3.832252
61	0.15	735	0.734515	0.110177	6.720811
62	0.25	624	0.624338	0.156084	9.677234
63	0.25	468	0.468253	0.117063	7.374989
64	0.25	351	0.35119	0.087797	5.619039
65	0.5	263	0.263392	0.131696	8.560255
66	0.3	132	0.131696	0.039509	2.607585
67	0.3	92	0.092187	0.027656	1.852966
68	0.3	65	0.064531	0.019359	1.316435
69	0.3	45	0.045172	0.013552	0.935056
70	1	32	0.03162	0.03162	2.213418
Average age at retirement					62.22096
Rounded for Schedule SB line 22					62

Plan Name: MidAmerican Energy Company Retirement Plan
EIN / PN: 42-1425214/001
Plan Sponsor: MidAmerican Energy Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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	21,386,403	2,036,596	26,121,319	49,544,318
2026	16,143,740	1,632,950	25,379,606	43,156,296
2027	13,738,646	1,675,583	24,630,288	40,044,517
2028	12,836,068	1,474,164	23,832,722	38,142,954
2029	12,807,941	1,464,002	23,008,196	37,280,139
2030	12,159,222	1,936,216	22,186,979	36,282,417
2031	11,811,300	1,695,513	21,351,936	34,858,749
2032	11,888,305	1,330,326	20,505,252	33,723,883
2033	11,833,687	1,773,321	19,648,969	33,255,977
2034	11,591,855	1,422,045	18,784,074	31,797,974
2035	11,515,687	1,258,399	17,917,418	30,691,504
2036	11,656,907	1,295,620	17,050,669	30,003,196
2037	11,386,125	1,193,315	16,181,711	28,761,151
2038	11,516,482	1,083,122	15,310,591	27,910,195
2039	11,620,690	1,204,796	14,437,232	27,262,718
2040	11,568,866	1,158,805	13,561,723	26,289,394
2041	11,409,845	1,062,684	12,684,614	25,157,143
2042	11,262,828	1,156,967	11,807,105	24,226,900
2043	10,991,295	1,069,323	10,931,192	22,991,810
2044	10,793,356	983,006	10,059,793	21,836,155
2045	10,451,875	880,685	9,196,816	20,529,376
2046	9,993,148	1,041,257	8,347,148	19,381,553
2047	9,466,080	936,934	7,516,543	17,919,557
2048	9,224,513	877,457	6,711,456	16,813,426
2049	9,077,044	786,154	5,938,713	15,801,911
2050	8,677,876	839,154	5,205,022	14,722,052
2051	7,953,812	725,893	4,516,577	13,196,282
2052	7,647,064	659,991	3,878,636	12,185,691
2053	7,309,782	628,654	3,295,200	11,233,636

Plan Name: MidAmerican Energy Company Retirement Plan
EIN / PN: 42-1425214/001
Plan Sponsor: MidAmerican Energy Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2054	6,692,666	658,927	2,768,824	10,120,417
2055	6,321,404	589,388	2,300,465	9,211,257
2056	5,967,548	517,244	1,889,588	8,374,380
2057	5,519,938	548,896	1,534,274	7,603,108
2058	4,996,038	487,051	1,231,403	6,714,492
2059	4,637,722	394,097	976,950	6,008,769
2060	4,212,559	339,307	766,242	5,318,108
2061	3,799,526	290,531	594,245	4,684,302
2062	3,442,494	262,983	455,814	4,161,291
2063	3,093,659	237,437	345,930	3,677,026
2064	2,814,491	213,838	259,871	3,288,200
2065	2,492,858	192,096	193,341	2,878,295
2066	2,220,265	172,110	142,550	2,534,925
2067	1,985,794	153,780	104,229	2,243,803
2068	1,756,877	137,011	75,634	1,969,522
2069	1,560,748	121,704	54,515	1,736,967
2070	1,377,043	107,764	39,067	1,523,874
2071	1,214,481	95,104	27,867	1,337,452
2072	1,067,106	83,644	19,810	1,170,560
2073	933,774	73,301	14,052	1,021,127
2074	813,649	63,995	9,960	887,604

SCHEDULE SB ATTACHMENTS

Schedule SB – Information for Each Individual Employer as of January 1, 2025

Multiple-Employer Plan Participating Employer Information MidAmerican Energy Retirement Plan 42-1425214		
Name of participating employer	**EIN**	**Percent of Total Contributions**
Midwest Capital Group, Inc.	EIN: 42-1305011	0
CalEnergy International Services Inc.	EIN: 47-0782328	0
CalEnergy Operating Corporation	EIN: 33-0268085	0
Falcon Power Operating Company	EIN: 76-0270150	0
Berkshire Hathaway Energy Co.	EIN: 94-2213782	0
CalEnergy Generation Operating Company	EIN: 39-1988036	0
Kern River Gas Transmission Company	EIN: 76-0185455	0
Northern Natural Gas Company	EIN: 93-0932349	0
BHE Renewables, LLC	EIN: 45-3607885	0
BHE U.S. Transmission, LLC	EIN: 41-2049792	0
MidAmerican Energy Services, LLC	EIN: 47-3311411	0
Carolina Gas Services, Inc.	EIN: 47-4574139	0
Eastern Energy Field Services	EIN: 55-0711095	0
Mountain West Pipeline Services	EIN: 81-3662473	0
Eastern Gas Transmission and Storage, Inc.	EIN: 55-0629203	0
Modular LNG Holdings, Inc.	EIN: 82-3625237	0
Mountain West Energy Services, Inc.	EIN: 87-0553261	0
Southern Trails Pipeline Company	EIN: 87-0617323	0
Cove Point LNG, LP	EIN: 51-0363076	0

Plan Name: MidAmerican Energy Company Retirement Plan
EIN / PN: 42-1425214/001
Plan Sponsor: MidAmerican Energy Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

SB data item	Cove Point	All Others
Employer name	Cove Point LNG, LP	See prior page chart
EIN	51-0363076	See prior page chart
Part I		
1. Valuation date	01/01/2025	01/01/2025
2.a. Market value of assets	10,618,779	510,920,967
2.b. Actuarial value of assets	10,618,779	485,526,991
3.a.(1) Number – retired	11	2,230
3.b.(1) Number – tv	39	493
3.c.(1) Number – active	122	2,472
3.d.(1) Number – total	172	5,195
3.a.(2) Vested FT – retired	644,321	264,188,315
3.b.(2) Vested FT – tv	917,821	20,419,633
3.c.(2) Vested FT – active	4,088,171	184,844,146
3.d.(2) Vested FT – total	5,650,313	469,452,094
3.a.(3) Total FT – retired	644,321	264,188,315
3.b.(3) Total FT – tv	917,821	20,419,633
3.c.(3) Total FT – active	4,722,194	190,332,270
3.d.(3) Total FT – total	6,284,336	474,940,218
4. Plan is in at-risk status		
4.a. FT disregarding at-risk		
4.b. FT reflecting at-risk		
5. Effective interest rate	5.41%	5.34%
6. Target normal cost	609,655	11,091,316
Part II		
7.(a). Carryover BOY	0	0
8.(a). Carryover used	0	0
9.(a). Carryover remaining	0	0
10. prior year's return	9.39%	9.39%
10.(a). Carryover interest	0	0
12.(a) Carryover reductions	0	0
13.(a) Carryover balance at beginning of current year	0	0
7.(b). Prefunding BOY	0	114,680,734
8.(b). Prefunding used	0	20,498,372

Plan Name: MidAmerican Energy Company Retirement Plan
EIN / PN: 42-1425214/001
Plan Sponsor: MidAmerican Energy Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

SB data item		Cove Point	All Others
9.(b). Prefunding remaining		0	94,182,362
10. prior year's return		9.39%	9.39%
10.(b). Prefunding interest		0	8,843,724
11.a.(b). PV excess contributions		0	0
11.b1.(b). PY effective interest rate		5.28%	5.08%
11.b1.(b). Interest of excess		0	0
11.b2.(b). Interest on PY 38b		0	0
11.c.(b).Total available to add		0	0
11.d.(b). Added to PFB		0	0
12.(b) Prefunding reductions		0	0
13.(b) Prefunding balance at beginning of current year		0	103,026,086
Part III			
14. FTAP		168.97%	80.53%
15. AFTAP		168.97%	102.22%
16. PY funding percentage		193.33%	86.72%
17. percentage assets to FT if less than 70			
18. Contribution date	Amount	Amount	Amount
18. Total Contributions		0	0
19.a. Contributions allocated toward unpaid py min		0	0
19.b. Contributions to avoid restrictions		0	0
19c. Contributions allocated toward MRC		0	0
20.a. Did plan have funding shortfall for the prior year		No	No
20.b. Were required quarterly installments for current year made in timely manner			
20.c. Quarterly shortfall			

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.)
☐ a single-employer plan ☐ a DFE (specify) _____

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

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

D Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program
☐ special extension (enter description)

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

Part II Basic Plan Information - enter all requested information

1a Name of plan
MIDAMERICAN ENERGY COMPANY RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1980

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)
MIDAMERICAN ENERGY COMPANY

P.O. BOX 657

DES MOINES IA 50306-0657

2b Employer Identification Number (EIN) 42-1425214

2c Plan Sponsor's telephone number 515-242-4300

2d Business code (see instructions) 221100

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	Christina R. Harlow	10/09/2026	CHRIS HARLOW
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500. **Form 5500 (2025) v. 250312**

518401 12-22-25

3a Plan administrator's name and address ☐ Same as Plan Sponsor
EMPLOYEE BENEFITS
PLANS ADMINISTRATIVE COMMITTEE

P.O. BOX 657
DES MOINES IA 50306-0657

3b Administrator's EIN
42-1425214

3c Administrator's telephone number
515-242-4300

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:
a Sponsor's name
c Plan Name

4b EIN
4d PN

5 Total number of participants at the beginning of the plan year	**5**	5345
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)**	2594
a (2) Total number of active participants at the end of the plan year	**6a(2)**	2350
b Retired or separated participants receiving benefits	**6b**	1805
c Other retired or separated participants entitled to future benefits	**6c**	504
d Subtotal. Add lines **6a(2), 6b,** and **6c**	**6d**	4659
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	452
f Total. Add lines **6d** and **6e**	**6f**	5111
g (1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	5
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 1C 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)
- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)
- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

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

a Pension Schedules
- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) - Number Attached ____
- (5) ☒ **MEP** (Multiple-Employer Retirement Plan Information)

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

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

MIDAMERICAN ENERGY COMPANY RETIREMENT

B Three-digit plan number (PN) ▶ 001

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

MIDAMERICAN ENERGY COMPANY

D Employer Identification Number (EIN)

42-1425214

E Type of plan: ☐ Single ☒ Multiple-A ☐ Multiple-B **F** Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information

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

2 Assets:

a Market value	**2a**	521539746
b Actuarial value	**2b**	496145770

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	2241	264832636	264832636
b For terminated vested participants	532	21337454	21337454
c For active participants	2594	188932317	195054464
d Total	5367	475102407	481224554

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**	5.34 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	10450971
b Expected plan-related expenses	**6b**	1250000
c Target normal cost	**6c**	11700971

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

JJA
Signature of actuary

09/28/2026
Date

JAMES J. ANDREWS, FSA, EA
Type or print name of actuary

26-05332
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

952-842-7000
Telephone number (including area code)

PO BOX 674401
HOUSTON TX 77267
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	114680734
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	20498372
9	Amount remaining (line 7 minus line 8)		94182362
10	Interest on line 9 using prior year's actual return of 9.39 %		8843724
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 5.08 %		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		
13	Balance at beginning of current year (line 9 + line 10 + line 11d - line 12)	0	103026086

Part III Funding Percentages

14	Funding target attainment percentage	14	81.69 %
15	Adjusted funding target attainment percentage	15	103.10 %
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	87.82 %
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)		18(c)

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:	2nd segment:	3rd segment:	☐ N/A, full yield curve used
5.07 %	5.31 %	5.50 %	

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**

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

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** 11700971

b Excess assets, if applicable, but not greater than line 31a — **31b**

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	88104870	8801736
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** 20502707

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	20502707	20502707

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

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

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