Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

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

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

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
EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/1994

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)
EASTMAN CHEMICAL COMPANY

P.O. BOX 431
KINGSPORT, TN 37662-1975

200 S. WILCOX DR.
KINGSPORT, TN 37662-1975

2b Employer Identification Number (EIN)
62-1539359

2c Plan Sponsor's telephone number
423-229-2000

2d Business code (see instructions)
325100

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.	10/12/2026	STEPHANIE M. WACHT
	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

INVESTMENT PLAN COMMITTEE - IPCO

PO BOX 511
KINGSPORT, TN 37662

3b Administrator's EIN
62-1615364

3c Administrator's telephone number
423-229-2000

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**	15343
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)**	10253
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	9672
b	Retired or separated participants receiving benefits	**6b**	677
c	Other retired or separated participants entitled to future benefits	**6c**	4249
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	14598
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	78
f	Total. Add lines **6d** and **6e**.	**6f**	14676
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)**	14882
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)**	14285
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2E 2F 2G 2J 2O 2K 2R 2S 2T

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 0
- (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 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
EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
62-1539359

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65 71	RECORDKEEPER	385207	Yes [X] No [ ]	Yes [X] No [ ]	15125	Yes [X] No [ ]

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

MCGUIRE WOODS LLP

54-0505857

(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	ATTORNEY/LEGAL	204432	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

MERCER INVESTMENTS LLC

30-0282430

(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?
16 27	INVESTMENT ADVISOR	76125	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)

CROWE LLP

30-1506626

(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	AUDITOR	57630	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

TOWERS WATSON

53-0181291

(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?
16	CONSULTANT	34000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

ARMANINO LLP

33-2514127

(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	AUDITOR	23000	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
EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
62-1539359

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: FIDELITY CONTRAFUND COMMINGLED POOL

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST 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)
04-3022712-133	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: STRATEGIC COMPLETION NON-LENDABLE F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.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)
46-3525011-142	C	1688608

a Name of MTIA, CCT, PSA, or 103-12 IE: PRUDENTIAL CORE PLUS BOND FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL TRUST 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)
23-6994310-165	C	59952054

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT INCOME TRUST 1

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST 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)
90-6083968-001	C	40428725

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2070 TRUST 1

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST 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)
87-7035538-001	C	6589891

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2020 TRUST 1

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST 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)
90-6083983-001	C	37707323

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2025 TRUST 1

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST 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)
90-6083981-001	C	98827482

a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2030 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083979-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	254308566
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2035 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083977-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	215639714
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2040 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083975-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	184428783
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2045 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083973-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	156011339
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2050 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083969-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	196818569
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2055 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 27-6715074-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	127880468
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2060 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 45-3799212-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	92276809
a Name of MTIA, CCT, PSA, or 103-12 IE:	TARGET RETIREMENT 2065 TRUST 1		
b Name of sponsor of entity listed in (a):	VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 82-6190443-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	26622720
a Name of MTIA, CCT, PSA, or 103-12 IE:	LOOMIS SAYLES SMALL/MID CAP GROWTH		
b Name of sponsor of entity listed in (a):	LOOMIS SAYLES TRUST COMPANY		
c EIN-PN 84-6391546-016	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	59422465
a Name of MTIA, CCT, PSA, or 103-12 IE:	ARROWSTREET INTL EQUITY ACWI EX US		
b Name of sponsor of entity listed in (a):	GLOBAL TRUST COMPANY - ARROWSTREET		
c EIN-PN 61-6553401-004	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	98365209

a Name of MTIA, CCT, PSA, or 103-12 IE: HOTCHKIS & WILEY SMALL CAP DIV V

b Name of sponsor of entity listed in (a): WILMINGTON TRUST, N.A.

c EIN-PN 38-7264533-696	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 40884022

a Name of MTIA, CCT, PSA, or 103-12 IE: SPARTAN 500 INDEX POOL

b Name of sponsor of entity listed in (a): GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC

c EIN-PN 82-6293122-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 468361122

a Name of MTIA, CCT, PSA, or 103-12 IE: SPARTAN GLOBAL EX US INDEX POOL

b Name of sponsor of entity listed in (a): GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC

c EIN-PN 82-6293122-005	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 37873096

a Name of MTIA, CCT, PSA, or 103-12 IE: SPARTAN EXTENDED MARKET INDEX POOL

b Name of sponsor of entity listed in (a): GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC

c EIN-PN 82-6293122-010	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 74485081

a Name of MTIA, CCT, PSA, or 103-12 IE: FIDELITY BLUE CHIP GROWTH COMMINGLE

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

c EIN-PN 04-3022712-142	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 167378374

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
EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
62-1539359

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)	55794190	57029160
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	3787094	4738300
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	5617194	4563264
(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)	121901941	124441284
(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)	49844834	50066033
(9) Value of interest in common/collective trusts	1c(9)	2213427763	2445950420
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	169870431	178541495
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	658453354	555297024

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	265688326	216547999
(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	3544385127	3637174979
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	2381521	2351739
1k Total liabilities (add all amounts in lines 1g through1j)	1k	2381521	2351739
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	3542003606	3634823240

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)	82452550	
(B) Participants	2a(1)(B)	126656249	
(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)		209108799
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	91036	
(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)	4150669	
(F) Other	2b(1)(F)	10064099	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		14305804
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	11017567	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	489511	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		11507078
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	97876172	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	104784636	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		-6908464
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-73165779	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		-73165779

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		388992973
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		20704861
c Other income	2c		35159210
d Total income. Add all **income** amounts in column (b) and enter total	2d		599704482
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	506064060	
(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)		506064060
f Corrective distributions (see instructions)	2f		2855
g Certain deemed distributions of participant loans (see instructions)	2g		37539
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	385207	
(4) IQPA audit fees	2i(4)	80630	
(5) Investment advisory and investment management fees	2i(5)	76125	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	204432	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	34000	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		780394
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		506884848
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		92819634
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) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] 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: CROWE LLP **(2)** EIN: 30-1506626

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

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

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

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

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

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

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

SCHEDULE R (Form 5500)

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
EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
62-1539359

Part I Distributions

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

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

EIN(s): 04-3022712

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

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

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☒ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

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

EASTMAN

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D. C. 20549

FORM 11-K

(Mark One)

[X] ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended December 31, 2025

OR

[ ] TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from _____ to _____

Commission file number 1-12626

A. Full Title of the plan and the address of the plan, if different from that of the issuer named below:

EASTMAN INVESTMENT AND EMPLOYEE STOCK OWNERSHIP PLAN

B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

EASTMAN CHEMICAL COMPANY
200 S. Wilcox Drive
Kingsport, Tennessee 37662

Eastman Investment and Employee Stock Ownership Plan

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Note A: Other supplemental schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

Crowe LLP
Independent Member Crowe Global

INDEPENDENT AUDITOR'S REPORT

Plan Participants, Investment Plan Committee, and Plan Administrator of the
Eastman Investment and Employee Stock Ownership Plan
Kingsport, Tennessee

Opinion

We have audited the financial statements of the Eastman Investment and Employee Stock Ownership Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2025 and 2024, and the changes in its net assets available for benefits for the year ended December 31, 2025, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

(Continued)

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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.

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2025 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

(Continued)

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Crowe LLP

Crowe LLP

New York, New York
June 25, 2026

Eastman Investment and Employee Stock Ownership Plan
Statements of Net Assets Available for Benefits
December 31, 2025 and 2024
(in thousands)

	2025			2024		
	Participant Directed	Non-participant Directed	Total	Participant Directed	Non-participant Directed	Total
Assets						
Investments at fair value	$ 3,042,794	$ 116,774	$3,159,568	$ 2,783,486	$ 171,827	$2,955,313
Investments at contract value	365,774	—	365,774	479,647	—	479,647
Total investments	3,408,568	116,774	3,525,342	3,263,133	171,827	3,434,960
Receivables						
Plan sponsor contributions	40,616	16,413	57,029	40,331	15,463	55,794
Notes receivable from participants	50,066	—	50,066	49,845	—	49,845
Other receivables	3,204	1,534	4,738	2,229	1,557	3,786
Total assets	3,502,454	134,721	3,637,175	3,355,538	188,847	3,544,385
Liabilities						
Other liabilities	781	1,571	2,352	812	1,570	2,382
Total liabilities	781	1,571	2,352	812	1,570	2,382
Net assets available for benefits	$ 3,501,673	$ 133,150	$3,634,823	$ 3,354,726	$ 187,277	$3,542,003

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

Eastman Investment and Employee Stock Ownership Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2025
(in thousands)

	2025		
	Participant Directed	Non-participant Directed	Total
Additions to net assets			
Investment income			
Interest	$ 10,155	$ —	$ 10,155
Dividends	5,180	6,327	11,507
Net appreciation (depreciation) in fair value of investments	419,020	(54,236)	364,784
Net investment gain (loss)	434,355	(47,909)	386,446
Interest income from notes receivable	4,150	—	4,150
Participant contributions	126,655	—	126,655
Plan sponsor contributions	66,046	16,407	82,453
Total additions	631,206	(31,502)	599,704
Deductions from net assets			
Distributions to and withdrawals by participants	491,532	14,572	506,104
Administrative expenses	780	—	780
Total deductions	492,312	14,572	506,884
Net increase (decrease) in net assets	138,894	(46,074)	92,820
Transfers from non-participant directed	8,053	(8,053)	—
Net assets available for benefits at beginning of year	3,354,726	187,277	3,542,003
Net assets available for benefits at end of year	$ 3,501,673	$ 133,150	$ 3,634,823

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

1. DESCRIPTION OF PLAN

The Eastman Investment and Employee Stock Ownership Plan (the "Plan") is a defined contribution plan of a controlled group of corporations consisting of Eastman Chemical Company and certain of its wholly-owned subsidiaries operating in the United States ("Eastman", the "Company" or the "Plan Sponsor"). The Plan is organized pursuant to Sections 401(a), 401(k), and 4975(e)(7) of the Internal Revenue Code ("IRC"). All United States employees of Eastman, with the exception of certain limited-service and special program employees, and employees covered by a collective bargaining agreement with the Company, unless the collective bargaining agreement or the Plan specifically provides for participation, are eligible to participate in the Plan on their first day of employment with Eastman. The Plan was adopted by Eastman, the Plan Sponsor, on January 1, 1994, and is subject to the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan is administered by the Investment Plan Committee ("IPCO"), which is the Plan Administrator and is comprised of Eastman employees. The Plan has trusts that are administered by the Fidelity Management Trust Company (the "Trustee"). The trusts include the Eastman Chemical Trust and the Eastman Stock Ownership Plan ("ESOP") Trust.

Funds in the Plan's forfeiture account can be applied to reduce future contributions by the Company as well as cover the Plan's administrative expenses. The balance of the forfeiture account was $8 thousand and $275 thousand as of December 31, 2025, and 2024, respectively. During 2025, forfeitures of approximately $291 thousand were applied to reduce Company contributions, including amounts applied toward the 2024 Retirement Savings Contribution and other employer payroll contributions.

On or after January 1, 2007, each eligible employee hired by the Company will be automatically enrolled as a participant in the Eastman Investment Plan ("EIP") portion of the Plan. The Company makes an annual Retirement Savings Contribution ("RSC") equal to 5% of a participant's eligible Company Compensation. Participants will be deemed to have elected to defer 7% of their qualifying compensation each pay period to the EIP portion of the Plan unless they affirmatively decline, or they elect to contribute a percentage other than 7%. Each participant will also be eligible to receive a matching contribution from the Company equal to 50% of the first 7% of their pay that they contribute to the Plan each pay period. Plan participants with a collective bargaining agreement will be eligible to receive a matching contribution from the Company equal to 100% of the first 7% of their pay that they contribute to the Plan each pay period. Effective January 1, 2025, participants may elect to enroll in an automatic annual increase program with an increase to their deferral rates each year until the participant's deferral reaches 15%. Prior to January 1, 2025, the automatic annual increase program increased eligible participants' deferral rates annually until the participant's deferral reached 10%. Their contributions will be invested in a Vanguard Target Date Fund that has a target retirement date closest to the year in which the participant reaches age 65 until changed by the participant.

For additional information regarding the Plan, see the complete Plan documents.

Contributions and Vesting

Contributions to the Plan are made through two separate provisions: (1) deferral of qualifying compensation and (2) contributions by the Plan Sponsor of cash or its common stock to the participants' accounts as determined by the Compensation and Management Development Committee of the Board of Directors of Eastman.

Participant contributions represent qualifying compensation and other qualifying employee bonuses withheld from participating employees by Eastman and contributed to the Plan. Contributions are invested in the Plan's funds as directed by the participants, with the exception of the ESOP Fund, subject to ERISA funding limitations. The Plan has accrued Company contributions for participant-directed funds of $40.6 million and for the non-participant-directed ESOP Fund of $16.4 million at December 31, 2025.

The Plan includes a salary deferral provision allowing eligible employees to defer up to 40% of their qualifying compensation, as defined in the Plan, up to the statutory limit of $23,500 for 2025 and $23,000 for 2024, as permitted by the IRC. For the catch-up salary deferral, an eligible employee who attained the age of 50 before the close of the calendar year was allowed to defer up to an additional $7,500 in 2025 and 2024 of their qualifying compensation, as defined in the Plan, subject to certain IRC limitations. Plan Sponsor contributions are also subject to certain other limitations. Participants' salary deferrals are contributed to the Plan by Eastman on behalf of the participants. The Plan's Trustee invests amounts contributed to the Plan, as designated by the participant, in one or more of the following: common stock of Eastman, various mutual funds, or interest in a guaranteed investment contract fund (see Note 4, "Investments", and Note 5, "Synthetic Investment Contracts"). Participants may transfer amounts among the funds on any business day. Additionally, participants may diversify amounts from their ESOP Fund account within the Plan (see Note 8, "Diversification from ESOP Fund"). Each participant is at all times 100% vested in their account, with the exception of amounts transferred from other plans, which may continue to be subject to the former plans' vesting requirements, as applicable.

The Plan requires that the RSC be contributed either to the employee's ESOP Fund accounts for the employee's first five RSC contributions or into other Plan funds, as directed by the participant, for participants with more than five RSC contributions. For participants with more than five RSC contributions, the RSC is allocated to participant-directed funds in accordance with each participant's investment elections at such time as the RSC is made.

Plan Sponsor contributions may be paid at any time during the plan year and subsequent to such plan year through the due date for filing the Company's federal income tax return, including any extensions. Contributions may be paid to the ESOP Trust. No contributions in the 2025 plan year were made in shares of Eastman common stock. Allocations to the participants' accounts from the Company contribution account will be made each plan year to participants who are eligible employees on the date designated by the Company. Participants are not permitted to make contributions to the ESOP Trust.

Employees may elect to transfer, into any of the Plan’s fund options, balances received from (1) lump sum payouts from defined benefit plans maintained by Eastman Chemical Company, including the Eastman Retirement Assistance Plan, (2) a former employer’s 401(a) and 401(k) plan, or (3) an employee’s individual retirement account containing amounts received from a qualified defined contribution plan under Section 401(a) and 401(k) of the IRC. All rollover contributions into the Plan must meet the applicable IRC requirements. Employees' rollover contributions, including Roth rollover contributions, were approximately $11.0 million in 2025.

Notes Receivable from Participants

The Plan Trustee makes loans to participants in accordance with Plan provisions. The loans are reflected as notes receivable from participants. Notes receivable from participants are accounted for as a transfer from the fund directed by the participant to the Notes Receivable from Participants Fund. The principal portion of participant repayments reduces the Notes Receivable from Participants Fund receivable. The principal and interest repaid are directed to funds to which the participant's current contributions are directed; the principal is accounted for as a transfer and the interest accounted for as income in the fund to which the participant's current contributions are directed. The Notes Receivable from Participants Fund's net assets and other changes in net assets are included in the participant-directed funds in the Statements of Net Assets Available for Benefits and Statements of Changes in Net Assets Available for Benefits, respectively.

The IPCO may grant a note receivable (loan) of at least $1,000 to a participant provided that the aggregate of the participant's notes receivable does not exceed the lesser of (1) $50,000 reduced by the excess, if any, of (a) the participant's highest notes receivable balance from the preceding 12 months over (b) the outstanding total notes receivable balance from the Plan on the date on which the notes receivable was made, or (2) 50% of the non-forfeitable portion of the participant's account. Additional limitations on the availability of loans may apply to individuals who are categorized as "insiders" for purposes of federal securities laws. In accordance with the Plan provisions, the rate of interest on new participant notes receivable approximates current market rates. The term of any notes receivable from participants is determined by IPCO and will not exceed five years. Notes receivable from participants transferred to the Plan from acquisitions carry terms applicable under that plan and may have terms that exceed five years. Notes receivable from participants are valued at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Interest income earned on notes receivable from participants is credited directly to the participants' accounts and was approximately $4.2 million in 2025. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan is reduced, and a benefit payment is recorded. At December 31, 2025, $50.1 million in notes receivable from participants were outstanding with interest rates ranging from 4.25% to 9.50% and various maturity dates through January 2031. At December 31, 2024, $49.8 million in notes receivable from participants were outstanding with interest rates ranging from 4.25% to 9.50% and various maturity dates through January 2030.

Distributions

Distributions from the Plan require the approval of IPCO or its designee and are made under the following circumstances:

- Upon attaining age 59½, a participant may elect to receive a lump sum cash distribution of their total or partial account value while still actively employed.

- Upon separation of service from Eastman for any reason other than death, the full value of a participant's account is distributed in a lump sum payment for participants whose account value is less than or equal to $1,000. Separated participants with accounts in excess of $1,000 may elect either (1) to defer distribution until a later date, but in no event later than April 1 of the calendar year following the year a participant attains age 73 or (2) to receive an immediate lump-sum distribution of the participant's account or, at the election of the participant, distributions in monthly or annual installments. Participants with balances in the Eastman Stock Fund or the ESOP Fund may elect a lump sum distribution in Eastman common stock.

- In the event of death, the value of a participant's account is paid in a lump sum if the account value is less than or equal to $1,000. If the beneficiary is a surviving spouse and the participant account value exceeds $1,000, payment will be made in either a lump-sum amount or, at the election of the surviving spouse, in monthly or annual installments.

- Required minimum distributions must commence no later than April 1 of the calendar year following the year a participant attains age 73, unless the participant is still actively employed with the Company. This is in accordance with the required minimum distribution rules under Section 401(a)(9) of the IRC. The Plan requires participants to receive minimum distributions as prescribed by these rules to comply with federal tax regulations.

- Approval of hardship withdrawals will only be granted in order to meet obligations relating to the payment of substantial out-of-pocket medical expenses, the purchase of a primary residence, the payment of tuition or other post-secondary educational expenses, or payments to prevent eviction or foreclosure. They are also granted for payment of funeral or burial expenses for a deceased parent, spouse, beneficiary or dependent of the participant, or payment of expenses for repair of damage to the participant's principal residence that would qualify as casualty losses under the IRC. Hardship withdrawals must be at least $500 and are limited to the amount necessary to satisfy the participant’s hardship need, including any applicable taxes or penalties arising from the distribution, but may not exceed the portion of the participant’s EIP Account attributable to pre-tax contributions.

- The Trustee is authorized to honor qualified domestic relations orders issued and served in accordance with Section 414(p) of the IRC.

Effective January 1, 2025, the Plan permits certain additional distributions in accordance with applicable provisions of the Internal Revenue Code and Plan terms, including distributions for qualified birth or adoption expenses, domestic abuse victim distributions, and certain qualified disaster recovery distributions. Such distributions are subject to the specific eligibility, timing, certification, repayment, and administrative requirements applicable under the Plan and governing law.

Investment of ESOP Fund

ESOP Fund assets are invested primarily in Eastman common stock. Additionally, at the discretion of IPCO, assets may also be invested in various other securities or maintain positions in cash.

Investment assets can be acquired by the ESOP Fund in three ways:

- The Company may make a direct contribution of cash to the ESOP Fund, which would then be used to purchase Eastman common stock or other securities.

- The Company may contribute shares of Eastman common stock directly to the ESOP Fund.

- The Company may direct the Trustee to obtain a loan to purchase securities (i.e., leveraged ESOP). Until the loan is repaid, securities acquired with the respective loan proceeds are not available to be allocated to participants' accounts and are maintained in a "Loan Suspense Account". On the last day of each plan year, a proportionate share of securities relating to loan amounts that have been repaid will be transferred out of the Loan Suspense Account and allocated to the accounts of ESOP Fund participants. The ESOP Fund currently is not a leveraged ESOP.

Dividends Attributable to the ESOP Fund

IPCO may direct that Eastman common stock dividends attributable to the non-participant directed ESOP Fund be (a) allocated to the accounts of participants, (b) paid in cash to the participants on a non-discriminatory basis, or (c) paid by the Company directly to participants. Alternatively, dividends received from Eastman common stock maintained in the Loan Suspense Account may be applied to reduce the related loan balance.

Dividends paid in cash from the ESOP Fund are generally taxable to participants in the year received. To be eligible to request a hardship withdrawal from the Plan, participants must elect to receive ESOP dividends in cash. This election must comply with Plan terms and applicable IRS regulations.

Allocations to Participants' ESOP Fund Accounts

Separate participant accounts are established to reflect each participant's interest in the ESOP Fund and are maintained under the unit value method of accounting. The ESOP Fund account maintained for each participant consists of:

- Plan Sponsor contributions made or invested in shares of Eastman common stock.
- Shares of Eastman common stock in the ESOP Fund include those purchased with assets from the spin-off from Eastman Kodak Company as well as those acquired through the release of funds from a loan in the Loan Suspense Account.
- An allocable share of short-term interest and money market funds held in the ESOP Fund for the purpose of paying expenses and for similar purposes.
- After-tax contributions transferred to the ESOP Fund pursuant to the spin-off from Eastman Kodak Company (such after-tax contributions are no longer permitted under the ESOP provisions).

The number of units allocated to a participant's account in any year is based on the ratio of the participant's compensation to the total compensation of all eligible employees entitled to share in the allocation for that plan year. In any year in which a Company contribution is made, a participant's allocation will not be less than one share of stock.

Federal law limits the total annual contributions that may be made on a participant's behalf to all defined contribution and defined benefit plans offered by the Company. Participants will be notified if their total annual contribution is limited by this legal maximum.

2. SUMMARY OF ACCOUNTING POLICIES

The following accounting policies, which conform to accounting principles generally accepted in the United States of America ("U.S. GAAP"), have been used consistently in the preparation of the Plan's financial statements.

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Policy and Valuation

The Plan's investments are stated at fair value except for its fully benefit-responsive investment contract, which is valued at contract value (see Note 5, "Synthetic Investment Contracts"). If available, quoted market prices are used to value investments. IPCO determines the Plan's valuation policies utilizing information provided by Fidelity Investments and the Director of Global Treasury Operations and Investments (see Note 6, "Fair Value Measurement", for discussion of fair value measurements).

For investments in the ESOP Fund and the Eastman Stock Fund, the Trustee may keep any portion of participant and Plan Sponsor contributions temporarily in cash or liquid investments as it may deem advisable. All dividends, interest or gains derived from investment in each fund are reinvested in the respective fund by the Trustee.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is accrued when earned. Dividend income is recorded at the ex-dividend date.

The Plan presents in the Statements of Changes in Net Assets Available for Benefits the net appreciation (depreciation) in the fair value of its investments which consists of the realized gains or losses and the unrealized appreciation (depreciation) on those investments.

Payments to Participants

Benefit payments to participants are recorded when paid.

3. RISKS AND UNCERTAINTIES

The Plan includes investments in common stock, mutual funds, collective investment trusts, and bonds, which are generally exposed to various risks, such as significant global events, interest rate fluctuations, credit risk, and overall market volatility. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the financial statements. Included in investments at December 31, 2025, and 2024 are shares of the Plan Sponsor's common stock amounting to approximately $217 million and $266 million, respectively. This investment represents 6.1% and 7.7% of total investments at December 31, 2025 and 2024, respectively. A significant decline in the market value of the Plan Sponsor's stock would significantly affect the net assets available for benefits.

4. INVESTMENTS

At December 31, 2025 and 2024, the Plan's assets were invested in common stock, mutual funds, collective investment trusts, and a Managed Income Fund, which includes synthetic investment contracts (see Note 5, "Synthetic Investment Contracts"), as well as bonds. Subject to certain limitations, participants are provided the option of directing their contributions among the investment options. The Plan also holds an interest in the non-participant directed Eastman ESOP Fund, which invests in Eastman Chemical Company common stock and short-term interest funds. The following table presents the Plan's investments by type at December 31, 2025 and 2024.

(in thousands)	2025	2024
Cash and Cash Equivalents	$ 4,563	$ 5,617
Common stock - Eastman Chemical Company	216,548	265,688
Common stock - other	124,441	121,904
Mutual funds	178,543	169,871
Collective investment trusts	2,445,950	2,213,427
Managed Income Fund	365,774	479,647
Self-directed brokerage account	189,523	178,806
Total	$ 3,525,342	$ 3,434,960

The following investment options, which invest primarily in common stock of the Plan Sponsor, were available to participants in 2025:

Eastman Stock Fund
This participant-directed fund is primarily comprised of Eastman common stock. Purchases and sales of Eastman common stock are generally conducted on the open market, as selected by Plan participants. During 2025, the Trustee purchased 987,100 shares of Eastman common stock for the fund at an average price of $70.41 per share and sold 452,534 shares of Eastman common stock for the fund at an average price of $75.50 per share. Dividends paid from the Eastman Stock Fund totaled $4.7 million in 2025.

Eastman ESOP Fund
This non-participant directed fund primarily consists of Eastman common stock. Purchases and sales of Eastman common stock are generally conducted on the open market, on behalf of its participants and as directed by the Plan's guidelines. During 2025, the Trustee purchased 218,100 shares of Eastman common stock for the fund at an average price of $92.51 per share and sold 269,513 shares of Eastman common stock for the fund at an average price of $76.38 per share. Participants can elect to have the dividends paid in cash or reinvested back into the Eastman ESOP Fund. Dividends paid from the Eastman ESOP Fund totaled $6.3 million in 2025.

5. SYNTHETIC INVESTMENT CONTRACTS

The Plan invests in the Managed Income Fund (the "Fund"), which invests in synthetic investment contracts, totaling $366 million and $480 million at December 31, 2025 and 2024, respectively. These contracts, also referred to as wrap contracts, are entered into with independent financial institutions and are designed to allow the Fund to maintain a stable net asset value ("NAV") and to pay participant-initiated transactions at contract value. Because the contracts are fully benefit-responsive, they are reported at contract value. Contract value is based on the fair value of the underlying assets and adjusted through a crediting rate formula that amortizes market value gains and losses over time. Crediting rates are reset quarterly and may not be less than zero percent.

The wrap contracts limit the Fund's ability to transact at contract value upon the occurrence of certain events, including the Plan's failure to maintain qualification under Section 401(a) or 401(k) of the Internal Revenue Code, the establishment of a competing defined contribution plan, substantive plan amendments or administrative changes not consented to by the wrap issuer, complete or partial termination of the Plan, changes in law or regulation that could materially adversely affect Fund cash flows, mergers, consolidations, transfers of assets, or other corporate transactions involving the Plan or Plan Sponsor, communications intended to induce participants to withdraw from the Fund, exclusion of previously eligible employees, early retirement or other significant workforce reduction programs, or transfers to a competing investment option. The Plan believes the occurrence of each of these events is not probable.

The wrap contracts may be terminated by the issuers and settled at an amount different from contract value upon certain contract-specified events, including misrepresentation, material breach, prohibited transactions, tax qualification failure, unauthorized asset transfers or investment guideline violations, plan termination or merger, changes in law, and other events that could materially adversely affect the issuer's interests. The Plan believes the occurrence of each of these events is not probable.

6. FAIR VALUE MEASUREMENT

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

- Common stock: Valued at the closing price reported on the active market on which the individual securities are publicly traded.

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

- Collective investment trusts: The Plan's collective trust investments are held in separate investment accounts, which are valued using the readily determinable fair value ("RDFV"). The RDFV is based on the value of the underlying assets owned by the fund, which include a mix of U.S. and international equities, fixed income investments, target date funds, and short-term investments. The collective trust investments held by the Plan publish their RDFV daily and transact at that price.

- Self-directed brokerage account: Unit valuation based on the published underlying NAV of the mutual funds. These mutual funds are deemed to be actively traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies

or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

U.S. GAAP provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under U.S. GAAP are described below:

Level 1 - Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2 - 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; or inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Level 3 - Unobservable inputs based on the Plan's assumptions used to measure assets and liabilities at fair value.

A financial instrument's classification within the hierarchy is determined based on the lowest level input that is significant to the fair value measurement.

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

(in thousands)	December 31, 2025	December 31, 2024
Description	Quoted Prices in Active Markets for Identical Assets (Level 1)	Quoted Prices in Active Markets for Identical Assets (Level 1)
Cash and Cash Equivalents	$ 4,563	$ 5,617
Common stock - Eastman Chemical Company	216,548	265,688
Common stock - other	124,441	121,904
Mutual funds	178,543	169,871
Collective investment trusts	2,445,950	2,213,427
Self-directed brokerage account	189,523	178,806
Total	$ 3,159,568	$ 2,955,313

There are no redemption restrictions on the mutual fund investments or collective investment trusts. They are fully liquid and can be redeemed on a daily basis. There are no Level 2 or Level 3 investments at December 31, 2025 and 2024.

7. OTHER RECEIVABLES AND OTHER LIABILITIES

Other receivables in the amount of $4.7 million and $3.8 million at December 31, 2025 and 2024, respectively, represent interest and dividends receivable, as well as receivables from the sale of investments. Other liabilities in the amount of $2.4 million at both December 31, 2025 and 2024 represent liabilities from the purchase of investments.

8. DIVERSIFICATION FROM ESOP FUND

A participant may direct that all or any portion of their ESOP Fund account be transferred to other funds in the Plan without restrictions. In 2025, $8.1 million was transferred from the ESOP Fund within the Plan in connection with this program.

9. PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of termination, participant accounts will be distributed, and all participants will become 100% vested in their account balances in accordance with ERISA requirements.

10. FEDERAL INCOME TAX STATUS

The Internal Revenue Service ("IRS") has determined and informed the Plan Sponsor by a letter dated May 11, 2015, that the Plan and related trust are designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes the Plan is qualified, and the related trust is tax-exempt. No provision for income taxes has been included in the Plan's financial statements.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan is subject to IRS audit for the current year and the preceding three plan years.

11. PLAN EXPENSES

Reasonable expenses of administering the Plan, unless paid by the Company, are paid by the Plan. For both 2025 and 2024, trustee fees associated with the Eastman Stock Fund and the Eastman ESOP Fund were paid with assets of those individual funds. Brokerage fees, transfer taxes, investment fees and other expenses incidental to the purchase and sale of securities and investments are included in the cost of such securities or investments or deducted from the sales proceeds. Administration fees for notes receivable from participants are deducted quarterly from the accounts of participants with outstanding notes receivable balances. Origination fees are deducted from the participant's account at the inception of the note receivable. Investment-related fees are charged directly to the participant account via the investment NAV.

12. PARTIES-IN-INTEREST TRANSACTIONS

Under U.S. Department of Labor regulations, parties-in-interest are defined as fiduciaries of the Plan, any party rendering services to the Plan, the employer, and certain other related parties. Transactions between the Plan and parties-in-interest are subject to prohibited transaction rules but may qualify for exemptions under ERISA. The Plan does not reimburse administrative functions performed by Plan management or certain expenses paid directly by the Company.

Certain Plan investments include shares of mutual funds and collective investment trusts managed by the Trustee as defined by the Plan. These transactions qualify as parties-in-interest transactions, which are exempt from prohibited transaction rules. The Plan also invests in the common stock of the Plan Sponsor as well as notes receivable from Plan participants, both of which qualify as parties-in-interest to the Plan and are exempt from prohibited transaction rules (see Note 3, "Risks and Uncertainties", and Note 4, "Investments").

13. SUBSEQUENT EVENTS

The Plan Administrator has evaluated events subsequent to December 31, 2025, through the date the financial statements were issued and determined that no additional disclosures are required.

Supplemental Schedule

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year) at December 31, 2025
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
*	Fidelity Management Trust Company	Interest Bearing Cash, Participant directed	**	$ 988
*	Fidelity Management Trust Company	Interest Bearing Cash, Non-Participant directed	$ 1,998	1,998
	SSBK Govt Stif Fund	Interest Bearing Cash Equivalents	**	1,577
	Subtotal – Cash and Cash Equivalents			**4,563**
*	Eastman Chemical Company	Common Stock, Participant directed	**	115,785
*	Eastman Chemical Company	Common Stock, Non-Participant directed	$122,913	100,763
	Subtotal – Common Stock – Eastman Chemical Co			**216,548**
	3M Co	Common Stock	**	1,613
	Abbott Laboratories	Common Stock	**	1,226
	Abbvie Inc	Common Stock	**	1,640
	Accenture Plc Cl A	Common Stock	**	262
	Air Products & Chemicals Inc	Common Stock	**	2,130
	Alphabet Inc Cl C	Common Stock	**	3,447
	American Express Co	Common Stock	**	2,281
	American Tower Corp	Common Stock	**	623
	Analog Devices Inc	Common Stock	**	2,048
	Ares Management Corp Cl A	Common Stock	**	1,076
	Arthur J Gallaghar And Co	Common Stock	**	1,314
	Avalonbay Communities Inc Reit	Common Stock	**	492
	Bank Of America Corporation	Common Stock	**	3,563
	Bank Of New York Mellon Corp	Common Stock	**	2,170
	Becton Dickinson & Co	Common Stock	**	671
	Blackrock Inc	Common Stock	**	870
	Blackstone Inc	Common Stock	**	1,180
	Bristol-Myers Squibb Co	Common Stock	**	931
	Capital One Financial Corp	Common Stock	**	2,395
	Carrier Global Corp	Common Stock	**	930
	Cencora Inc	Common Stock	**	805
	Chevron Corp	Common Stock	**	2,338
	Chubb Ltd	Common Stock	**	731
	Cigna Group (The)	Common Stock	**	1,275
	Citigroup Inc	Common Stock	**	1,843
	Cme Group Inc Cl A	Common Stock	**	1,235
	Cms Energy Corp	Common Stock	**	860
	Coca Cola Co	Common Stock	**	1,303
	Comcast Corp Cl A	Common Stock	**	1,019
	Conocophillips	Common Stock	**	2,557
	Corning Inc	Common Stock	**	1,460
	Cvs Health Corp	Common Stock	**	1,510
	Danaher Corp	Common Stock	**	1,304
	Deere & Co	Common Stock	**	2,089
	Digital Realty Trust Inc	Common Stock	**	591
	Disney (Walt) Co	Common Stock	**	742
	Dominion Energy Inc	Common Stock	**	1,641
	Dover Corp	Common Stock	**	1,917
	Eaton Corp Plc	Common Stock	**	2,372

Eastman Investment and Employee Stock Ownership Plan
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	Eli Lilly & Co	Common Stock	**	602
	Eog Resources Inc	Common Stock	**	1,555
	Fidelity Natl Inform Svcs Inc	Common Stock	**	1,221
	General Dynamics Corporation	Common Stock	**	2,351
	Goldman Sachs Group Inc	Common Stock	**	1,843
	Hewlett Packard Enterprise Co	Common Stock	**	1,745
	Home Depot Inc	Common Stock	**	1,670
	Intl Bus Mach Corp	Common Stock	**	614
	Johnson & Johnson	Common Stock	**	2,617
	Lam Research Corp	Common Stock	**	628
	Lowes Cos Inc	Common Stock	**	2,196
	Mcdonalds Corp	Common Stock	**	2,079
	Medtronic Plc	Common Stock	**	1,057
	Merck & Co Inc New	Common Stock	**	1,550
	Microsoft Corp	Common Stock	**	2,473
	Mondelez Intl Inc	Common Stock	**	1,031
	Morgan Stanley	Common Stock	**	2,153
	Nextera Energy	Common Stock	**	1,451
	Nike Inc Cl B	Common Stock	**	909
	Norfolk Southern Corp	Common Stock	**	830
	Nxp Semiconductors Nv	Common Stock	**	1,297
	Packaging Corp Of America	Common Stock	**	721
	Pepsico Inc	Common Stock	**	851
	Philip Morris Intl Inc	Common Stock	**	2,899
	Procter & Gamble Co	Common Stock	**	1,509
	Progressive Corp Ohio	Common Stock	**	1,280
	Prologis Inc Reit	Common Stock	**	1,019
	Public Svc Enterprise Grp Inc	Common Stock	**	380
	Quest Diagnostics Inc	Common Stock	**	624
	Republic Services Inc	Common Stock	**	637
	Rtx Corp	Common Stock	**	2,186
	Schwab Charles Corp	Common Stock	**	2,383
	Seagate Technology Holdings Plc	Common Stock	**	1,165
	Texas Instruments Inc	Common Stock	**	1,665
	Tjx Companies Inc New	Common Stock	**	1,595
	Travelers Companies Inc	Common Stock	**	919
	Union Pacific Corp	Common Stock	**	2,432
	Unitedhealth Group Inc	Common Stock	**	1,346
	Ventas Inc Reit	Common Stock	**	1,176
	Verizon Communications Inc	Common Stock	**	859
	Walmart Inc	Common Stock	**	1,768
	Wells Fargo & Co	Common Stock	**	4,547
	Xcel Energy Inc	Common Stock	**	1,367
	Yum Brands Inc	Common Stock	**	787
	Subtotal – Common Stock – Other			**124,441**
	Dodge & Cox Stock Fund	Registered Investment Company	**	127,171

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year) at December 31, 2025
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*	Fid Govt Mmkt	Registered Investment Company	**	23
*	Fid Us Bond Idx	Registered Investment Company	**	32,230
*	Fid 500 Index	Registered Investment Company	**	16,276
*	Fidelity Ext Mkt Idx	Registered Investment Company	**	2,843
	Subtotal – Mutual Funds			**178,543**
	Arrowst Acwi Ex-Us A	Collective Investment Trust	**	98,365
	Btc Str Comp Nl M	Collective Investment Trust	**	1,689
*	Fid Blue Chip GR Pool	Collective Investment Trust	**	167,378
	Hotchkis & Wiley Small Cap Diversified V Class F	Collective Investment Trust	**	40,884
	Loomis Sayles & Co SMC Gwth C	Collective Investment Trust	**	59,422
	Pru Core Pl Bd Cl 5	Collective Investment Trust	**	59,952
	SP 500 Index Pl Cl D	Collective Investment Trust	**	468,361
	SP Glb Exus Idx Cl D	Collective Investment Trust	**	37,873
	SP Ext Mkt Idx Cl D	Collective Investment Trust	**	74,485
	Vanguard Target Inc	Collective Investment Trust	**	40,429
	Vanguard Target 2020	Collective Investment Trust	**	37,707
	Vanguard Target 2025	Collective Investment Trust	**	98,827
	Vanguard Target 2030	Collective Investment Trust	**	254,309
	Vanguard Target 2035	Collective Investment Trust	**	215,640
	Vanguard Target 2040	Collective Investment Trust	**	184,429
	Vanguard Target 2045	Collective Investment Trust	**	156,011
	Vanguard Target 2050	Collective Investment Trust	**	196,819
	Vanguard Target 2055	Collective Investment Trust	**	127,880
	Vanguard Target 2060	Collective Investment Trust	**	92,277
	Vanguard Target 2065	Collective Investment Trust	**	26,623
	Vanguard Target 2070	Collective Investment Trust	**	6,590
	Subtotal – Collective Investment Trusts			**2,445,950**
	Cash	Cash	**	1,381
	Aercap Ireland Capital Dac / Aercap Global Aviatio	Corporate Bond 6.45 % 4/15/2027	**	1,540
	Air Lease Corp	Corporate Bond 2.20 % 1/15/2027	**	717
	Alimentation Couche-Tard Inc	Corporate Bond 4.15 % 9/29/2028	**	775
	Ally Auto Receivables Trust 2024-1	Mortgage Backed Security 5.08 % 12/15/2028	**	183
	American Express Co	Corporate Bond 5.08 % 1/30/2031	**	321
	American Express Cr Acc Mst Tr	Mortgage Backed Security 5.23 % 4/15/2029	**	1,328
	American General Life	Synthetic GIC 2.54 %	**	1,224
	Amgen Inc	Corporate Bond 5.15 % 3/2/2028	**	378
	Ares Strategic Income Fund	Corporate Bond 4.85 % 1/15/2029	**	763
	AT&T Inc	Corporate Bond 1.65 % 2/1/2028	**	1,653
	AT&T Inc	Corporate Bond 4.70 % 8/15/2030	**	557
	Athene Global Funding	Corporate Bond 4.72 % 10/8/2029	**	1,011
	Athene Global Funding	Corporate Bond 5.38 % 1/7/2030	**	1,426
	Avolon Holdings Funding Ltd	Corporate Bond 5.38 % 5/30/2030	**	186
	Ba Cr Card Tr	Mortgage Backed Security 4.31 % 5/15/2030	**	1,623
	Bae Systems Plc	Corporate Bond 5.13 % 3/26/2029	**	438
	Banco Santander Sa	Corporate Bond 1.72 % 9/14/2027	**	988

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year) at December 31, 2025
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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value			(d) Cost	(e) Current Value
	Bank Of America Corporation	Corporate Bond	2.55 %	2/4/2028	**	1,889
	Bank Of America Corporation	Corporate Bond	4.95 %	7/22/2028	**	2,487
	Bank Of New York Mellon	Corporate Bond	4.73 %	4/20/2029	**	429
	Banque Fed Cred Mutuel Paris	Corporate Bond	5.19 %	2/16/2028	**	1,042
	Barclays Plc	Corporate Bond	2.28 %	11/24/2027	**	1,904
	Barclays Plc	Corporate Bond	5.37 %	2/25/2031	**	1,286
	Benchmark Mortgage Trust 2018-B7	Mortgage Backed Security	4.38 %	5/15/2053	**	713
	Benchmark Mtg Tr 2018-B8 A2	Mortgage Backed Security	4.15 %	1/15/2052	**	109
	Bmw Vehicle Lease Trust 2025-1	Mortgage Backed Security	4.43 %	6/26/2028	**	868
	Boeing Co	Corporate Bond	6.26 %	5/1/2027	**	117
	Bofa Auto Tr 2024-1A A3	Mortgage Backed Security	5.35 %	11/15/2028	**	76
	Bpce Sa	Corporate Bond	2.04 %	10/19/2027	**	1,312
	Broadcom Inc	Corporate Bond	4.15 %	2/15/2028	**	1,105
	Broadcom Inc	Corporate Bond	5.05 %	7/12/2029	**	983
	Bx 2021-Bxmf Tsfr1M	Mortgage Backed Security	4.50 %	10/15/2026	**	571
	Bx Coml Mtg Tr 2024-Gpa3 A Tsfr1M	Mortgage Backed Security	5.04 %	12/15/2039	**	104
	Bx Commercial Mortgage Trust 2021-Pac Tsfr1M	Mortgage Backed Security	4.55 %	10/15/2036	**	874
	Bx Commercial Mortgage Trust 22-Lp2 A Tsfr1M	Mortgage Backed Security	4.76 %	2/15/2039	**	172
	Bx Tr 2021-Acnt Tsfr1M	Mortgage Backed Security	4.71 %	11/15/2038	**	273
	Canadian Imperial Bk Of Comm	Corporate Bond	5.24 %	6/28/2027	**	1,019
	Canadian Natl Resources Ltd	Corporate Bond	5.00 %	12/15/2029	**	382
	Capital One Prime Auto Receivables Trust 2023-2	Mortgage Backed Security	5.82 %	6/15/2028	**	915
	Carmax Auto Owner Tr 2023-4	Mortgage Backed Security	6.00 %	7/17/2028	**	192
	Carmax Auto Owner Tr 2024-2	Mortgage Backed Security	5.50 %	1/16/2029	**	179
	Carvana Auto Receivables Tr 2025-P3 A3	Mortgage Backed Security	4.04 %	11/11/2030	**	900
	Carvana Auto Receivables Trust 2025-P2	Mortgage Backed Security	4.55 %	8/12/2030	**	617
	Cent Trust 2025-City A Var 07/10/2040 144A	Mortgage Backed Security	4.92 %	7/10/2040	**	240
	Chase Auto Owner Trust 2024-1	Mortgage Backed Security	5.13 %	5/25/2029	**	194
	Chase Auto Owner Trust	Mortgage Backed Security	5.22 %	7/25/2029	**	900
	Chase Issuance Tr	Mortgage Backed Security	4.16 %	7/15/2030	**	1,017
	Chase Issuance Tr	Mortgage Backed Security	5.08 %	9/15/2030	**	1,800
	Chevron Phil Chem Llc /Chev Lp	Corporate Bond	4.75 %	5/15/2030	**	189
	Citibank	Synthetic GIC	2.55 %		**	595
	Citibank Cr Card Issuance Tr	Mortgage Backed Security	4.30 %	6/21/2030	**	1,965
	Citizens Auto Receivables Trust 2024-1	Mortgage Backed Security	5.11 %	4/17/2028	**	448
	Citizens Auto Receivables Trust 2024-2	Mortgage Backed Security	5.33 %	8/15/2028	**	240
	Cooperatieve Rabobank Ua	Corporate Bond	1.98 %	12/15/2027	**	1,874
	Corebridge Financial Inc	Corporate Bond	3.65 %	4/5/2027	**	294
	Corebridge Gbl Funding	Corporate Bond	4.65 %	8/20/2027	**	446
	Corebridge Gbl Funding	Corporate Bond	4.85 %	6/6/2030	**	1,250
	Daimler Trucks Finance North America Llc	Corporate Bond	4.95 %	1/13/2028	**	429
	Daimler Trucks Finance North America Llc	Corporate Bond	5.13 %	9/25/2027	**	416
	Daimler Trucks Retail Trust 2024-1	Mortgage Backed Security	5.49 %	12/15/2027	**	612
	Dell Equip Fin Tr 2023-2	Mortgage Backed Security	5.65 %	1/22/2029	**	108

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year) at December 31, 2025
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	Dell Equipment Finance Trust 2023-3 A3	Mortgage Backed Security	5.93 %	4/23/2029	**	289
	Dell Intl/Emc Corp	Corporate Bond	5.00 %	4/1/2030	**	500
	Deutsche Bank Ag New York Bnch	Corporate Bond	2.31 %	11/16/2027	**	1,372
	Deutsche Bank Ag New York Bnch	Corporate Bond	4.95 %	8/4/2031	**	1,030
	Dllaa 2023-1A	Mortgage Backed Security	5.64 %	2/22/2028	**	94
	Dllad 2024-1 Llc	Mortgage Backed Security	5.30 %	7/20/2029	**	77
	Dllmt 2024-1 Llc	Mortgage Backed Security	4.84 %	8/21/2028	**	451
	Dnb Bank Asa	Corporate Bond	1.60 %	3/30/2028	**	1,796
	Dnb Bank Asa	Corporate Bond	4.38 %	11/4/2031	**	1,123
	Dte Energy Co	Corporate Bond	4.95 %	7/1/2027	**	411
	Dte Energy Co	Corporate Bond	5.20 %	4/1/2030	**	766
	Duke Energy Corp New	Corporate Bond	4.30 %	3/15/2028	**	1,083
	Elp Coml Mtg Tr 2025-Elp	Mortgage Backed Security	4.76 %	11/13/2042	**	163
	Enbridge Inc	Corporate Bond	4.60 %	6/20/2028	**	151
	Enbridge Inc	Corporate Bond	5.25 %	4/5/2027	**	667
	Enbridge Inc	Corporate Bond	5.30 %	4/5/2029	**	567
	Enel Finance Intl Nv	Corporate Bond	4.13 %	9/30/2028	**	304
	Equinor Asa	Corporate Bond	1.75 %	1/22/2026	**	282
	Equitable America Global Funding	Corporate Bond	4.65 %	6/9/2028	**	482
	Equitable America Global Funding	Corporate Bond	4.95 %	6/9/2030	**	657
	Equitable Financial Life Global Funding	Corporate Bond	4.60 %	4/1/2027	**	829
	Equitable Financial Life Global Funding	Corporate Bond	5.00 %	3/27/2030	**	617
	Exelon Corp	Corporate Bond	2.75 %	3/15/2027	**	146
	Exelon Corp	Corporate Bond	5.15 %	3/15/2029	**	309
	Federal Home Ln Mtg Mlt Ctf Gt	Mortgage Backed Security	4.00 %	7/15/2047	**	289
	Federal Home Ln Mtg Mlt Ctf Gt 4847 Ca	Mortgage Backed Security	3.50 %	11/15/2045	**	118
	Federal Home Ln Mtg Mlt Ctf Gt K545 A2	Mortgage Backed Security	4.29 %	7/25/2030	**	892
	Federal Home Ln Mtg Mlt Ctf Gt Var	Mortgage Backed Security	4.27 %	7/25/2030	**	1,184
	Federal Home Ln Mtge Corp 4765 Qa	Mortgage Backed Security	3.00 %	2/15/2046	**	560
	Federal Nat Mtg Asn Gtd Rem 2011-26 Pa	Mortgage Backed Security	4.50 %	4/25/2041	**	155
	Federal Nat Mtg Asn Gtd Rem 2017-97 P	Mortgage Backed Security	3.00 %	1/25/2047	**	531
	Federal Nat Mtg Asn Gtd Rem Pa	Mortgage Backed Security	1.85 %	5/25/2033	**	285
	Federal Nat Mtg Asn Gtd Rem Pa 2017-11 Ha	Mortgage Backed Security	3.50 %	12/25/2045	**	460
	Federal Nat Mtg Asn Gtd Rem Pa 2018-3 Lp	Mortgage Backed Security	3.00 %	2/25/2047	**	817
	Federal Nat Mtg Asn Gtd Rem Pa	Mortgage Backed Security	3.00 %	3/25/2048	**	1,021
	Federal Nat Mtg Asn Gtd Rem Pa	Mortgage Backed Security	3.00 %	4/25/2044	**	111
	Federal Nat Mtg Asn Gtd Rem Pa	Mortgage Backed Security	3.50 %	2/25/2046	**	131
	Federal Natl Mtg As Gtd Re Ptt 2016-105 Pa	Mortgage Backed Security	3.50 %	4/25/2045	**	207
	Federal Natl Mtg As Gtd Re Ptt 2018-11 La	Mortgage Backed Security	3.50 %	7/25/2045	**	281
	FHLG 15YR	Mortgage Backed Security	2.50 %	1/1/2028	**	45
	FHLG 15YR	Mortgage Backed Security	2.50 %	12/1/2031	**	518
	FHLG 15YR	Mortgage Backed Security	3.00 %	3/1/2033	**	1,012
	FHLG 15YR	Mortgage Backed Security	3.00 %	5/1/2033	**	345
	FHLG 20YR	Mortgage Backed Security	3.00 %	11/1/2033	**	379
	FHLG 20YR	Mortgage Backed Security	3.50 %	6/1/2032	**	236
	FHLG 20YR	Mortgage Backed Security	3.50 %	7/1/2032	**	158

Eastman Investment and Employee Stock Ownership Plan
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	FHLG 25YR	Mortgage Backed Security	5.50 %	7/1/2035	**	14
	FHLG	Mortgage Backed Security	5.50 %	3/1/2034	**	23
	FHLG	Mortgage Backed Security	5.50 %	5/1/2034	**	161
	FHLG	Mortgage Backed Security	5.00 %	12/15/2037	**	21
*	Fidelity Short Term Cash Fund	Cash	3.75 %		**	4,724
	FNMA	Mortgage Backed Security	6.50 %	7/1/2032	**	2
	FNMA	Mortgage Backed Security	6.50 %	7/1/2035	**	3
	FNMA	Mortgage Backed Security	6.50 %	12/1/2032	**	2
	FNMA 15YR	Mortgage Backed Security	2.00 %	2/1/2028	**	70
	FNMA 15YR	Mortgage Backed Security	2.50 %	1/1/2028	**	62
	FNMA 15YR	Mortgage Backed Security	2.50 %	1/1/2029	**	155
	FNMA 15YR	Mortgage Backed Security	2.50 %	10/1/2031	**	218
	FNMA 15YR	Mortgage Backed Security	3.00 %	2/1/2033	**	1,276
	FNMA 15YR	Mortgage Backed Security	3.00 %	12/1/2032	**	1,185
	FNMA 15YR	Mortgage Backed Security	3.50 %	2/1/2033	**	158
	FNMA 15YR	Mortgage Backed Security	3.50 %	9/1/2029	**	81
	FNMA 15YR	Mortgage Backed Security	3.50 %	11/1/2030	**	78
	FNMA 15YR	Mortgage Backed Security	3.50 %	12/1/2028	**	2
	FNMA 15YR	Mortgage Backed Security	4.00 %	2/1/2034	**	550
	FNMA 15YR	Mortgage Backed Security	4.00 %	3/1/2034	**	1,241
	FNMA 20YR	Mortgage Backed Security	2.50 %	1/1/2033	**	92
	FNMA 20YR	Mortgage Backed Security	2.50 %	1/1/2033	**	125
	FNMA 20YR	Mortgage Backed Security	2.50 %	1/1/2033	**	71
	FNMA 20YR	Mortgage Backed Security	2.50 %	1/1/2033	**	76
	FNMA 20YR	Mortgage Backed Security	3.00 %	11/1/2032	**	872
	FNMA 20YR	Mortgage Backed Security	4.50 %	3/1/2039	**	75
	FNMA 20YR	Mortgage Backed Security	4.50 %	6/1/2039	**	38
	FNMA 20YR	Mortgage Backed Security	4.50 %	8/1/2039	**	102
	FNMA	Mortgage Backed Security	5.50 %	11/1/2034	**	117
	FNMA	Mortgage Backed Security	6.50 %	12/1/2035	**	21
	FNMA	Mortgage Backed Security	6.50 %	7/1/2032	**	6
	FNMA	Mortgage Backed Security	6.50 %	8/1/2036	**	4
	FNMA	Mortgage Backed Security	6.50 %	8/1/2036	**	19
	FNMA	Mortgage Backed Security	6.50 %	8/1/2036	**	15
	FNMA	Mortgage Backed Security	3.50 %	10/25/2044	**	273
	Fnr 2013-16 Gp	Mortgage Backed Security	3.00 %	3/25/2033	**	29
	Fnr 2015-42 Le	Mortgage Backed Security	3.00 %	6/25/2045	**	268
	Fnr 2016-19 Ah	Mortgage Backed Security	3.00 %	4/25/2046	**	217
	Fnr 2017-20 Ap	Mortgage Backed Security	3.50 %	3/25/2045	**	552
	Ford Cr Floorpln Mast Own Tr A	Mortgage Backed Security	5.29 %	4/15/2029	**	1,188
	Fordf 2025-1 A1	Mortgage Backed Security	4.63 %	4/15/2030	**	678
	Freddie Mac Remics 2018-4766 Ma	Mortgage Backed Security	3.50 %	2/15/2046	**	496
	Freddie Mac Remics	Mortgage Backed Security	3.00 %	10/25/2048	**	508
	Ga Global Funding Trust	Corporate Bond	5.40 %	1/13/2030	**	840
	Gallagher (Arthur J.) & Co	Corporate Bond	4.60 %	12/15/2027	**	779
	General Mtrs Finl Co Inc	Corporate Bond	2.35 %	2/26/2027	**	790

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year) at December 31, 2025
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value			(d) Cost	(e) Current Value
	General Mtrs Finl Co Inc	Corporate Bond	4.20 %	10/27/2028	**	420
	Georgia Power Co	Corporate Bond	4.65 %	5/16/2028	**	858
	Glencore Fdg Llc	Corporate Bond	4.91 %	4/1/2028	**	311
	Gmf Floorplan Owner Revolving Tr	Mortgage Backed Security	5.13 %	3/15/2029	**	244
	Goldman Sachs Group Inc (The)	Corporate Bond	2.64 %	2/24/2028	**	1,551
	Goldman Sachs Group Inc (The)	Corporate Bond	4.48 %	8/23/2028	**	1,432
	Goldman Sachs Group Inc (The)	Corporate Bond	4.94 %	4/23/2028	**	1,327
	Guardian Life Global Funding	Corporate Bond	1.40 %	7/6/2027	**	1,845
	Healthcare Realty Holdings Lp	Corporate Bond	3.50 %	8/1/2026	**	168
	Hewlett Packard Enterprise Co	Corporate Bond	4.40 %	9/25/2027	**	599
	Hps Corporate Lending Fund	Corporate Bond	4.90 %	9/11/2028	**	351
	Hps Corporate Lending Fund	Corporate Bond	5.30 %	6/5/2027	**	524
	Hsbc Holdings Plc	Corporate Bond	4.90 %	3/3/2029	**	1,001
	Hsbc Holdings Plc	Corporate Bond	5.21 %	8/11/2028	**	1,066
	Hsbc Holdings Plc	Corporate Bond	5.60 %	5/17/2028	**	1,538
	Huntington Auto Tr 2024-1	Mortgage Backed Security	5.23 %	1/16/2029	**	1,337
	Huntington Bancshares Inc/Oh	Corporate Bond	4.44 %	8/4/2028	**	845
	Hyundai Auto Receivables Trust 2023-B	Mortgage Backed Security	5.48 %	4/17/2028	**	132
	Hyundai Auto Receivables Trust 25-B	Mortgage Backed Security	4.36 %	12/17/2029	**	1,173
	Hyundai Cap Amer	Corporate Bond	4.30 %	9/24/2027	**	1,319
	Imperial Brands Finance Plc	Corporate Bond	4.50 %	6/30/2028	**	388
	Ing Groep Nv	Corporate Bond	5.34 %	3/19/2030	**	828
	Ingersoll Rand Inc	Corporate Bond	5.18 %	6/15/2029	**	1,554
	Ingersoll Rand Inc	Corporate Bond	5.20 %	6/15/2027	**	1,527
	Int Commercial Mortgage Trust 2025-Plaza Var	Mortgage Backed Security	5.04 %	11/5/2037	**	144
	Intercontinental Exchange Inc	Corporate Bond	4.00 %	9/15/2027	**	1,632
	Jackson Natl Life Global Fdg	Corporate Bond	4.60 %	10/1/2029	**	1,375
	Jackson Natl Life Global Fdg	Corporate Bond	4.70 %	6/5/2028	**	1,093
	Jackson Natl Life Global Fdg	Corporate Bond	5.35 %	1/13/2030	**	721
	Jackson Natl Life Global Fdg	Corporate Bond	5.55 %	7/2/2027	**	426
	Japan Tobacco Inc	Corporate Bond	4.85 %	5/15/2028	**	623
	Jersey Central Powr & Light Co	Corporate Bond	4.40 %	1/15/2031	**	469
	JP Morgan Chase	Synthetic GIC	2.54 %		**	1,690
	JP Morgan Chase & Co	Corporate Bond	2.95 %	2/24/2028	**	1,696
	JP Morgan Chase & Co	Corporate Bond	4.25 %	10/22/2031	**	744
	JP Morgan Chase & Co	Corporate Bond	4.85 %	7/25/2028	**	1,448
	JP Morgan Chase & Co	Corporate Bond	5.57 %	4/22/2028	**	910
	Life Financial Services Trust 2022 Tsfr1M	Mortgage Backed Security	5.05 %	5/15/2039	**	1,215
	Lloyds Banking Group Plc	Corporate Bond	4.38 %	3/22/2028	**	1,018
	Lloyds Banking Group Plc	Corporate Bond	4.82 %	6/13/2029	**	1,453
	Mars Inc	Corporate Bond	4.60 %	3/1/2028	**	994
	Mars Inc	Corporate Bond	4.80 %	3/1/2030	**	329
	Massachusetts Mutual	Synthetic GIC	2.54 %		**	930
	Mass Mutual Global Fdg Ii	Corporate Bond	4.85 %	1/17/2029	**	1,668
	Mercedes-Benz Auto Lease Trust 2025-A	Mortgage Backed Security	4.61 %	4/16/2029	**	817
	Mercedes-Benz Finance North America Llc	Corporate Bond	4.80 %	8/1/2029	**	1,245

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year) at December 31, 2025
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value			(d) Cost	(e) Current Value
	Met Tower Global Funding	Corporate Bond	4.00 %	10/1/2027	**	445
	Meta Platforms Inc	Corporate Bond	4.20 %	11/15/2030	**	520
	Metropolitan Life Inc Co	Synthetic GIC	2.54 %		**	911
	Morgan Stanley	Corporate Bond	4.99 %	4/12/2029	**	800
	Morgan Stanley	Corporate Bond	5.04 %	7/19/2030	**	1,362
	Morgan Stanley	Corporate Bond	5.23 %	1/15/2031	**	945
	Morgan Stanley Bk Na Salt Lake	Corporate Bond	5.02 %	1/12/2029	**	725
	Morgan Stanley Private Bank Na	Corporate Bond	4.46 %	11/19/2031	**	1,109
	National Bank Of Canada	Corporate Bond	4.50 %	10/10/2029	**	921
	Nationwide Life Ins Co	Synthetic GIC	2.55 %		**	1,277
	Nissan Auto Receivables 2023-B Owner Tr	Mortgage Backed Security	5.93 %	3/15/2028	**	426
	Nissan Master Owner Tr Receivable	Mortgage Backed Security	5.05 %	2/15/2029	**	459
	Ntt Finance Corp	Corporate Bond	4.57 %	7/16/2027	**	206
	Ntt Finance Corp	Corporate Bond	4.62 %	7/16/2028	**	207
	Nxp B V/Nxp Fdg Llc/Nxp Usa Inc	Corporate Bond	4.30 %	8/19/2028	**	263
	Oneok Inc	Corporate Bond	4.25 %	9/24/2027	**	126
	Oneok Inc	Corporate Bond	4.40 %	10/15/2029	**	131
	Pacific Life Ins Co	Synthetic GIC	2.54 %		**	749
	Parker-Hannifin Corp	Corporate Bond	4.25 %	9/15/2027	**	724
	Paychex Inc	Corporate Bond	5.10 %	4/15/2030	**	42
	Pinnacle West Capital Corp	Corporate Bond	4.90 %	5/15/2028	**	201
	Pinnacle West Capital Corp	Corporate Bond	5.15 %	5/15/2030	**	217
	Pnc Financial Services Grp Inc	Corporate Bond	5.35 %	12/2/2028	**	968
	Porsche Finl Auto Securitization Tr 2023	Mortgage Backed Security	5.79 %	1/22/2029	**	245
	Prudential Ins Co America	Synthetic GIC	2.54 %		**	1,483
	Public Svc Enterprise Grp Inc	Corporate Bond	4.90 %	3/15/2030	**	352
	Rga Global Funding	Corporate Bond	4.35 %	8/25/2028	**	1,162
	Rga Global Funding	Corporate Bond	5.45 %	5/24/2029	**	776
	Rogers Communications Inc	Corporate Bond	3.20 %	3/15/2027	**	477
	Roper Technologies Inc	Corporate Bond	4.50 %	10/15/2029	**	435
	Sammons Financial Group Global Funding	Corporate Bond	5.05 %	1/10/2028	**	946
	Sammons Financial Group Global Funding	Corporate Bond	5.10 %	12/10/2029	**	876
	Santander Hldgs Usa Inc	Corporate Bond	2.49 %	1/6/2028	**	558
	Santander Hldgs Usa Inc	Corporate Bond	6.12 %	5/31/2027	**	421
	Sfs Auto Receivables Securitization Tr 2024-1	Mortgage Backed Security	4.95 %	5/21/2029	**	343
	Sfs Auto Receivables Securitization Tr 2024-2	Mortgage Backed Security	5.33 %	11/20/2029	**	126
	Simon Property Group Lp	Corporate Bond	4.38 %	10/1/2030	**	1,177
	Societe Generale France	Corporate Bond	2.80 %	1/19/2028	**	1,895
	Societe Generale France	Corporate Bond	5.25 %	5/22/2029	**	1,026
	Southern Power Co	Corporate Bond	4.25 %	10/1/2030	**	353
	Sreit Tr 2021-Mfp Tsfr1M	Mortgage Backed Security	4.60 %	11/15/2038	**	675
	State St Bk & Tr Co Boston	Synthetic GIC	2.54 %		**	426
	State Street Corp	Corporate Bond	4.53 %	2/20/2029	**	739
	Targa Res Corp	Corporate Bond	4.35 %	1/15/2029	**	93
	Taubman Centers Commercial Mortgage Trust 24-Dpm A	Mortgage Backed Security	4.99 %	12/15/2039	**	399
	Tesla 2024-A A3	Mortgage Backed Security	5.30 %	6/21/2027	**	303

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year) at December 31, 2025
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value			(d) Cost	(e) Current Value
	Tesla Elec Veh Tr 2023-1	Mortgage Backed Security	5.38 %	6/20/2028	**	580
	T-Mobile Us Trust 2025-2	Mortgage Backed Security	4.34 %	4/22/2030	**	930
	Toronto Dominion Bank	Corporate Bond	4.78 %	12/17/2029	**	1,080
	Transamerica Premier Life	Synthetic GIC	2.54 %		**	1,346
	Truist Financial Corp	Corporate Bond	5.07 %	5/20/2031	**	1,023
	Uber Technologies Inc	Corporate Bond	4.15 %	1/15/2031	**	181
	Usaa Auto Owner Trust 2023-A	Mortgage Backed Security	5.58 %	5/15/2028	**	257
	Usb Auto Owner Trust 2025-1	Mortgage Backed Security	4.49 %	6/17/2030	**	298
	UST Notes	Government Bond	3.63 %	8/31/2027	**	4,461
	UST Notes	Government Bond	3.63 %	8/31/2029	**	7,666
	UST Notes	Government Bond	3.63 %	8/31/2030	**	10,970
	UST Notes	Government Bond	3.63 %	10/31/2030	**	10,126
	UST Notes	Government Bond	3.63 %	12/31/2030	**	4,962
	UST Notes	Government Bond	3.75 %	12/31/2028	**	59,018
	UST Notes	Government Bond	4.00 %	1/31/2029	**	25,364
	UST Notes	Government Bond	4.00 %	5/31/2030	**	14,116
	UST Notes	Government Bond	4.13 %	7/31/2028	**	11,770
	UST Notes	Government Bond	4.13 %	10/31/2029	**	11,408
	UST Notes	Government Bond	4.25 %	1/31/2030	**	22,691
	Volkswagen Auto Loan Enhanced Trust 2023-2	Mortgage Backed Security	5.48 %	12/20/2028	**	844
	Volkswagen Group Amer Fin Llc	Corporate Bond	4.35 %	6/8/2027	**	703
	Volvo Financial Equipment Llc Series 2024-1	Mortgage Backed Security	4.29 %	10/16/2028	**	98
	Wells Fargo & Co New	Corporate Bond	3.53 %	3/24/2028	**	954
	Wells Fargo & Co New	Corporate Bond	4.81 %	7/25/2028	**	1,445
	Wells Fargo & Co New	Corporate Bond	4.97 %	4/23/2029	**	1,080
	Wells Fargo & Co New	Corporate Bond	5.24 %	1/24/2031	**	677
	Wells Fargo Card Issuance Trust	Mortgage Backed Security	4.34 %	5/15/2030	**	1,147
	Western-Southern Global Funding	Corporate Bond	4.90 %	5/1/2030	**	132
	Wheels Fleet Lease Funding 1 Llc 25-3A A1	Mortgage Backed Security	4.08 %	9/18/2040	**	673
	Williams Cos Inc	Corporate Bond	4.63 %	6/30/2030	**	234
	Williams Cos Inc	Corporate Bond	4.80 %	11/15/2029	**	658
	World Omni Auto Receivables Tr 2023-D	Mortgage Backed Security	5.79 %	2/15/2029	**	675
	World Omni Auto Receivables Tr 2024-A	Mortgage Backed Security	4.86 %	3/15/2029	**	1,325
	World Omni Auto Receivables Tr 2024-B	Mortgage Backed Security	5.27 %	9/17/2029	**	591
	World Omni Auto Receivables Trust 2023-C	Mortgage Backed Security	5.15 %	11/15/2028	**	88
	Subtotal – Managed Income Funds					**365,774**
	Self-Directed Brokerage Account				**	**189,523**
	Total Investment Assets					**3,525,342**
*	Participant Loans	Interest rates ranging 4.25% to 9.50% with the maturity dates through January 2031	4.25 % 9.50 %	1/1/2031		50,066

* Represents a party-in-interest to the Plan.
** Historical cost is omitted because the investment is participant-directed.

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
EASTMAN INVESTMENT & EMPLOYEE STOCK OWNERSHIP PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/1994

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)

Eastman Chemical Company

P.O. Box 431
Kingsport TN 37662-1975

200 S. Wilcox Dr.
Kingsport TN 37662-1975

2b Employer Identification Number (EIN) 62-1539359

2c Plan Sponsor's telephone number 423-229-2000

2d Business code (see instructions) 325100

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	Stephanie M. Wacht	10/12/2026	Stephanie M. Wacht
	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

INVESTMENT PLAN COMMITTEE - IPCO

PO BOX 511

KINGSPORT TN 37662

3b Administrator's EIN: 62-1615364

3c Administrator's telephone number: 423-229-2000

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**	15,343
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)**	10,253
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	9,672
b	Retired or separated participants receiving benefits	**6b**	677
c	Other retired or separated participants entitled to future benefits	**6c**	4,249
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	14,598
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	78
f	Total. Add lines **6d** and **6e**.	**6f**	14,676
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)**	14,882
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)**	14,285
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2E 2F 2G 2J 2O 2K 2R 2S 2T

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)

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year) at December 31, 2025
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
*	Fidelity Management Trust Company	Interest Bearing Cash, Participant directed	**	$ 988
*	Fidelity Management Trust Company	Interest Bearing Cash, Non-Participant directed	$ 1,998	1,998
	SSBK Govt Stif Fund	Interest Bearing Cash Equivalents	**	1,577
	Subtotal – Cash and Cash Equivalents			**4,563**
*	Eastman Chemical Company	Common Stock, Participant directed	**	115,785
*	Eastman Chemical Company	Common Stock, Non-Participant directed	$122,913	100,763
	Subtotal – Common Stock – Eastman Chemical Co			**216,548**
	3M Co	Common Stock	**	1,613
	Abbott Laboratories	Common Stock	**	1,226
	Abbvie Inc	Common Stock	**	1,640
	Accenture Plc Cl A	Common Stock	**	262
	Air Products & Chemicals Inc	Common Stock	**	2,130
	Alphabet Inc Cl C	Common Stock	**	3,447
	American Express Co	Common Stock	**	2,281
	American Tower Corp	Common Stock	**	623
	Analog Devices Inc	Common Stock	**	2,048
	Ares Management Corp Cl A	Common Stock	**	1,076
	Arthur J Gallaghar And Co	Common Stock	**	1,314
	Avalonbay Communities Inc Reit	Common Stock	**	492
	Bank Of America Corporation	Common Stock	**	3,563
	Bank Of New York Mellon Corp	Common Stock	**	2,170
	Becton Dickinson & Co	Common Stock	**	671
	Blackrock Inc	Common Stock	**	870
	Blackstone Inc	Common Stock	**	1,180
	Bristol-Myers Squibb Co	Common Stock	**	931
	Capital One Financial Corp	Common Stock	**	2,395
	Carrier Global Corp	Common Stock	**	930
	Cencora Inc	Common Stock	**	805
	Chevron Corp	Common Stock	**	2,338
	Chubb Ltd	Common Stock	**	731
	Cigna Group (The)	Common Stock	**	1,275
	Citigroup Inc	Common Stock	**	1,843
	Cme Group Inc Cl A	Common Stock	**	1,235
	Cms Energy Corp	Common Stock	**	860
	Coca Cola Co	Common Stock	**	1,303
	Comcast Corp Cl A	Common Stock	**	1,019
	Conocophillips	Common Stock	**	2,557
	Corning Inc	Common Stock	**	1,460
	Cvs Health Corp	Common Stock	**	1,510
	Danaher Corp	Common Stock	**	1,304
	Deere & Co	Common Stock	**	2,089
	Digital Realty Trust Inc	Common Stock	**	591
	Disney (Walt) Co	Common Stock	**	742
	Dominion Energy Inc	Common Stock	**	1,641
	Dover Corp	Common Stock	**	1,917
	Eaton Corp Plc	Common Stock	**	2,372

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year) at December 31, 2025
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	Eli Lilly & Co	Common Stock	**	602
	Eog Resources Inc	Common Stock	**	1,555
	Fidelity Natl Inform Svcs Inc	Common Stock	**	1,221
	General Dynamics Corporation	Common Stock	**	2,351
	Goldman Sachs Group Inc	Common Stock	**	1,843
	Hewlett Packard Enterprise Co	Common Stock	**	1,745
	Home Depot Inc	Common Stock	**	1,670
	Intl Bus Mach Corp	Common Stock	**	614
	Johnson & Johnson	Common Stock	**	2,617
	Lam Research Corp	Common Stock	**	628
	Lowes Cos Inc	Common Stock	**	2,196
	Mcdonalds Corp	Common Stock	**	2,079
	Medtronic Plc	Common Stock	**	1,057
	Merck & Co Inc New	Common Stock	**	1,550
	Microsoft Corp	Common Stock	**	2,473
	Mondelez Intl Inc	Common Stock	**	1,031
	Morgan Stanley	Common Stock	**	2,153
	Nextera Energy	Common Stock	**	1,451
	Nike Inc Cl B	Common Stock	**	909
	Norfolk Southern Corp	Common Stock	**	830
	Nxp Semiconductors Nv	Common Stock	**	1,297
	Packaging Corp Of America	Common Stock	**	721
	Pepsico Inc	Common Stock	**	851
	Philip Morris Intl Inc	Common Stock	**	2,899
	Procter & Gamble Co	Common Stock	**	1,509
	Progressive Corp Ohio	Common Stock	**	1,280
	Prologis Inc Reit	Common Stock	**	1,019
	Public Svc Enterprise Grp Inc	Common Stock	**	380
	Quest Diagnostics Inc	Common Stock	**	624
	Republic Services Inc	Common Stock	**	637
	Rtx Corp	Common Stock	**	2,186
	Schwab Charles Corp	Common Stock	**	2,383
	Seagate Technology Holdings Plc	Common Stock	**	1,165
	Texas Instruments Inc	Common Stock	**	1,665
	Tjx Companies Inc New	Common Stock	**	1,595
	Travelers Companies Inc	Common Stock	**	919
	Union Pacific Corp	Common Stock	**	2,432
	Unitedhealth Group Inc	Common Stock	**	1,346
	Ventas Inc Reit	Common Stock	**	1,176
	Verizon Communications Inc	Common Stock	**	859
	Walmart Inc	Common Stock	**	1,768
	Wells Fargo & Co	Common Stock	**	4,547
	Xcel Energy Inc	Common Stock	**	1,367
	Yum Brands Inc	Common Stock	**	787
	Subtotal – Common Stock – Other			**124,441**
	Dodge & Cox Stock Fund	Registered Investment Company	**	127,171

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*	Fid Govt Mmkt	Registered Investment Company	**	23
*	Fid Us Bond Idx	Registered Investment Company	**	32,230
*	Fid 500 Index	Registered Investment Company	**	16,276
*	Fidelity Ext Mkt Idx	Registered Investment Company	**	2,843
	Subtotal – Mutual Funds			**178,543**
	Arrowst Acwi Ex-Us A	Collective Investment Trust	**	98,365
	Btc Str Comp Nl M	Collective Investment Trust	**	1,689
*	Fid Blue Chip GR Pool	Collective Investment Trust	**	167,378
	Hotchkis & Wiley Small Cap Diversified V Class F	Collective Investment Trust	**	40,884
	Loomis Sayles & Co SMC Gwth C	Collective Investment Trust	**	59,422
	Pru Core Pl Bd Cl 5	Collective Investment Trust	**	59,952
	SP 500 Index Pl Cl D	Collective Investment Trust	**	468,361
	SP Glb Exus Idx Cl D	Collective Investment Trust	**	37,873
	SP Ext Mkt Idx Cl D	Collective Investment Trust	**	74,485
	Vanguard Target Inc	Collective Investment Trust	**	40,429
	Vanguard Target 2020	Collective Investment Trust	**	37,707
	Vanguard Target 2025	Collective Investment Trust	**	98,827
	Vanguard Target 2030	Collective Investment Trust	**	254,309
	Vanguard Target 2035	Collective Investment Trust	**	215,640
	Vanguard Target 2040	Collective Investment Trust	**	184,429
	Vanguard Target 2045	Collective Investment Trust	**	156,011
	Vanguard Target 2050	Collective Investment Trust	**	196,819
	Vanguard Target 2055	Collective Investment Trust	**	127,880
	Vanguard Target 2060	Collective Investment Trust	**	92,277
	Vanguard Target 2065	Collective Investment Trust	**	26,623
	Vanguard Target 2070	Collective Investment Trust	**	6,590
	Subtotal – Collective Investment Trusts			**2,445,950**
	Cash	Cash	**	1,381
	Aercap Ireland Capital Dac / Aercap Global Aviatio	Corporate Bond 6.45 % 4/15/2027	**	1,540
	Air Lease Corp	Corporate Bond 2.20 % 1/15/2027	**	717
	Alimentation Couche-Tard Inc	Corporate Bond 4.15 % 9/29/2028	**	775
	Ally Auto Receivables Trust 2024-1	Mortgage Backed Security 5.08 % 12/15/2028	**	183
	American Express Co	Corporate Bond 5.08 % 1/30/2031	**	321
	American Express Cr Acc Mst Tr	Mortgage Backed Security 5.23 % 4/15/2029	**	1,328
	American General Life	Synthetic GIC 2.54 %	**	1,224
	Amgen Inc	Corporate Bond 5.15 % 3/2/2028	**	378
	Ares Strategic Income Fund	Corporate Bond 4.85 % 1/15/2029	**	763
	AT&T Inc	Corporate Bond 1.65 % 2/1/2028	**	1,653
	AT&T Inc	Corporate Bond 4.70 % 8/15/2030	**	557
	Athene Global Funding	Corporate Bond 4.72 % 10/8/2029	**	1,011
	Athene Global Funding	Corporate Bond 5.38 % 1/7/2030	**	1,426
	Avolon Holdings Funding Ltd	Corporate Bond 5.38 % 5/30/2030	**	186
	Ba Cr Card Tr	Mortgage Backed Security 4.31 % 5/15/2030	**	1,623
	Bae Systems Plc	Corporate Bond 5.13 % 3/26/2029	**	438
	Banco Santander Sa	Corporate Bond 1.72 % 9/14/2027	**	988

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	Bank Of America Corporation	Corporate Bond	2.55 %	2/4/2028	**	1,889
	Bank Of America Corporation	Corporate Bond	4.95 %	7/22/2028	**	2,487
	Bank Of New York Mellon	Corporate Bond	4.73 %	4/20/2029	**	429
	Banque Fed Cred Mutuel Paris	Corporate Bond	5.19 %	2/16/2028	**	1,042
	Barclays Plc	Corporate Bond	2.28 %	11/24/2027	**	1,904
	Barclays Plc	Corporate Bond	5.37 %	2/25/2031	**	1,286
	Benchmark Mortgage Trust 2018-B7	Mortgage Backed Security	4.38 %	5/15/2053	**	713
	Benchmark Mtg Tr 2018-B8 A2	Mortgage Backed Security	4.15 %	1/15/2052	**	109
	Bmw Vehicle Lease Trust 2025-1	Mortgage Backed Security	4.43 %	6/26/2028	**	868
	Boeing Co	Corporate Bond	6.26 %	5/1/2027	**	117
	Bofa Auto Tr 2024-1A A3	Mortgage Backed Security	5.35 %	11/15/2028	**	76
	Bpce Sa	Corporate Bond	2.04 %	10/19/2027	**	1,312
	Broadcom Inc	Corporate Bond	4.15 %	2/15/2028	**	1,105
	Broadcom Inc	Corporate Bond	5.05 %	7/12/2029	**	983
	Bx 2021-Bxmf Tsfr1M	Mortgage Backed Security	4.50 %	10/15/2026	**	571
	Bx Coml Mtg Tr 2024-Gpa3 A Tsfr1M	Mortgage Backed Security	5.04 %	12/15/2039	**	104
	Bx Commercial Mortgage Trust 2021-Pac Tsfr1M	Mortgage Backed Security	4.55 %	10/15/2036	**	874
	Bx Commercial Mortgage Trust 22-Lp2 A Tsfr1M	Mortgage Backed Security	4.76 %	2/15/2039	**	172
	Bx Tr 2021-Acnt Tsfr1M	Mortgage Backed Security	4.71 %	11/15/2038	**	273
	Canadian Imperial Bk Of Comm	Corporate Bond	5.24 %	6/28/2027	**	1,019
	Canadian Natl Resources Ltd	Corporate Bond	5.00 %	12/15/2029	**	382
	Capital One Prime Auto Receivables Trust 2023-2	Mortgage Backed Security	5.82 %	6/15/2028	**	915
	Carmax Auto Owner Tr 2023-4	Mortgage Backed Security	6.00 %	7/17/2028	**	192
	Carmax Auto Owner Tr 2024-2	Mortgage Backed Security	5.50 %	1/16/2029	**	179
	Carvana Auto Receivables Tr 2025-P3 A3	Mortgage Backed Security	4.04 %	11/11/2030	**	900
	Carvana Auto Receivables Trust 2025-P2	Mortgage Backed Security	4.55 %	8/12/2030	**	617
	Cent Trust 2025-City A Var 07/10/2040 144A	Mortgage Backed Security	4.92 %	7/10/2040	**	240
	Chase Auto Owner Trust 2024-1	Mortgage Backed Security	5.13 %	5/25/2029	**	194
	Chase Auto Owner Trust	Mortgage Backed Security	5.22 %	7/25/2029	**	900
	Chase Issuance Tr	Mortgage Backed Security	4.16 %	7/15/2030	**	1,017
	Chase Issuance Tr	Mortgage Backed Security	5.08 %	9/15/2030	**	1,800
	Chevron Phil Chem Llc /Chev Lp	Corporate Bond	4.75 %	5/15/2030	**	189
	Citibank	Synthetic GIC	2.55 %		**	595
	Citibank Cr Card Issuance Tr	Mortgage Backed Security	4.30 %	6/21/2030	**	1,965
	Citizens Auto Receivables Trust 2024-1	Mortgage Backed Security	5.11 %	4/17/2028	**	448
	Citizens Auto Receivables Trust 2024-2	Mortgage Backed Security	5.33 %	8/15/2028	**	240
	Cooperatieve Rabobank Ua	Corporate Bond	1.98 %	12/15/2027	**	1,874
	Corebridge Financial Inc	Corporate Bond	3.65 %	4/5/2027	**	294
	Corebridge Gbl Funding	Corporate Bond	4.65 %	8/20/2027	**	446
	Corebridge Gbl Funding	Corporate Bond	4.85 %	6/6/2030	**	1,250
	Daimler Trucks Finance North America Llc	Corporate Bond	4.95 %	1/13/2028	**	429
	Daimler Trucks Finance North America Llc	Corporate Bond	5.13 %	9/25/2027	**	416
	Daimler Trucks Retail Trust 2024-1	Mortgage Backed Security	5.49 %	12/15/2027	**	612
	Dell Equip Fin Tr 2023-2	Mortgage Backed Security	5.65 %	1/22/2029	**	108

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	Dell Equipment Finance Trust 2023-3 A3	Mortgage Backed Security	5.93 %	4/23/2029	**	289
	Dell Intl/Emc Corp	Corporate Bond	5.00 %	4/1/2030	**	500
	Deutsche Bank Ag New York Bnch	Corporate Bond	2.31 %	11/16/2027	**	1,372
	Deutsche Bank Ag New York Bnch	Corporate Bond	4.95 %	8/4/2031	**	1,030
	Dllaa 2023-1A	Mortgage Backed Security	5.64 %	2/22/2028	**	94
	Dllad 2024-1 Llc	Mortgage Backed Security	5.30 %	7/20/2029	**	77
	Dllmt 2024-1 Llc	Mortgage Backed Security	4.84 %	8/21/2028	**	451
	Dnb Bank Asa	Corporate Bond	1.60 %	3/30/2028	**	1,796
	Dnb Bank Asa	Corporate Bond	4.38 %	11/4/2031	**	1,123
	Dte Energy Co	Corporate Bond	4.95 %	7/1/2027	**	411
	Dte Energy Co	Corporate Bond	5.20 %	4/1/2030	**	766
	Duke Energy Corp New	Corporate Bond	4.30 %	3/15/2028	**	1,083
	Elp Coml Mtg Tr 2025-Elp	Mortgage Backed Security	4.76 %	11/13/2042	**	163
	Enbridge Inc	Corporate Bond	4.60 %	6/20/2028	**	151
	Enbridge Inc	Corporate Bond	5.25 %	4/5/2027	**	667
	Enbridge Inc	Corporate Bond	5.30 %	4/5/2029	**	567
	Enel Finance Intl Nv	Corporate Bond	4.13 %	9/30/2028	**	304
	Equinor Asa	Corporate Bond	1.75 %	1/22/2026	**	282
	Equitable America Global Funding	Corporate Bond	4.65 %	6/9/2028	**	482
	Equitable America Global Funding	Corporate Bond	4.95 %	6/9/2030	**	657
	Equitable Financial Life Global Funding	Corporate Bond	4.60 %	4/1/2027	**	829
	Equitable Financial Life Global Funding	Corporate Bond	5.00 %	3/27/2030	**	617
	Exelon Corp	Corporate Bond	2.75 %	3/15/2027	**	146
	Exelon Corp	Corporate Bond	5.15 %	3/15/2029	**	309
	Federal Home Ln Mtg Mlt Ctf Gt	Mortgage Backed Security	4.00 %	7/15/2047	**	289
	Federal Home Ln Mtg Mlt Ctf Gt 4847 Ca	Mortgage Backed Security	3.50 %	11/15/2045	**	118
	Federal Home Ln Mtg Mlt Ctf Gt K545 A2	Mortgage Backed Security	4.29 %	7/25/2030	**	892
	Federal Home Ln Mtg Mlt Ctf Gt Var	Mortgage Backed Security	4.27 %	7/25/2030	**	1,184
	Federal Home Ln Mtge Corp 4765 Qa	Mortgage Backed Security	3.00 %	2/15/2046	**	560
	Federal Nat Mtg Asn Gtd Rem 2011-26 Pa	Mortgage Backed Security	4.50 %	4/25/2041	**	155
	Federal Nat Mtg Asn Gtd Rem 2017-97 P	Mortgage Backed Security	3.00 %	1/25/2047	**	531
	Federal Nat Mtg Asn Gtd Rem Pa	Mortgage Backed Security	1.85 %	5/25/2033	**	285
	Federal Nat Mtg Asn Gtd Rem Pa 2017-11 Ha	Mortgage Backed Security	3.50 %	12/25/2045	**	460
	Federal Nat Mtg Asn Gtd Rem Pa 2018-3 Lp	Mortgage Backed Security	3.00 %	2/25/2047	**	817
	Federal Nat Mtg Asn Gtd Rem Pa	Mortgage Backed Security	3.00 %	3/25/2048	**	1,021
	Federal Nat Mtg Asn Gtd Rem Pa	Mortgage Backed Security	3.00 %	4/25/2044	**	111
	Federal Nat Mtg Asn Gtd Rem Pa	Mortgage Backed Security	3.50 %	2/25/2046	**	131
	Federal Natl Mtg As Gtd Re Ptt 2016-105 Pa	Mortgage Backed Security	3.50 %	4/25/2045	**	207
	Federal Natl Mtg As Gtd Re Ptt 2018-11 La	Mortgage Backed Security	3.50 %	7/25/2045	**	281
	FHLG 15YR	Mortgage Backed Security	2.50 %	1/1/2028	**	45
	FHLG 15YR	Mortgage Backed Security	2.50 %	12/1/2031	**	518
	FHLG 15YR	Mortgage Backed Security	3.00 %	3/1/2033	**	1,012
	FHLG 15YR	Mortgage Backed Security	3.00 %	5/1/2033	**	345
	FHLG 20YR	Mortgage Backed Security	3.00 %	11/1/2033	**	379
	FHLG 20YR	Mortgage Backed Security	3.50 %	6/1/2032	**	236
	FHLG 20YR	Mortgage Backed Security	3.50 %	7/1/2032	**	158

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	FHLG 25YR	Mortgage Backed Security	5.50 %	7/1/2035	**	14
	FHLG	Mortgage Backed Security	5.50 %	3/1/2034	**	23
	FHLG	Mortgage Backed Security	5.50 %	5/1/2034	**	161
	FHLG	Mortgage Backed Security	5.00 %	12/15/2037	**	21
*	Fidelity Short Term Cash Fund	Cash	3.75 %		**	4,724
	FNMA	Mortgage Backed Security	6.50 %	7/1/2032	**	2
	FNMA	Mortgage Backed Security	6.50 %	7/1/2035	**	3
	FNMA	Mortgage Backed Security	6.50 %	12/1/2032	**	2
	FNMA 15YR	Mortgage Backed Security	2.00 %	2/1/2028	**	70
	FNMA 15YR	Mortgage Backed Security	2.50 %	1/1/2028	**	62
	FNMA 15YR	Mortgage Backed Security	2.50 %	1/1/2029	**	155
	FNMA 15YR	Mortgage Backed Security	2.50 %	10/1/2031	**	218
	FNMA 15YR	Mortgage Backed Security	3.00 %	2/1/2033	**	1,276
	FNMA 15YR	Mortgage Backed Security	3.00 %	12/1/2032	**	1,185
	FNMA 15YR	Mortgage Backed Security	3.50 %	2/1/2033	**	158
	FNMA 15YR	Mortgage Backed Security	3.50 %	9/1/2029	**	81
	FNMA 15YR	Mortgage Backed Security	3.50 %	11/1/2030	**	78
	FNMA 15YR	Mortgage Backed Security	3.50 %	12/1/2028	**	2
	FNMA 15YR	Mortgage Backed Security	4.00 %	2/1/2034	**	550
	FNMA 15YR	Mortgage Backed Security	4.00 %	3/1/2034	**	1,241
	FNMA 20YR	Mortgage Backed Security	2.50 %	1/1/2033	**	92
	FNMA 20YR	Mortgage Backed Security	2.50 %	1/1/2033	**	125
	FNMA 20YR	Mortgage Backed Security	2.50 %	1/1/2033	**	71
	FNMA 20YR	Mortgage Backed Security	2.50 %	1/1/2033	**	76
	FNMA 20YR	Mortgage Backed Security	3.00 %	11/1/2032	**	872
	FNMA 20YR	Mortgage Backed Security	4.50 %	3/1/2039	**	75
	FNMA 20YR	Mortgage Backed Security	4.50 %	6/1/2039	**	38
	FNMA 20YR	Mortgage Backed Security	4.50 %	8/1/2039	**	102
	FNMA	Mortgage Backed Security	5.50 %	11/1/2034	**	117
	FNMA	Mortgage Backed Security	6.50 %	12/1/2035	**	21
	FNMA	Mortgage Backed Security	6.50 %	7/1/2032	**	6
	FNMA	Mortgage Backed Security	6.50 %	8/1/2036	**	4
	FNMA	Mortgage Backed Security	6.50 %	8/1/2036	**	19
	FNMA	Mortgage Backed Security	6.50 %	8/1/2036	**	15
	FNMA	Mortgage Backed Security	3.50 %	10/25/2044	**	273
	Fnr 2013-16 Gp	Mortgage Backed Security	3.00 %	3/25/2033	**	29
	Fnr 2015-42 Le	Mortgage Backed Security	3.00 %	6/25/2045	**	268
	Fnr 2016-19 Ah	Mortgage Backed Security	3.00 %	4/25/2046	**	217
	Fnr 2017-20 Ap	Mortgage Backed Security	3.50 %	3/25/2045	**	552
	Ford Cr Floorpln Mast Own Tr A	Mortgage Backed Security	5.29 %	4/15/2029	**	1,188
	Fordf 2025-1 A1	Mortgage Backed Security	4.63 %	4/15/2030	**	678
	Freddie Mac Remics 2018-4766 Ma	Mortgage Backed Security	3.50 %	2/15/2046	**	496
	Freddie Mac Remics	Mortgage Backed Security	3.00 %	10/25/2048	**	508
	Ga Global Funding Trust	Corporate Bond	5.40 %	1/13/2030	**	840
	Gallagher (Arthur J.) & Co	Corporate Bond	4.60 %	12/15/2027	**	779
	General Mtrs Finl Co Inc	Corporate Bond	2.35 %	2/26/2027	**	790

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	General Mtrs Finl Co Inc	Corporate Bond	4.20 %	10/27/2028	**	420
	Georgia Power Co	Corporate Bond	4.65 %	5/16/2028	**	858
	Glencore Fdg Llc	Corporate Bond	4.91 %	4/1/2028	**	311
	Gmf Floorplan Owner Revolving Tr	Mortgage Backed Security	5.13 %	3/15/2029	**	244
	Goldman Sachs Group Inc (The)	Corporate Bond	2.64 %	2/24/2028	**	1,551
	Goldman Sachs Group Inc (The)	Corporate Bond	4.48 %	8/23/2028	**	1,432
	Goldman Sachs Group Inc (The)	Corporate Bond	4.94 %	4/23/2028	**	1,327
	Guardian Life Global Funding	Corporate Bond	1.40 %	7/6/2027	**	1,845
	Healthcare Realty Holdings Lp	Corporate Bond	3.50 %	8/1/2026	**	168
	Hewlett Packard Enterprise Co	Corporate Bond	4.40 %	9/25/2027	**	599
	Hps Corporate Lending Fund	Corporate Bond	4.90 %	9/11/2028	**	351
	Hps Corporate Lending Fund	Corporate Bond	5.30 %	6/5/2027	**	524
	Hsbc Holdings Plc	Corporate Bond	4.90 %	3/3/2029	**	1,001
	Hsbc Holdings Plc	Corporate Bond	5.21 %	8/11/2028	**	1,066
	Hsbc Holdings Plc	Corporate Bond	5.60 %	5/17/2028	**	1,538
	Huntington Auto Tr 2024-1	Mortgage Backed Security	5.23 %	1/16/2029	**	1,337
	Huntington Bancshares Inc/Oh	Corporate Bond	4.44 %	8/4/2028	**	845
	Hyundai Auto Receivables Trust 2023-B	Mortgage Backed Security	5.48 %	4/17/2028	**	132
	Hyundai Auto Receivables Trust 25-B	Mortgage Backed Security	4.36 %	12/17/2029	**	1,173
	Hyundai Cap Amer	Corporate Bond	4.30 %	9/24/2027	**	1,319
	Imperial Brands Finance Plc	Corporate Bond	4.50 %	6/30/2028	**	388
	Ing Groep Nv	Corporate Bond	5.34 %	3/19/2030	**	828
	Ingersoll Rand Inc	Corporate Bond	5.18 %	6/15/2029	**	1,554
	Ingersoll Rand Inc	Corporate Bond	5.20 %	6/15/2027	**	1,527
	Int Commercial Mortgage Trust 2025-Plaza Var	Mortgage Backed Security	5.04 %	11/5/2037	**	144
	Intercontinental Exchange Inc	Corporate Bond	4.00 %	9/15/2027	**	1,632
	Jackson Natl Life Global Fdg	Corporate Bond	4.60 %	10/1/2029	**	1,375
	Jackson Natl Life Global Fdg	Corporate Bond	4.70 %	6/5/2028	**	1,093
	Jackson Natl Life Global Fdg	Corporate Bond	5.35 %	1/13/2030	**	721
	Jackson Natl Life Global Fdg	Corporate Bond	5.55 %	7/2/2027	**	426
	Japan Tobacco Inc	Corporate Bond	4.85 %	5/15/2028	**	623
	Jersey Central Powr & Light Co	Corporate Bond	4.40 %	1/15/2031	**	469
	JP Morgan Chase	Synthetic GIC	2.54 %		**	1,690
	JP Morgan Chase & Co	Corporate Bond	2.95 %	2/24/2028	**	1,696
	JP Morgan Chase & Co	Corporate Bond	4.25 %	10/22/2031	**	744
	JP Morgan Chase & Co	Corporate Bond	4.85 %	7/25/2028	**	1,448
	JP Morgan Chase & Co	Corporate Bond	5.57 %	4/22/2028	**	910
	Life Financial Services Trust 2022 Tsfr1M	Mortgage Backed Security	5.05 %	5/15/2039	**	1,215
	Lloyds Banking Group Plc	Corporate Bond	4.38 %	3/22/2028	**	1,018
	Lloyds Banking Group Plc	Corporate Bond	4.82 %	6/13/2029	**	1,453
	Mars Inc	Corporate Bond	4.60 %	3/1/2028	**	994
	Mars Inc	Corporate Bond	4.80 %	3/1/2030	**	329
	Massachusetts Mutual	Synthetic GIC	2.54 %		**	930
	Mass Mutual Global Fdg Ii	Corporate Bond	4.85 %	1/17/2029	**	1,668
	Mercedes-Benz Auto Lease Trust 2025-A	Mortgage Backed Security	4.61 %	4/16/2029	**	817
	Mercedes-Benz Finance North America Llc	Corporate Bond	4.80 %	8/1/2029	**	1,245

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	Met Tower Global Funding	Corporate Bond	4.00 %	10/1/2027	**	445
	Meta Platforms Inc	Corporate Bond	4.20 %	11/15/2030	**	520
	Metropolitan Life Inc Co	Synthetic GIC	2.54 %		**	911
	Morgan Stanley	Corporate Bond	4.99 %	4/12/2029	**	800
	Morgan Stanley	Corporate Bond	5.04 %	7/19/2030	**	1,362
	Morgan Stanley	Corporate Bond	5.23 %	1/15/2031	**	945
	Morgan Stanley Bk Na Salt Lake	Corporate Bond	5.02 %	1/12/2029	**	725
	Morgan Stanley Private Bank Na	Corporate Bond	4.46 %	11/19/2031	**	1,109
	National Bank Of Canada	Corporate Bond	4.50 %	10/10/2029	**	921
	Nationwide Life Ins Co	Synthetic GIC	2.55 %		**	1,277
	Nissan Auto Receivables 2023-B Owner Tr	Mortgage Backed Security	5.93 %	3/15/2028	**	426
	Nissan Master Owner Tr Receivable	Mortgage Backed Security	5.05 %	2/15/2029	**	459
	Ntt Finance Corp	Corporate Bond	4.57 %	7/16/2027	**	206
	Ntt Finance Corp	Corporate Bond	4.62 %	7/16/2028	**	207
	Nxp B V/Nxp Fdg Llc/Nxp Usa Inc	Corporate Bond	4.30 %	8/19/2028	**	263
	Oneok Inc	Corporate Bond	4.25 %	9/24/2027	**	126
	Oneok Inc	Corporate Bond	4.40 %	10/15/2029	**	131
	Pacific Life Ins Co	Synthetic GIC	2.54 %		**	749
	Parker-Hannifin Corp	Corporate Bond	4.25 %	9/15/2027	**	724
	Paychex Inc	Corporate Bond	5.10 %	4/15/2030	**	42
	Pinnacle West Capital Corp	Corporate Bond	4.90 %	5/15/2028	**	201
	Pinnacle West Capital Corp	Corporate Bond	5.15 %	5/15/2030	**	217
	Pnc Financial Services Grp Inc	Corporate Bond	5.35 %	12/2/2028	**	968
	Porsche Finl Auto Securitization Tr 2023	Mortgage Backed Security	5.79 %	1/22/2029	**	245
	Prudential Ins Co America	Synthetic GIC	2.54 %		**	1,483
	Public Svc Enterprise Grp Inc	Corporate Bond	4.90 %	3/15/2030	**	352
	Rga Global Funding	Corporate Bond	4.35 %	8/25/2028	**	1,162
	Rga Global Funding	Corporate Bond	5.45 %	5/24/2029	**	776
	Rogers Communications Inc	Corporate Bond	3.20 %	3/15/2027	**	477
	Roper Technologies Inc	Corporate Bond	4.50 %	10/15/2029	**	435
	Sammons Financial Group Global Funding	Corporate Bond	5.05 %	1/10/2028	**	946
	Sammons Financial Group Global Funding	Corporate Bond	5.10 %	12/10/2029	**	876
	Santander Hldgs Usa Inc	Corporate Bond	2.49 %	1/6/2028	**	558
	Santander Hldgs Usa Inc	Corporate Bond	6.12 %	5/31/2027	**	421
	Sfs Auto Receivables Securitization Tr 2024-1	Mortgage Backed Security	4.95 %	5/21/2029	**	343
	Sfs Auto Receivables Securitization Tr 2024-2	Mortgage Backed Security	5.33 %	11/20/2029	**	126
	Simon Property Group Lp	Corporate Bond	4.38 %	10/1/2030	**	1,177
	Societe Generale France	Corporate Bond	2.80 %	1/19/2028	**	1,895
	Societe Generale France	Corporate Bond	5.25 %	5/22/2029	**	1,026
	Southern Power Co	Corporate Bond	4.25 %	10/1/2030	**	353
	Sreit Tr 2021-Mfp Tsfr1M	Mortgage Backed Security	4.60 %	11/15/2038	**	675
	State St Bk & Tr Co Boston	Synthetic GIC	2.54 %		**	426
	State Street Corp	Corporate Bond	4.53 %	2/20/2029	**	739
	Targa Res Corp	Corporate Bond	4.35 %	1/15/2029	**	93
	Taubman Centers Commercial Mortgage Trust 24-Dpm A	Mortgage Backed Security	4.99 %	12/15/2039	**	399
	Tesla 2024-A A3	Mortgage Backed Security	5.30 %	6/21/2027	**	303

Eastman Investment and Employee Stock Ownership Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year) at December 31, 2025
(in thousands)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value			(d) Cost	(e) Current Value
	Tesla Elec Veh Tr 2023-1	Mortgage Backed Security	5.38 %	6/20/2028	**	580
	T-Mobile Us Trust 2025-2	Mortgage Backed Security	4.34 %	4/22/2030	**	930
	Toronto Dominion Bank	Corporate Bond	4.78 %	12/17/2029	**	1,080
	Transamerica Premier Life	Synthetic GIC	2.54 %		**	1,346
	Truist Financial Corp	Corporate Bond	5.07 %	5/20/2031	**	1,023
	Uber Technologies Inc	Corporate Bond	4.15 %	1/15/2031	**	181
	Usaa Auto Owner Trust 2023-A	Mortgage Backed Security	5.58 %	5/15/2028	**	257
	Usb Auto Owner Trust 2025-1	Mortgage Backed Security	4.49 %	6/17/2030	**	298
	UST Notes	Government Bond	3.63 %	8/31/2027	**	4,461
	UST Notes	Government Bond	3.63 %	8/31/2029	**	7,666
	UST Notes	Government Bond	3.63 %	8/31/2030	**	10,970
	UST Notes	Government Bond	3.63 %	10/31/2030	**	10,126
	UST Notes	Government Bond	3.63 %	12/31/2030	**	4,962
	UST Notes	Government Bond	3.75 %	12/31/2028	**	59,018
	UST Notes	Government Bond	4.00 %	1/31/2029	**	25,364
	UST Notes	Government Bond	4.00 %	5/31/2030	**	14,116
	UST Notes	Government Bond	4.13 %	7/31/2028	**	11,770
	UST Notes	Government Bond	4.13 %	10/31/2029	**	11,408
	UST Notes	Government Bond	4.25 %	1/31/2030	**	22,691
	Volkswagen Auto Loan Enhanced Trust 2023-2	Mortgage Backed Security	5.48 %	12/20/2028	**	844
	Volkswagen Group Amer Fin Llc	Corporate Bond	4.35 %	6/8/2027	**	703
	Volvo Financial Equipment Llc Series 2024-1	Mortgage Backed Security	4.29 %	10/16/2028	**	98
	Wells Fargo & Co New	Corporate Bond	3.53 %	3/24/2028	**	954
	Wells Fargo & Co New	Corporate Bond	4.81 %	7/25/2028	**	1,445
	Wells Fargo & Co New	Corporate Bond	4.97 %	4/23/2029	**	1,080
	Wells Fargo & Co New	Corporate Bond	5.24 %	1/24/2031	**	677
	Wells Fargo Card Issuance Trust	Mortgage Backed Security	4.34 %	5/15/2030	**	1,147
	Western-Southern Global Funding	Corporate Bond	4.90 %	5/1/2030	**	132
	Wheels Fleet Lease Funding 1 Llc 25-3A A1	Mortgage Backed Security	4.08 %	9/18/2040	**	673
	Williams Cos Inc	Corporate Bond	4.63 %	6/30/2030	**	234
	Williams Cos Inc	Corporate Bond	4.80 %	11/15/2029	**	658
	World Omni Auto Receivables Tr 2023-D	Mortgage Backed Security	5.79 %	2/15/2029	**	675
	World Omni Auto Receivables Tr 2024-A	Mortgage Backed Security	4.86 %	3/15/2029	**	1,325
	World Omni Auto Receivables Tr 2024-B	Mortgage Backed Security	5.27 %	9/17/2029	**	591
	World Omni Auto Receivables Trust 2023-C	Mortgage Backed Security	5.15 %	11/15/2028	**	88
	Subtotal – Managed Income Funds					**365,774**
	Self-Directed Brokerage Account				**	**189,523**
	Total Investment Assets					**3,525,342**
*	Participant Loans	Interest rates ranging 4.25% to 9.50% with the maturity dates through January 2031	4.25 % 9.50 %	1/1/2031		50,066

* Represents a party-in-interest to the Plan.
** Historical cost is omitted because the investment is participant-directed.