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
HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 01/01/2016

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)
HARBORONE BANK

770 OAK STREET
BROCKTON, MA 02301

2b Employer Identification Number (EIN) 04-1123040

2c Plan Sponsor's telephone number 508-895-1328

2d Business code (see instructions) 522130

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.	10/15/2026	MARIANNE GAGANON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2026	MARIANNE GAGANON
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

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

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	494
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)**	360
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	0
b	Retired or separated participants receiving benefits	**6b**	23
c	Other retired or separated participants entitled to future benefits	**6c**	450
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	473
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**.	**6f**	473
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)**	483
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)**	473
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	374
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:

2H 2P 3H 3I

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)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

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

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

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached 0
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code_____

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
HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
HARBORONE BANK

D Employer Identification Number (EIN)
04-1123040

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

PRINCIPAL LIFE INSURANCE COMPANY

42-0127290

(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)

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

A Name of plan
HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
HARBORONE BANK

D Employer Identification Number (EIN)
04-1123040

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		9006389
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	52189959	23798194
(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	52189959	32804583
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	26994593	
1k Total liabilities (add all amounts in lines 1g through1j)	1k	26994593	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	25195366	32804583

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)	1447536	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1447536
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	38791	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		38791
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	1719799	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		1719799
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-422762	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		-422762

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		6517189
c Other income	2c		1460887
d Total income. Add all **income** amounts in column (b) and enter total	2d		10761440
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1801951	
(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)		1801951
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		1347881
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	2391	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		2391
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		3152223
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		7609217
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

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

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: GRAY, GRAY & GRAY LLP **(2)** EIN: 04-2088368

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

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

If "Yes," enter the amount of any plan assets that reverted to the employer this year 0.

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
HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
HARBORONE BANK

D Employer Identification Number (EIN)
04-1123040

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 | 149592

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): 42-0127290

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_____.

HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN

Financial Statements and Supplemental Schedules with Independent Auditor's Report

December 31, 2025

g³ray™

HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN

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Note: Other 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 (ERISA) have been omitted because they are not applicable.

THE POWER OF MORE

INDEPENDENT AUDITOR'S REPORT

To the Trustees
HarborOne Bank Employee Stock Ownership Plan

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

We have performed audits of the accompanying financial statements of **HarborOne Bank Employee Stock Ownership Plan,** an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statement of net assets available for benefits as of December 31, 2025 (in liquidation), and the related statement of changes in net assets available for benefits for the year then ended (in liquidation), and the statement of net assets available for benefits as of December 31, 2024 (ongoing), and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note 8 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 **HarborOne Bank Employee Stock Ownership Plan** and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Emphasis of Matter – Plan Termination and Liquidation Basis of Accounting
As described in Note 1 to the financial statements, the governing body of **HarborOne Bank Employee Stock Ownership Plan** approved a plan of liquidation in August 2025, and management determined liquidation is imminent. As a result, the Plan has changed its basis of accounting to the liquidation basis used in presenting the 2025 financial statements. Our opinion is not modified with respect to that matter.

Responsibilities of Management for the Financial Statements

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 **HarborOne Bank Employee Stock Ownership 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 **HarborOne Bank Employee Stock Ownership Plan**'s ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter – Supplemental Schedules Required by ERISA

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

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

In our opinion—

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

GRAY, GRAY & GRAY, LLP

Gray, Gray & Gray, LLP

Canton, MA
October 15, 2026

HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS (IN LIQUIDATION)
December 31, 2025 and 2024

	2025 (liquidation basis)			2024 (ongoing)		
	Allocated	**Unallocated**	**Total**	**Allocated**	**Unallocated**	**Total**
ASSETS						
Investments, at fair value:						
Interest bearing cash	**$ 9,006,389**	**$ -**	**$ 9,006,389**	$ -	$ -	$ -
Eastern Bankshares, Inc. common stock	**23,798,194**	**-**	**23,798,194**	-	-	-
HarborOne Bancorp Inc. common stock	**-**	**-**	**-**	17,760,010	34,429,949	52,189,959
TOTAL ASSETS	**32,804,583**	**-**	**32,804,583**	17,760,010	34,429,949	52,189,959
LIABILITIES						
Loan payable	**-**	**-**	**-**	-	26,994,592	26,994,592
TOTAL LIABILITIES	**-**	**-**	**-**	-	26,994,592	26,994,592
NET ASSETS AVAILABLE FOR BENEFITS	**$ 32,804,583**	**$ -**	**$ 32,804,583**	$ 17,760,010	$ 7,435,357	$ 25,195,367

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

HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS (IN LIQUIDATION)
Year Ended December 31, 2025

	Allocated	Unallocated	Total
ADDITIONS TO NET ASSETS			
Employer contributions	$ -	$ 1,447,536	$ 1,447,536
Interest and dividends	721,031	1,037,559	1,758,590
Net appreciation (depreciation) in fair value of investments	(331,960)	6,426,400	6,094,440
Conversion of 1,304,037 shares of Eastern Bankshares stock	22,455,523	-	22,455,523
Cash proceeds from Eastern Bank	9,059,616	-	9,059,616
Allocation of 2,754,311 shares of common stock of HarborOne Bancorp, Inc., at fair value for loan transfer	11,941,521	(293,221)	11,648,300
Allocation of 156,083 shares of common stock of HarborOne Bancorp, Inc., at fair value	2,764,229	-	2,764,229
TOTAL ADDITIONS	46,609,960	8,618,274	55,228,234
DEDUCTIONS FROM NET ASSETS			
Allocation of 863,018 shares of common stock of HarborOne Bancorp, Inc., at fair value for loan transfer	-	11,941,521	11,941,521
Allocation of 156,083 shares of common stock of HarborOne Bancorp, Inc., at fair value	-	2,764,229	2,764,229
Liquidation of 2,459,590 shares of HarborOne Bancorp Stock	29,761,045	-	29,761,045
Benefit payments	1,714,637	-	1,714,637
Fees	2,391	-	2,391
Interest expense	-	1,347,881	1,347,881
Dividend reinvestment and payout	87,314	-	87,314
TOTAL DEDUCTIONS	31,565,387	16,053,631	47,619,018
NET INCREASE (DECREASE)	15,044,573	(7,435,357)	7,609,216
NET ASSETS AVAILABLE FOR BENEFITS			
Beginning of year (ongoing)	17,760,010	7,435,357	25,195,367
End of year (liquidation basis)	$32,804,583	$ -	$32,804,583

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

NOTE 1: DESCRIPTION OF PLAN

The following description of the HarborOne Bank Employee Stock Ownership Plan (the "Plan") provides only general information. Participants should refer to the Plan documents for a more complete description of the Plan's provisions.

General: HarborOne Bank (the "Bank") adopted the Plan on May 3, 2016, effective as of January 1, 2016. The Plan provides a benefit to eligible employees to acquire a stock ownership interest in the holding company of the Bank, HarborOne Bancorp, Inc. (the "Company"). The Plan is administered by the Compensation Committee of the Board of Directors (the "Committee") of the Bank. The Committee is responsible for administering the Plan and providing instructions to the Plan's Trustee, TI Trust, Inc. (formerly First Bankers Trust Services, Inc.) (the "Trustee"). The Trustee is responsible for the safekeeping of the assets conveyed to them on behalf of the Plan. The Plan is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code ("IRC") of 1986, as amended and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). Effective May 3, 2016, the Company completed its public stock offering and concurrent conversion (the "Conversion") of HarborOne Bancorp, Inc. from the mutual holding company form of organization to the stock form of organization.

HarborOne Bank Employee Stock Ownership Trust (the "Trust") borrowed funds (the "Acquisition Loan") from HarborOne Bancorp, Inc. to establish the Plan. The Plan utilized proceeds from the Acquisition Loan to purchase 1,187,188 shares of the Company's common stock.

Effective October 5, 2018, the Plan was amended to include the employees of Coastway Community Bank which was acquired by the Company.

Effective August 14, 2019, the Company completed a second step conversion offering and utilized funds to provide an additional Acquisition Loan to the Trust. The Plan utilized the proceeds from the additional Acquisition Loan to purchase 2,482,945 shares of the Company's common stock.

On January 1, 2023, the Plan was amended to allow Participants to elect to have allocated cash dividends declared on the Company common stock, and received by the Trustee, distributed in cash or elect to reinvest the dividends.

On April 24, 2025, HarborOne Bancorp, Inc. ("HarborOne Bancorp"), the Bank, and Eastern Bankshares, Inc., ("Eastern Bank"), entered into an agreement and plan of merger. Pursuant to the terms and subject to the conditions set forth in the agreement and plan of merger, Eastern acquired HarborOne Bancorp and the Bank through the merger of HarborOne Bancorp, Inc. with and into Eastern, with Eastern as the surviving entity (the "Merger"). The agreement and plan of merger further provides that following the Merger, the Bank will merge with and into Eastern Bank, with Eastern Bank as the surviving entity.

NOTE 1: DESCRIPTION OF PLAN (CONTINUED)

As a result of this merger, the Board of Directors voted in August 2025 to terminate the Plan effective August 31, 2025, and the following occurred:

- The Plan was frozen effective August 31, 2025, preventing new employees from joining the Plan.
- The balance of the loans payable to HarborOne Bancorp were repaid upon consummation of the acquisition by Eastern Bank in the amount of $26,156,582.
- Participants of the Plan were allocated 100% of the remaining unallocated shares which totaled 2,754,311.
- As part of the merger with Eastern Bank, the Plan converted 2,459,591 shares of HarborOne Bancorp stock valued at $29,761,045 ($12.10 per share) in exchange for 1,304,037 shares of Eastern Bank stock valued at $22,455,523 ($17.22) plus $9,059,616 in cash.
- Shareholders in the ESOP were given a one-time option to convert one share of HarborOne stock in exchange for .765 shares of Eastern Bank stock or $12 in cash for every share of HarborOne stock redeemed so long as the total number of shares elected for stock conversion represented 75 to 85% of the total number of outstanding shares of HarborOne stock at the time of election.
- Plan assets will be liquidated subject to the terms of the Plan document following receipt of a favorable determination letter (see Note 3).

Annually on December 31st, principal and interest payments are made on the Acquisition Loans to purchase shares of the Company's common stock and are allocated to participants' accounts (see Note 5).

The financial statements of the Plan present the assets and liabilities and changes therein pertaining to:

- the accounts of participants with vested and unvested rights in allocated assets (Allocated) and,
- the remaining assets not yet allocated to participants (Unallocated). All shares were allocated as part of the merger.

Purpose: The purpose of the Plan is to recognize the contribution of effort made by the Bank's employees to the successful operation of the Bank by providing eligible employees a proprietary interest in the Company.

Eligibility: All employees of the Bank who have completed 12 months of service and who have attained 21 years of age are eligible to participate in the Plan on the first day of the month following the date on which an employee meets the eligibility requirements. No new participants were admitted into the Plan after August 31, 2025 due to the merger.

Employee Contributions: Employee contributions are neither required nor allowed under the Plan.

NOTE 1: DESCRIPTION OF PLAN (CONTINUED)

Employer Contributions: A discretionary contribution in cash or stock may be made annually in an amount to be determined by the Committee. Mandatory contributions to the Plan will be made annually by December 31, in an amount sufficient to meet the obligations of the Trust under the Acquisition Loans. The Bank's obligation to make contributions is reduced to the extent of any investment earnings on such contributions and any cash dividends paid on unallocated shares of the Company's common stock. Only participants who are employed on December 31st or terminated employment during the Plan year by reason of death, disability or retirement are eligible to participate in the allocation of the employer's discretionary contribution.

Participants' Accounts: Allocated common stock and cash contributions not used to repay the Acquisition Loan are credited to participants' accounts based on the ratio that each active participant's compensation bears to the aggregate compensation of all active participants.

Vesting: A participant of the Plan vests in his or her account in accordance with the following schedule:

Years of Service	Vested Percentage
Less than 2 years	0%
2 years but less than 3	20%
3 years but less than 4	40%
4 years but less than 5	60%
5 years but less than 6	80%
6 years or more	100%

In certain situations, a participant may become fully vested in his or her account upon the earlier of:

1) termination of service due to retirement,
2) termination of service by reason of death or disability.

Distributions: Upon termination of service, participants are entitled to a distribution equal in value to their vested account balance. The distribution will be made as soon as possible after the participant's employment terminates. Distributions are made in the form of the Company's common stock, cash or combination thereof. At the time such benefit is distributable, if the participant's account exceeds $5,000, benefits are not paid before the latter of the participant's 65th birthday or the 10th anniversary of the participant's commencement in the Plan, unless an election for early payment is requested in writing to the Committee.

If a participant does not elect for an earlier distribution, minimum distribution requirements state that benefits to participants shall be paid beginning no later than the April 1st after the end of the Plan year in which the last of the following events occur:

1) the year in which the participant turns age 72,
2) the 10th anniversary of participation in the Plan, or
3) the date that the participant terminates services with the Company.

NOTE 1: DESCRIPTION OF PLAN (CONTINUED)

If a participant is a 5% owner of the Company, distribution must commence no later than April 1st of the calendar year following the calendar year the participant attains age 72. If any participants are receiving a Required Minimum Distribution ("RMD") as a result of obtaining age 70½ on or before December 31, 2019, the participant must continue to receive an "RMD" payment.

Concentrations: The majority of the Plan's assets are invested in Eastern Bank's common stock and cash accounts.

Forfeited Accounts: In the event a participant terminates employment, the non-vested amount in the participant's account shall be added to the Company's contributions and reallocated among other participants in the Plan. For the year ended December 31, 2025, there were 5,815 shares forfeited and reallocated. Forfeited non-vested accounts to be allocated to participant accounts in future years as of December 31, 2025 and 2024, were $0 and $201,180, respectively.

Voting Rights: Each participant has power to instruct the trustee as to how the stock held in his account should be voted at all stockholders' meetings. Any common stock which has not been allocated to the accounts of any participant shall be voted by the trustee in the same proportion as the Trustee is directed to vote the common stock with respect to which instructions have been received.

Diversification: Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan, may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25% of the number of shares allocated to their account, less any shares previously diversified. In the sixth year the percentage changes to 50%. Participants who elect to diversify may receive a cash distribution or other investment options at the discretion of the Committee.

Company Dividends: The Company paid interest and dividends to the ESOP in the amount of approximately $1,671,276, net of $87,314 of reinvested dividends, or $1.29 per share, during the year ended December 31, 2025. Dividends on unallocated shares in the amount of $1,037,559 were applied to debt service.

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation: For the year ended December 31, 2025, the Plan's financial statements were prepared on the liquidation basis in accordance with accounting principles generally accepted in the United States of America ("GAAP"). The liquidation basis requires all assets to be reported at fair market value. The financial statements and supplementary schedules are prepared to satisfy the reporting and disclosure requirements of ERISA. The accompanying 2024 financial statements have been prepared on the accrual basis of accounting in accordance with GAAP.

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investments : The investment in Eastern Bank's (HarborOne stock for 2024) common stock is valued at the closing market price as of the last trade date of the year. Fluctuations in fair value, if any, are reflected in the statement of changes in net assets available for benefits (in liquidation) as net appreciation in fair value of investments. The valuation at the time of the ESOP stock liquidation was based on the price of Eastern Bank shares relative to HarborOne shares.

Dividend income, if any, is accrued on the ex-dividend date. Purchases and sales of securities and any associated gains and losses on the sale of securities are recorded on the trade date. Realized gains and losses from security transactions are reported using the average cost method.

Fair Value Hierarchy: The Plan groups assets that are measured at fair value in three levels, based on the markets in which the assets are traded and the reliability of the assumptions used to determine fair value.

Level 1 – Valuation is based on quoted prices in active markets for identical assets. Valuations are obtained from readily available pricing sources for market transactions involving identical assets.

Level 2 – Valuation is based on observable inputs other than Level 1 prices, such as quoted prices for similar assets; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets.

Level 3 – Valuation is based on unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets. Level 3 assets include financial instruments whose value is determined using unobservable inputs, as well as instruments for which the determination of fair value requires significant management judgement or estimation.

In certain cases, inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, an investment's level within the fair market hierarchy is based on the lowest level of input that is significant to the fair value measurement. The Plan's assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment and considers factors specific to the investment.

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

Income Taxes: The Plan has received a determination letter dated February 27, 2018, from the Internal Revenue Service ("IRS") stating that the Plan qualifies under Section 401(a) of the Internal Revenue Code ("IRC") and as an employee stock ownership plan within the meaning of Section 407(d)(6) of ERISA Sections 409 and 4975(e)(7) of the IRC. The Plan is not subject to tax under present federal income tax laws.

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Tax positions taken or expected to be taken in the course of preparing the Plan's Annual Return/Report of Employee Benefit Plan, including the position that the Plan qualifies as a qualified exempt plan, are required to be evaluated to determine whether the tax positions are "more-likely-than-not" to be upheld under regulatory review. The Plan does not have any uncertain tax positions at December 31, 2025, which require disclosure or accrual.

The Plan's Form 5500 for 2022 through 2025 are subject to examination by the Department of Labor ("DOL") and the IRS.

Payment of Benefits : Benefits paid to participants are recorded when paid.

Administrative Expenses: Fees charged for the administration expenses of the Plan are paid by the Bank or the Plan.

NOTE 3: PLAN TERMINATION

The Bank had the right under the Plan to terminate it any time subject to the provisions of ERISA. No amendment or termination can divert Plan assets to persons other than Plan participants or their beneficiaries, or reduce any amount previously credited to participants' accounts. During 2025, the Board of Directors voted to terminate the Plan. As a result, participants became 100% vested in their account balances as of August 31, 2025.

NOTE 4: INVESTMENTS

The Plan's investments as of December 31, 2025 are as follows:

	December 31, 2025		
Eastern Bankshares, Inc.	Allocated	Unallocated	Total
Number of shares	1,291,275	-	1,291,275
Cost	$ 22,884,356	$ -	$ 22,884,356
Fair value	$ 23,798,194	$ -	$ 23,798,194

	December 31, 2024		
HarborOne Bancorp Inc.	Allocated	Unallocated	Total
Number of shares	1,501,269	2,910,393	4,411,662
Cost	$ 11,734,378	$ 23,910,134	$ 35,644,512
Fair value	$ 17,760,010	$ 34,429,949	$ 52,189,959

NOTE 5: LOANS PAYABLE

In June 2016, the Trust entered into a term loan agreement with HarborOne Bancorp in the amount of $11,871,880. The proceeds of the loan were used to purchase the Company's common stock. Unallocated shares of the Company's common stock were collateral for the loan. The agreement provided for the loan to be repaid over 20 years with a variable interest rate equal to the Wall Street Journal prime rate on the last business day of the preceding calendar year. The interest rate was 7.50% for 2025 and 8.50% for 2024 and the maturity date was December 31, 2035. As part of the merger, this loan was paid in full during the year ended December 31, 2025.

NOTE 5: LOANS PAYABLE (CONTINUED)

In August 2019, the Trust entered into a term loan agreement with HarborOne Bancorp in the amount of $24,829,450. The proceeds of the loan were used to purchase the Company's common stock. Unallocated shares of the Company's common stock were collateral for the loan. The agreement provided for the loan to be repaid over 20 years with a variable interest rate equal to the Wall Street Journal prime rate on the last business day of the preceding calendar year. The interest rate was 7.50% for 2025 and 8.50% for 2024, and the maturity date was December 31, 2038. As part of the merger, this loan was paid in full during the year ended December 31, 2025.

NOTE 6: RISKS AND UNCERTAINTIES

The Plan invests in the Eastern Bank's common stock. Investments are exposed to various risks, such as interest rate, market and credit risk. Due to the level of risk associated with investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that changes in values of investments in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits (in liquidation).

NOTE 7: FAIR VALUE MEASUREMENTS

Below is a description of the valuation methodologies used for assets measured at fair value for the years ended December 31, 2025 and 2024.

Eastern Bankshares, Inc. and HarborOne Bancorp Inc. common stock: Valued at the closing price reported on the active market on which the individual securities are traded.

Cash: Valued at carrying value, which approximates fair value, and classified within Level 1 of the fair value hierarchy.

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's Administrator 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.

NOTE 7: FAIR VALUE MEASUREMENTS (CONTINUED)

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value on recurring basis as of December 31:

	2025			
	Level 1	**Level 2**	**Level 3**	**Total**
Eastern Bankshares, Inc. common stock	**$ 23,798,194**	**$ -**	**$ -**	**$ 23,798,194**
Cash	**9,006,389**	**-**	**-**	**9,006,389**
Total investments, at fair value	**$ 32,804,583**	**$ -**	**$ -**	**$ 32,804,583**

	2024			
	Level 1	Level 2	Level 3	Total
HarborOne Bancorp., Inc. common stock	$ 52,189,959	$ -	$ -	$ 52,189,959
Total investments, at fair value	$ 52,189,959	$ -	$ -	$ 52,189,959

NOTE 8: CERTIFICATION OF TRUSTEE

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulation for Reporting and Disclosure under ERISA. Accordingly, TI-Trust, Inc., the Trustee, certified that the following data included in the accompanying financial statements and supplemental schedule of assets (held at end of year) are complete and accurate.

	December 31,	
	2025	**2024**
Cash	**$ 9,006,389**	$ -
HarborOne Bancorp Inc. common stock	**$ -**	$ 52,189,959
Eastern Bankshares, Inc. common stock	**$ 23,798,194**	$ -
Loan payable	**$ -**	$ (26,994,592)

	Year Ended December 31, 2025
Interest expense	**$ 1,347,881**

NOTE 9: RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

The Plan invests in Eastern Bank common stock and received common stock cash dividends from Eastern Bank. The Plan also paid certain expenses related to Plan operations and investment activity to various service providers. These transactions are party-in-interest transactions under ERISA.

NOTE 10: SUBSEQUENT EVENTS

The date to which events occurring after December 31, 2025, the date of the most recent statement of financial position, have been evaluated for possible adjustment to the financial statements or disclosure is October 15, 2026, which is the date the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULES

HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE REQUIRED BY ERISA AND THE DEPARTMENT OF LABOR
December 31, 2025
PLAN NUMBER: 003 EIN: 04-1123040

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

(a)	(b)	(c)	(d)	(e)
	Identity of issuer, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
*	Eastern Bankshares, Inc.	1,291,275 shares of common stock	$ 23,275,801	$ 23,798,194
	Northern Government Select	Cash	$ 9,001,019	$ 9,001,019
	Federated Hermes Treasury Obligations	Cash	$ 5,370	$ 5,370

* Party-in-interest to the Plan

HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE REQUIRED BY ERISA AND THE DEPARTMENT OF LABOR
December 31, 2025
PLAN NUMBER: 003 EIN: 04-1123040

SCHEDULE H, LINE 4(j) - SCHEDULE OF REPORTABLE TRANSACTIONS

(a)	(b)			(c)	(d)	(i)
Identity of party involved	Description of Asset	Total Number of Purchases	Total Number of Sales	Purchase price	Selling price	Net gain
Eastern Bankshares, Inc.	Common stock	3		$ 23,275,801		
Eastern Bankshares, Inc.	Common stock		9		$ 428,276	$ 37,092
HarborOne Bank ESOP	Cash	9		$ 11,360,736		
HarborOne Bank ESOP	Cash		15		$ 2,354,347	$ -
HarborOne Bancorp Inc.	Common stock	34		$ 20,406,807		
HarborOne Bancorp Inc.	Common stock		113		$ 47,452,783	$ 6,757,964

*Schedule is prepared using the alternative way of reporting (iii) series transactions under DOL Regulation 2520.103-6(d)(2).

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SCHEDULE H, line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

HO B E S O P

EIN 04 1123040
PLAN NUMBER 003
PLAN YEAR 01/01/2025 TO 12/31/2025

DESCRIPTION OF ASSET	(A) Total Number of Purchases	(B) Total Number of Sales	(C) Total Value of Purchases	(D) Total Value of Sales	(E) Net Gain/(Loss)
Employer Security EASTERN BANKSHARES STOCK	3		$ 23,275,801.01		$ 0.00
Employer Security EASTERN BANKSHARES STOCK		9		$ 428,275.62	$ 37,091.53
Interest Bearing Cash ESOP CASH	9		$ 11,360,735.71		$ 0.00
Interest Bearing Cash ESOP CASH		15		$ 2,354,346.95	$ 0.00
Employer Security HARBORONE BANCORP, INC.	34		$ 20,406,807.15		$ 0.00
Employer Security HARBORONE BANCORP, INC.		113		$ 47,452,783.32	$ 6,757,964.74

* Schedule is prepared using the alternative way of reporting (iii) series transactions under DOL Regulation 2520.103-6(d)(2).

SCHEDULE H, line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

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SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

HO B E S O P

EIN 04 1123040
PLAN NUMBER 003
PLAN YEAR 01/01/2025 TO 12/31/2025

(A)	(B) Identity of issuer, 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
*		Employer Security EASTERN BANKSHARES STOCK	$ 22,884,616.92	$ 23,798,193.96
		Interest Bearing Cash ESOP CASH	$ 9,006,388.76	$ 9,006,388.76

SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN

Financial Statements and Supplemental Schedules with Independent Auditor's Report

December 31, 2025

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HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN

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Note: Other 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 (ERISA) have been omitted because they are not applicable.

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INDEPENDENT AUDITOR'S REPORT

To the Trustees
HarborOne Bank Employee Stock Ownership Plan

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

We have performed audits of the accompanying financial statements of **HarborOne Bank Employee Stock Ownership Plan,** an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statement of net assets available for benefits as of December 31, 2025 (in liquidation), and the related statement of changes in net assets available for benefits for the year then ended (in liquidation), and the statement of net assets available for benefits as of December 31, 2024 (ongoing), and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note 8 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 **HarborOne Bank Employee Stock Ownership Plan** and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Emphasis of Matter – Plan Termination and Liquidation Basis of Accounting
As described in Note 1 to the financial statements, the governing body of **HarborOne Bank Employee Stock Ownership Plan** approved a plan of liquidation in August 2025, and management determined liquidation is imminent. As a result, the Plan has changed its basis of accounting to the liquidation basis used in presenting the 2025 financial statements. Our opinion is not modified with respect to that matter.

Responsibilities of Management for the Financial Statements

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 **HarborOne Bank Employee Stock Ownership 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 **HarborOne Bank Employee Stock Ownership Plan**'s ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter – Supplemental Schedules Required by ERISA

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

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

In our opinion—

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

GRAY, GRAY & GRAY, LLP

Gray, Gray & Gray, LLP

Canton, MA
October 15, 2026

HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS (IN LIQUIDATION)
December 31, 2025 and 2024

	2025 (liquidation basis)			2024 (ongoing)		
	Allocated	**Unallocated**	**Total**	**Allocated**	**Unallocated**	**Total**
ASSETS						
Investments, at fair value:						
Interest bearing cash	**$ 9,006,389**	**$ -**	**$ 9,006,389**	$ -	$ -	$ -
Eastern Bankshares, Inc. common stock	**23,798,194**	**-**	**23,798,194**	-	-	-
HarborOne Bancorp Inc. common stock	**-**	**-**	**-**	17,760,010	34,429,949	52,189,959
TOTAL ASSETS	**32,804,583**	**-**	**32,804,583**	17,760,010	34,429,949	52,189,959
LIABILITIES						
Loan payable	**-**	**-**	**-**	-	26,994,592	26,994,592
TOTAL LIABILITIES	**-**	**-**	**-**	-	26,994,592	26,994,592
NET ASSETS AVAILABLE FOR BENEFITS	**$ 32,804,583**	**$ -**	**$ 32,804,583**	$ 17,760,010	$ 7,435,357	$ 25,195,367

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

HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS (IN LIQUIDATION)
Year Ended December 31, 2025

	Allocated	Unallocated	Total
ADDITIONS TO NET ASSETS			
Employer contributions	$ -	$ 1,447,536	$ 1,447,536
Interest and dividends	721,031	1,037,559	1,758,590
Net appreciation (depreciation) in fair value of investments	(331,960)	6,426,400	6,094,440
Conversion of 1,304,037 shares of Eastern Bankshares stock	22,455,523	-	22,455,523
Cash proceeds from Eastern Bank	9,059,616	-	9,059,616
Allocation of 2,754,311 shares of common stock of HarborOne Bancorp, Inc., at fair value for loan transfer	11,941,521	(293,221)	11,648,300
Allocation of 156,083 shares of common stock of HarborOne Bancorp, Inc., at fair value	2,764,229	-	2,764,229
TOTAL ADDITIONS	46,609,960	8,618,274	55,228,234
DEDUCTIONS FROM NET ASSETS			
Allocation of 863,018 shares of common stock of HarborOne Bancorp, Inc., at fair value for loan transfer	-	11,941,521	11,941,521
Allocation of 156,083 shares of common stock of HarborOne Bancorp, Inc., at fair value	-	2,764,229	2,764,229
Liquidation of 2,459,590 shares of HarborOne Bancorp Stock	29,761,045	-	29,761,045
Benefit payments	1,714,637	-	1,714,637
Fees	2,391	-	2,391
Interest expense	-	1,347,881	1,347,881
Dividend reinvestment and payout	87,314	-	87,314
TOTAL DEDUCTIONS	31,565,387	16,053,631	47,619,018
NET INCREASE (DECREASE)	15,044,573	(7,435,357)	7,609,216
NET ASSETS AVAILABLE FOR BENEFITS			
Beginning of year (ongoing)	17,760,010	7,435,357	25,195,367
End of year (liquidation basis)	$32,804,583	$ -	$32,804,583

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

NOTE 1: DESCRIPTION OF PLAN

The following description of the HarborOne Bank Employee Stock Ownership Plan (the "Plan") provides only general information. Participants should refer to the Plan documents for a more complete description of the Plan's provisions.

General: HarborOne Bank (the "Bank") adopted the Plan on May 3, 2016, effective as of January 1, 2016. The Plan provides a benefit to eligible employees to acquire a stock ownership interest in the holding company of the Bank, HarborOne Bancorp, Inc. (the "Company"). The Plan is administered by the Compensation Committee of the Board of Directors (the "Committee") of the Bank. The Committee is responsible for administering the Plan and providing instructions to the Plan's Trustee, TI Trust, Inc. (formerly First Bankers Trust Services, Inc.) (the "Trustee"). The Trustee is responsible for the safekeeping of the assets conveyed to them on behalf of the Plan. The Plan is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code ("IRC") of 1986, as amended and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). Effective May 3, 2016, the Company completed its public stock offering and concurrent conversion (the "Conversion") of HarborOne Bancorp, Inc. from the mutual holding company form of organization to the stock form of organization.

HarborOne Bank Employee Stock Ownership Trust (the "Trust") borrowed funds (the "Acquisition Loan") from HarborOne Bancorp, Inc. to establish the Plan. The Plan utilized proceeds from the Acquisition Loan to purchase 1,187,188 shares of the Company's common stock.

Effective October 5, 2018, the Plan was amended to include the employees of Coastway Community Bank which was acquired by the Company.

Effective August 14, 2019, the Company completed a second step conversion offering and utilized funds to provide an additional Acquisition Loan to the Trust. The Plan utilized the proceeds from the additional Acquisition Loan to purchase 2,482,945 shares of the Company's common stock.

On January 1, 2023, the Plan was amended to allow Participants to elect to have allocated cash dividends declared on the Company common stock, and received by the Trustee, distributed in cash or elect to reinvest the dividends.

On April 24, 2025, HarborOne Bancorp, Inc. ("HarborOne Bancorp"), the Bank, and Eastern Bankshares, Inc., ("Eastern Bank"), entered into an agreement and plan of merger. Pursuant to the terms and subject to the conditions set forth in the agreement and plan of merger, Eastern acquired HarborOne Bancorp and the Bank through the merger of HarborOne Bancorp, Inc. with and into Eastern, with Eastern as the surviving entity (the "Merger"). The agreement and plan of merger further provides that following the Merger, the Bank will merge with and into Eastern Bank, with Eastern Bank as the surviving entity.

NOTE 1: DESCRIPTION OF PLAN (CONTINUED)

As a result of this merger, the Board of Directors voted in August 2025 to terminate the Plan effective August 31, 2025, and the following occurred:

- The Plan was frozen effective August 31, 2025, preventing new employees from joining the Plan.
- The balance of the loans payable to HarborOne Bancorp were repaid upon consummation of the acquisition by Eastern Bank in the amount of $26,156,582.
- Participants of the Plan were allocated 100% of the remaining unallocated shares which totaled 2,754,311.
- As part of the merger with Eastern Bank, the Plan converted 2,459,591 shares of HarborOne Bancorp stock valued at $29,761,045 ($12.10 per share) in exchange for 1,304,037 shares of Eastern Bank stock valued at $22,455,523 ($17.22) plus $9,059,616 in cash.
- Shareholders in the ESOP were given a one-time option to convert one share of HarborOne stock in exchange for .765 shares of Eastern Bank stock or $12 in cash for every share of HarborOne stock redeemed so long as the total number of shares elected for stock conversion represented 75 to 85% of the total number of outstanding shares of HarborOne stock at the time of election.
- Plan assets will be liquidated subject to the terms of the Plan document following receipt of a favorable determination letter (see Note 3).

Annually on December 31st, principal and interest payments are made on the Acquisition Loans to purchase shares of the Company's common stock and are allocated to participants' accounts (see Note 5).

The financial statements of the Plan present the assets and liabilities and changes therein pertaining to:

- the accounts of participants with vested and unvested rights in allocated assets (Allocated) and,
- the remaining assets not yet allocated to participants (Unallocated). All shares were allocated as part of the merger.

Purpose: The purpose of the Plan is to recognize the contribution of effort made by the Bank's employees to the successful operation of the Bank by providing eligible employees a proprietary interest in the Company.

Eligibility: All employees of the Bank who have completed 12 months of service and who have attained 21 years of age are eligible to participate in the Plan on the first day of the month following the date on which an employee meets the eligibility requirements. No new participants were admitted into the Plan after August 31, 2025 due to the merger.

Employee Contributions: Employee contributions are neither required nor allowed under the Plan.

NOTE 1: DESCRIPTION OF PLAN (CONTINUED)

Employer Contributions: A discretionary contribution in cash or stock may be made annually in an amount to be determined by the Committee. Mandatory contributions to the Plan will be made annually by December 31, in an amount sufficient to meet the obligations of the Trust under the Acquisition Loans. The Bank's obligation to make contributions is reduced to the extent of any investment earnings on such contributions and any cash dividends paid on unallocated shares of the Company's common stock. Only participants who are employed on December 31st or terminated employment during the Plan year by reason of death, disability or retirement are eligible to participate in the allocation of the employer's discretionary contribution.

Participants' Accounts: Allocated common stock and cash contributions not used to repay the Acquisition Loan are credited to participants' accounts based on the ratio that each active participant's compensation bears to the aggregate compensation of all active participants.

Vesting: A participant of the Plan vests in his or her account in accordance with the following schedule:

Years of Service	Vested Percentage
Less than 2 years	0%
2 years but less than 3	20%
3 years but less than 4	40%
4 years but less than 5	60%
5 years but less than 6	80%
6 years or more	100%

In certain situations, a participant may become fully vested in his or her account upon the earlier of:

1) termination of service due to retirement,
2) termination of service by reason of death or disability.

Distributions: Upon termination of service, participants are entitled to a distribution equal in value to their vested account balance. The distribution will be made as soon as possible after the participant's employment terminates. Distributions are made in the form of the Company's common stock, cash or combination thereof. At the time such benefit is distributable, if the participant's account exceeds $5,000, benefits are not paid before the latter of the participant's 65th birthday or the 10th anniversary of the participant's commencement in the Plan, unless an election for early payment is requested in writing to the Committee.

If a participant does not elect for an earlier distribution, minimum distribution requirements state that benefits to participants shall be paid beginning no later than the April 1st after the end of the Plan year in which the last of the following events occur:

1) the year in which the participant turns age 72,
2) the 10th anniversary of participation in the Plan, or
3) the date that the participant terminates services with the Company.

NOTE 1: DESCRIPTION OF PLAN (CONTINUED)

If a participant is a 5% owner of the Company, distribution must commence no later than April 1st of the calendar year following the calendar year the participant attains age 72. If any participants are receiving a Required Minimum Distribution ("RMD") as a result of obtaining age 70½ on or before December 31, 2019, the participant must continue to receive an "RMD" payment.

Concentrations: The majority of the Plan's assets are invested in Eastern Bank's common stock and cash accounts.

Forfeited Accounts: In the event a participant terminates employment, the non-vested amount in the participant's account shall be added to the Company's contributions and reallocated among other participants in the Plan. For the year ended December 31, 2025, there were 5,815 shares forfeited and reallocated. Forfeited non-vested accounts to be allocated to participant accounts in future years as of December 31, 2025 and 2024, were $0 and $201,180, respectively.

Voting Rights: Each participant has power to instruct the trustee as to how the stock held in his account should be voted at all stockholders' meetings. Any common stock which has not been allocated to the accounts of any participant shall be voted by the trustee in the same proportion as the Trustee is directed to vote the common stock with respect to which instructions have been received.

Diversification: Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan, may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25% of the number of shares allocated to their account, less any shares previously diversified. In the sixth year the percentage changes to 50%. Participants who elect to diversify may receive a cash distribution or other investment options at the discretion of the Committee.

Company Dividends: The Company paid interest and dividends to the ESOP in the amount of approximately $1,671,276, net of $87,314 of reinvested dividends, or $1.29 per share, during the year ended December 31, 2025. Dividends on unallocated shares in the amount of $1,037,559 were applied to debt service.

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation: For the year ended December 31, 2025, the Plan's financial statements were prepared on the liquidation basis in accordance with accounting principles generally accepted in the United States of America ("GAAP"). The liquidation basis requires all assets to be reported at fair market value. The financial statements and supplementary schedules are prepared to satisfy the reporting and disclosure requirements of ERISA. The accompanying 2024 financial statements have been prepared on the accrual basis of accounting in accordance with GAAP.

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investments : The investment in Eastern Bank's (HarborOne stock for 2024) common stock is valued at the closing market price as of the last trade date of the year. Fluctuations in fair value, if any, are reflected in the statement of changes in net assets available for benefits (in liquidation) as net appreciation in fair value of investments. The valuation at the time of the ESOP stock liquidation was based on the price of Eastern Bank shares relative to HarborOne shares.

Dividend income, if any, is accrued on the ex-dividend date. Purchases and sales of securities and any associated gains and losses on the sale of securities are recorded on the trade date. Realized gains and losses from security transactions are reported using the average cost method.

Fair Value Hierarchy: The Plan groups assets that are measured at fair value in three levels, based on the markets in which the assets are traded and the reliability of the assumptions used to determine fair value.

Level 1 – Valuation is based on quoted prices in active markets for identical assets. Valuations are obtained from readily available pricing sources for market transactions involving identical assets.

Level 2 – Valuation is based on observable inputs other than Level 1 prices, such as quoted prices for similar assets; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets.

Level 3 – Valuation is based on unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets. Level 3 assets include financial instruments whose value is determined using unobservable inputs, as well as instruments for which the determination of fair value requires significant management judgement or estimation.

In certain cases, inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, an investment's level within the fair market hierarchy is based on the lowest level of input that is significant to the fair value measurement. The Plan's assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment and considers factors specific to the investment.

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

Income Taxes: The Plan has received a determination letter dated February 27, 2018, from the Internal Revenue Service ("IRS") stating that the Plan qualifies under Section 401(a) of the Internal Revenue Code ("IRC") and as an employee stock ownership plan within the meaning of Section 407(d)(6) of ERISA Sections 409 and 4975(e)(7) of the IRC. The Plan is not subject to tax under present federal income tax laws.

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Tax positions taken or expected to be taken in the course of preparing the Plan's Annual Return/Report of Employee Benefit Plan, including the position that the Plan qualifies as a qualified exempt plan, are required to be evaluated to determine whether the tax positions are "more-likely-than-not" to be upheld under regulatory review. The Plan does not have any uncertain tax positions at December 31, 2025, which require disclosure or accrual.

The Plan's Form 5500 for 2022 through 2025 are subject to examination by the Department of Labor ("DOL") and the IRS.

Payment of Benefits : Benefits paid to participants are recorded when paid.

Administrative Expenses: Fees charged for the administration expenses of the Plan are paid by the Bank or the Plan.

NOTE 3: PLAN TERMINATION

The Bank had the right under the Plan to terminate it any time subject to the provisions of ERISA. No amendment or termination can divert Plan assets to persons other than Plan participants or their beneficiaries, or reduce any amount previously credited to participants' accounts. During 2025, the Board of Directors voted to terminate the Plan. As a result, participants became 100% vested in their account balances as of August 31, 2025.

NOTE 4: INVESTMENTS

The Plan's investments as of December 31, 2025 are as follows:

	December 31, 2025		
Eastern Bankshares, Inc.	Allocated	Unallocated	Total
Number of shares	1,291,275	-	1,291,275
Cost	$ 22,884,356	$ -	$ 22,884,356
Fair value	$ 23,798,194	$ -	$ 23,798,194

	December 31, 2024		
HarborOne Bancorp Inc.	Allocated	Unallocated	Total
Number of shares	1,501,269	2,910,393	4,411,662
Cost	$ 11,734,378	$ 23,910,134	$ 35,644,512
Fair value	$ 17,760,010	$ 34,429,949	$ 52,189,959

NOTE 5: LOANS PAYABLE

In June 2016, the Trust entered into a term loan agreement with HarborOne Bancorp in the amount of $11,871,880. The proceeds of the loan were used to purchase the Company's common stock. Unallocated shares of the Company's common stock were collateral for the loan. The agreement provided for the loan to be repaid over 20 years with a variable interest rate equal to the Wall Street Journal prime rate on the last business day of the preceding calendar year. The interest rate was 7.50% for 2025 and 8.50% for 2024 and the maturity date was December 31, 2035. As part of the merger, this loan was paid in full during the year ended December 31, 2025.

NOTE 5: LOANS PAYABLE (CONTINUED)

In August 2019, the Trust entered into a term loan agreement with HarborOne Bancorp in the amount of $24,829,450. The proceeds of the loan were used to purchase the Company's common stock. Unallocated shares of the Company's common stock were collateral for the loan. The agreement provided for the loan to be repaid over 20 years with a variable interest rate equal to the Wall Street Journal prime rate on the last business day of the preceding calendar year. The interest rate was 7.50% for 2025 and 8.50% for 2024, and the maturity date was December 31, 2038. As part of the merger, this loan was paid in full during the year ended December 31, 2025.

NOTE 6: RISKS AND UNCERTAINTIES

The Plan invests in the Eastern Bank's common stock. Investments are exposed to various risks, such as interest rate, market and credit risk. Due to the level of risk associated with investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that changes in values of investments in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits (in liquidation).

NOTE 7: FAIR VALUE MEASUREMENTS

Below is a description of the valuation methodologies used for assets measured at fair value for the years ended December 31, 2025 and 2024.

Eastern Bankshares, Inc. and HarborOne Bancorp Inc. common stock: Valued at the closing price reported on the active market on which the individual securities are traded.

Cash: Valued at carrying value, which approximates fair value, and classified within Level 1 of the fair value hierarchy.

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's Administrator 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.

NOTE 7: FAIR VALUE MEASUREMENTS (CONTINUED)

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value on recurring basis as of December 31:

	2025			
	Level 1	**Level 2**	**Level 3**	**Total**
Eastern Bankshares, Inc. common stock	**$ 23,798,194**	**$ -**	**$ -**	**$ 23,798,194**
Cash	**9,006,389**	**-**	**-**	**9,006,389**
Total investments, at fair value	**$ 32,804,583**	**$ -**	**$ -**	**$ 32,804,583**

	2024			
	Level 1	Level 2	Level 3	Total
HarborOne Bancorp., Inc. common stock	$ 52,189,959	$ -	$ -	$ 52,189,959
Total investments, at fair value	$ 52,189,959	$ -	$ -	$ 52,189,959

NOTE 8: CERTIFICATION OF TRUSTEE

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulation for Reporting and Disclosure under ERISA. Accordingly, TI-Trust, Inc., the Trustee, certified that the following data included in the accompanying financial statements and supplemental schedule of assets (held at end of year) are complete and accurate.

	December 31,	
	2025	**2024**
Cash	**$ 9,006,389**	$ -
HarborOne Bancorp Inc. common stock	**$ -**	$ 52,189,959
Eastern Bankshares, Inc. common stock	**$ 23,798,194**	$ -
Loan payable	**$ -**	$ (26,994,592)

	Year Ended December 31, 2025
Interest expense	**$ 1,347,881**

NOTE 9: RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

The Plan invests in Eastern Bank common stock and received common stock cash dividends from Eastern Bank. The Plan also paid certain expenses related to Plan operations and investment activity to various service providers. These transactions are party-in-interest transactions under ERISA.

NOTE 10: SUBSEQUENT EVENTS

The date to which events occurring after December 31, 2025, the date of the most recent statement of financial position, have been evaluated for possible adjustment to the financial statements or disclosure is October 15, 2026, which is the date the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULES

HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE REQUIRED BY ERISA AND THE DEPARTMENT OF LABOR
December 31, 2025
PLAN NUMBER: 003 EIN: 04-1123040

SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

(a)	(b)	(c)	(d)	(e)
	Identity of issuer, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
*	Eastern Bankshares, Inc.	1,291,275 shares of common stock	$ 23,275,801	$ 23,798,194
	Northern Government Select	Cash	$ 9,001,019	$ 9,001,019
	Federated Hermes Treasury Obligations	Cash	$ 5,370	$ 5,370

* Party-in-interest to the Plan

HARBORONE BANK EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE REQUIRED BY ERISA AND THE DEPARTMENT OF LABOR
December 31, 2025
PLAN NUMBER: 003 EIN: 04-1123040

SCHEDULE H, LINE 4(j) - SCHEDULE OF REPORTABLE TRANSACTIONS

(a)	(b)			(c)	(d)	(i)
Identity of party involved	Description of Asset	Total Number of Purchases	Total Number of Sales	Purchase price	Selling price	Net gain
Eastern Bankshares, Inc.	Common stock	3		$ 23,275,801		
Eastern Bankshares, Inc.	Common stock		9		$ 428,276	$ 37,092
HarborOne Bank ESOP	Cash	9		$ 11,360,736		
HarborOne Bank ESOP	Cash		15		$ 2,354,347	$ -
HarborOne Bancorp Inc.	Common stock	34		$ 20,406,807		
HarborOne Bancorp Inc.	Common stock		113		$ 47,452,783	$ 6,757,964

*Schedule is prepared using the alternative way of reporting (iii) series transactions under DOL Regulation 2520.103-6(d)(2).