

Summary Annual Report

for

The Heritage Group Life & Accident Insurance Benefit Plan

This is a summary of the annual report for the The Heritage Group Life & Accident Insurance Benefit Plan, (Employer Identification No. 35-1448549, Plan No. 502) for the period January 1, 2022 to December 31, 2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with Unum Life Insurance Company of America to pay the following types of claims incurred under the terms of the plan:

- Certain death, accidental death and dismemberment claims

The total premiums paid for the plan year ending December 31, 2022 were \$1,752,506.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information including sales commissions paid by insurance carriers.
2. Financial information and information on payments to service providers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

The Heritage Group
PO Box 68123
Indianapolis, IN 46268

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. These portions of the report are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

The Heritage Group
6510 Telecom Drive, Ste 180
Indianapolis, IN 46278

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.

Summary Annual Report

for

The Heritage Group Disability Benefits Plan

This is a summary of the annual report for the The Heritage Group Disability Benefits Plan, (Employer Identification No. 35-1448549, Plan No. 504) for the period January 1, 2022 to December 31, 2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with Unum Life Insurance Company of America to pay the following types of claims incurred under the terms of the plan:

- Certain long and short term disability claims

The total premiums paid for the plan year ending December 31, 2022 were \$2,715,193.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information including sales commissions paid by insurance carriers.
2. Financial information and information on payments to service providers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

The Heritage Group
PO Box 68123
Indianapolis, IN 46268

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. These portions of the report are furnished without charge.

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The Heritage Group
6510 Telecom Drive, Ste 180
Indianapolis, IN 46278

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.

Summary Annual Report

for

Heritage Group Retirement Savings Plan

This is a summary of the annual report for the Heritage Group Retirement Savings Plan, (Employer Identification No. 35-1002095, Plan No. 002) for the period January 1, 2022 to December 31, 2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were \$38,922,174. These expenses included \$559,513 in administrative expenses, \$38,318,956 in benefits paid to participants and beneficiaries and \$43,705 in other expenses. A total of 4,512 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$552,433,143 as of December 31, 2022 compared to \$601,215,876 as of January 1, 2022. During the plan year the plan experienced a decrease in its net assets of \$48,782,733. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$-43,134,701, including employer contributions of \$21,376,381, employee contributions of \$27,514,885, others contributions of \$3,448,424 and earnings from investments of \$-95,474,391.

MINIMUM FUNDING STANDARDS

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Assets held for investment; and
3. Information regarding any common or collective trust, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

The Heritage Group Retirement Committee
6510 Telecom Drive, Suite 180
Indianapolis, IN 46278
317-872-6010

The charge to cover copying costs will be \$2 for the full report, or \$1 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

The Heritage Group Retirement Committee

6510 Telecom Drive, Suite 180
Indianapolis, IN 46278

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.

Summary Annual Report

for

Heritage Group Health Care Plan

This is a summary of the annual report for the Heritage Group Health Care Plan, (Employer Identification No. 35-1002095, Plan No. 501) for the period January 1, 2022 to December 31, 2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report; and
2. Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. These portions of the report are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.

Summary Annual Report

for

Heritage Thermal Services, Inc. Profit Sharing & Retirement Plan

This is a summary of the annual report for the Heritage Thermal Services, Inc. Profit Sharing & Retirement Plan, (Employer Identification No. 22-2341236, Plan No. 003) for the period January 1, 2022 to December 31, 2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were \$3,874,741. These expenses included \$21,120 in administrative expenses, \$3,842,400 in benefits paid to participants and beneficiaries and \$11,221 in other expenses. A total of 221 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$39,032,384 as of December 31, 2022 compared to \$52,882,993 as of January 1, 2022. During the plan year the plan experienced a decrease in its net assets of \$13,850,609. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$-9,975,868, including employer contributions of \$1,040,508, employee contributions of \$1,600,646, others contributions of \$91,091 and earnings from investments of \$-12,708,113.

MINIMUM FUNDING STANDARDS

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report; and
2. Assets held for investment.

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

Heritage Thermal Services, Inc.
1250 Saint George Street
East Liverpool, OH 43920
330-385-7336

The charge to cover copying costs will be \$2 for the full report, or \$1 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

Heritage Thermal Services, Inc.
1250 Saint George Street

East Liverpool, OH 43920

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.