# 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

**2021**

**This Form is Open to Public Inspection**

## Part I Annual Report Identification Information

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

**A** This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of 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
OCE EMPLOYEES' CASH ACCUMULATION PLAN

**1b** Three-digit plan number (PN) ▶ 001

**1c** Effective date of plan 05/15/1976

**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)
CUSA ACQUISITION LLC

ONE CANON PARK
MELVILLE, NY 11747

**2b** Employer Identification Number (EIN) 46-1382783

**2c** Plan Sponsor's telephone number 631-330-5000

**2d** Business code (see instructions) 423400

**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. | 10/10/2022 | N. SCOTT MILLAR |
| | **Signature of plan administrator** | Date | Enter name of individual signing as plan administrator |
| **SIGN HERE** | | | |
| | **Signature of employer/plan sponsor** | Date | Enter name of individual signing as employer or plan sponsor |
| **SIGN HERE** | | | |
| | **Signature of DFE** | Date | Enter name of individual signing as DFE |

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

**3b** Administrator's EIN

**3c** Administrator's telephone number

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

**a** Sponsor's name

**c** Plan Name

**4b** EIN

**4d** PN

| | | |
|---|---|---|
| **5** Total number of participants at the beginning of the plan year | **5** | 2700 |
| **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)** | 706 |
| **a(2)** Total number of active participants at the end of the plan year | **6a(2)** | 653 |
| **b** Retired or separated participants receiving benefits | **6b** | 559 |
| **c** Other retired or separated participants entitled to future benefits | **6c** | 1286 |
| **d** Subtotal. Add lines **6a(2)**, **6b**, and **6c** | **6d** | 2498 |
| **e** Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. | **6e** | 90 |
| **f** Total. Add lines **6d** and **6e** | **6f** | 2588 |
| **g** Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | **6g** | |
| **h** Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested | **6h** | 0 |
| **7** Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) | **7** | |

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

1A 1C 1I 3H

**b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics 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)** [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

**b General Schedules**

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] 0 **A** (Insurance Information)
- **(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 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

# SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

# Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

**2021**

**This Form is Open to Public Inspection**

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

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

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

**A** Name of plan
OCE EMPLOYEES' CASH ACCUMULATION PLAN

**B** Three-digit plan number (PN) ▶ 001

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

**D** Employer Identification Number (EIN)
46-1382783

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

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

## Part I Basic Information

**1** Enter the valuation date: Month 01 Day 01 Year 2021

**2** Assets:

| | | |
|---|---|---|
| **a** Market value | **2a** | 194622268 |
| **b** Actuarial value | **2b** | 178294550 |

**3** Funding target/participant count breakdown

| | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
|---|---|---|---|
| **a** For retired participants and beneficiaries receiving payment | 593 | 69784374 | 69784374 |
| **b** For terminated vested participants | 1401 | 56578826 | 56578826 |
| **c** For active participants | 706 | 41878217 | 42171650 |
| **d** Total | 2700 | 168241417 | 168534850 |

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

| | | |
|---|---|---|
| **a** Funding target disregarding prescribed at-risk assumptions | **4a** | |
| **b** Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | **4b** | |
| **5** Effective interest rate | **5** | 5.50 % |
| **6** Target normal cost | | |
| **a** Present value of current plan year accruals | **6a** | 0 |
| **b** Expected plan-related expenses | **6b** | 1202363 |
| **c** Total (line 6a + line 6b) | **6c** | 1202363 |

**Statement by Enrolled Actuary**

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

**SIGN HERE**

Signature of actuary

09/12/2022
Date

SCOTT N. FULLERTON
Type or print name of actuary

20-06486
Most recent enrollment number

AON CONSULTING, INC.
Firm name

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

MSC# 17755
P.O.BOX 1447
LINCOLNSHIRE, IL 60069

Address of the firm

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

## Part II Beginning of Year Carryover and Prefunding Balances

| | | (a) Carryover balance | (b) Prefunding balance |
|---|---|---|---|
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) | 0 | 2269865 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 0 |
| 9 | Amount remaining (line 7 minus line 8) | 0 | 2269865 |
| 10 | Interest on line 9 using prior year's actual return of 12.72 % | 0 | 288727 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| a | Present value of excess contributions (line 38a from prior year) | | 0 |
| b(1) | Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.64 % | | 0 |
| b(2) | Interest on line 38b from prior year Schedule SB, using prior year's actual return | | 0 |
| c | Total available at beginning of current plan year to add to prefunding balance | | 0 |
| d | Portion of (c) to be added to prefunding balance | | 0 |
| 12 | Other reductions in balances due to elections or deemed elections | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) | 0 | 2558592 |

## Part III Funding Percentages

| | | | |
|---|---|---|---|
| 14 | Funding target attainment percentage | 14 | 104.27 % |
| 15 | Adjusted funding target attainment percentage | 15 | 105.79 % |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement | 16 | 102.58 % |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage | 17 | % |

## Part IV Contributions and Liquidity Shortfalls

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

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

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

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

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

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

Liquidity shortfall as of end of quarter of this plan year

| (1) 1st | (2) 2nd | (3) 3rd | (4) 4th |
|---|---|---|---|
| | | | |

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

**21** Discount rate:

| | | | | |
|---|---|---|---|---|
| **a** Segment rates: | 1st segment: 4.75 % | 2nd segment: 5.36 % | 3rd segment: 6.11 % | ☐ N/A, full yield curve used |
| **b** Applicable month (enter code) | | | **21b** | 4 |
| **22** Weighted average retirement age | | | **22** | 63 |

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

## Part VI Miscellaneous Items

| | | | |
|---|---|---|---|
| **24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment | | ☒ Yes | ☐ No |
| **25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment | | ☐ Yes | ☒ No |
| **26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment | | ☒ Yes | ☐ No |
| **27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment | **27** | | |

## Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

## Part VIII Minimum Required Contribution For Current Year

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

| | | |
|---|---|---|
| **a** Target normal cost (line 6c) | **31a** | 1202363 |
| **b** Excess assets, if applicable, but not greater than line 31a | **31b** | 1202363 |

| **32** Amortization installments: | Outstanding Balance | Installment |
|---|---|---|
| **a** Net shortfall amortization installment | 0 | 0 |
| **b** Waiver amortization installment | 0 | 0 |

| | | |
|---|---|---|
| **33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____ ) and the waived amount | **33** | |
| **34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) | **34** | 0 |

| | Carryover balance | Prefunding balance | Total balance |
|---|---|---|---|
| **35** Balances elected for use to offset funding requirement | 0 | 0 | 0 |

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

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

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

## Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

**41** If an election was made to use PRA 2010 funding relief for this plan:

**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years

**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

| SCHEDULE C (Form 5500) | Service Provider Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury<br>Internal Revenue Service<br>Department of Labor<br>Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br>▶ **File as an attachment to Form 5500.** | **2021**<br>**This Form is Open to Public Inspection.** |

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

| **A** Name of plan | **B** Three-digit plan number (PN) ▶ | |
|---|---|---|
| OCE EMPLOYEES' CASH ACCUMULATION PLAN | | 001 |
| **C** Plan sponsor's name as shown on line 2a of Form 5500 | **D** Employer Identification Number (EIN) | |
| CUSA ACQUISITION LLC | 46-1382783 | |

## 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 | |
|---|---|
| CREDIT SUISSE | ELEVEN MADISON AVENUE<br>NEW YORK, NY 10010-3629 |

| **(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation | |
|---|---|
| FIDELITY | P.O. BOX 770001<br>CINCINNATI, OH 45277-0037 |

| **(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation | |
|---|---|
| HARTFORD FUNDS | P.O. BOX 55022<br>BOSTON, MA 02205-5022 |

| **(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation | |
|---|---|
| STATE STREET GLOBAL ADVISORS | ONE LINCOLN STREET<br>BOSTON, MA 02111 |

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

VANGUARD

23-1945930

**(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)

AON CONSULTING, INC.

22-2232269

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 11 50 | ACTUARY | 516263 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

BANK OF AMERICA

94-1681731

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 21 50 | TRUSTEE | 271781 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

COLUMBIA MANAGEMENT INVESTMENT SVCS

PO BOX 8081
BOSTON, MA 02266-8081

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 28 50 51 | NONE | 125126 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

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

BLACKROCK INVESTMENTS, LLC

1 UNIVERSITY SQUARE DRIVE
PRINCETON, NJ 08540

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 28 50 51 | NONE | 25538 | Yes [X] No [ ] | Yes [X] No [ ] | 0 | Yes [ ] No [X] |

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

WELLS FARGO

420 MONTGOMERY STREET
SAN FRANCISCO, CA 94104

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 28 50 51 | NONE | 24493 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

LOOMIS, SAYLES & COMPANY, L.P.

04-3200030

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 28 50 51 | NONE | 22114 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

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

MFS INVESTMENT INC

95-4687340

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 28 50 51 | NONE | 21944 | Yes ☐ No ☒ | Yes ☐ No ☐ | | Yes ☐ No ☐ |

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

PEREGRINE INVESTMENT ADVISORS, LLC

101 WEBSTER CIRCLE, SUITE 201
MADISON, MS 39110

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 28 50 51 | NONE | 15733 | Yes ☐ No ☒ | Yes ☐ No ☐ | | Yes ☐ No ☐ |

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

CAMBIAR INVESTORS LLC

84-1596610

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 28 50 51 | NONE | 15695 | Yes ☐ No ☒ | Yes ☐ No ☐ | | Yes ☐ No ☐ |

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

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

FULLER & THALER ASSET MANAGEMENT

94-3176968

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 28 50 51 | NONE | 15521 | Yes ☐ No ☒ | Yes ☐ No ☐ | | Yes ☐ No ☐ |

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

SCHRODERS

875 THIRD AVENUE
22ND FLOOR
NEW YORK, NY 10022-6225

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 28 50 51 | NONE | 13500 | Yes ☐ No ☒ | Yes ☐ No ☐ | | Yes ☐ No ☐ |

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

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

## Part I Service Provider Information (continued)

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

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

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

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

## Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

| **Part III** | **Termination Information on Accountants and Enrolled Actuaries (see instructions)**<br>(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

**2021**

**This Form is Open to Public Inspection**

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

**A** Name of plan
OCE EMPLOYEES' CASH ACCUMULATION PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
CUSA ACQUISITION LLC

**D** Employer Identification Number (EIN)
46-1382783

## 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) | 758019 | 2251721 |
| **c** General investments: | | | |
| **(1)** Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | 12441020 | 6498132 |
| **(2)** U.S. Government securities | 1c(2) | | |
| **(3)** Corporate debt instruments (other than employer securities): | | | |
| **(A)** Preferred | 1c(3)(A) | 83396561 | 91588453 |
| **(B)** All other | 1c(3)(B) | | |
| **(4)** Corporate stocks (other than employer securities): | | | |
| **(A)** Preferred | 1c(4)(A) | | |
| **(B)** Common | 1c(4)(B) | 48980012 | 50865161 |
| **(5)** Partnership/joint venture interests | 1c(5) | | |
| **(6)** Real estate (other than employer real property) | 1c(6) | 1209252 | 703824 |
| **(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) | 47899273 | 49967238 |
| **(14)** Value of funds held in insurance company general account (unallocated contracts) | 1c(14) | | |
| **(15)** Other | 1c(15) | | |

| | | | **(a)** Beginning of Year | **(b)** End of Year |
|---|---|---|---|---|
| **1d** | Employer-related investments: | | | |
| | **(1)** Employer securities | 1d(1) | | |
| | **(2)** Employer real property | 1d(2) | | |
| **e** | Buildings and other property used in plan operation | 1e | | |
| **f** | Total assets (add all amounts in lines 1a through 1e) | 1f | 194684137 | 201874529 |
| | **Liabilities** | | | |
| **g** | Benefit claims payable | 1g | | |
| **h** | Operating payables | 1h | 61869 | 28825 |
| **i** | Acquisition indebtedness | 1i | | |
| **j** | Other liabilities | 1j | 0 | 2588329 |
| **k** | Total liabilities (add all amounts in lines 1g through1j) | 1k | 61869 | 2617154 |
| | **Net Assets** | | | |
| **l** | Net assets (subtract line 1k from line 1f) | 1l | 194622268 | 199257375 |

## Part II Income and Expense Statement

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

| | Income | | **(a)** Amount | **(b)** Total |
|---|---|---|---|---|
| **a** | **Contributions:** | | | |
| | **(1)** Received or receivable in cash from: **(A)** Employers | 2a(1)(A) | | |
| | **(B)** Participants | 2a(1)(B) | | |
| | **(C)** Others (including rollovers) | 2a(1)(C) | | |
| | **(2)** Noncash contributions | 2a(2) | | |
| | **(3)** Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)** | 2a(3) | | 0 |
| **b** | **Earnings on investments:** | | | |
| | **(1)** Interest: | | | |
| | **(A)** Interest-bearing cash (including money market accounts and certificates of deposit) | 2b(1)(A) | 745 | |
| | **(B)** U.S. Government securities | 2b(1)(B) | 91707 | |
| | **(C)** Corporate debt instruments | 2b(1)(C) | 2209105 | |
| | **(D)** Loans (other than to participants) | 2b(1)(D) | | |
| | **(E)** Participant loans | 2b(1)(E) | | |
| | **(F)** Other | 2b(1)(F) | 174583 | |
| | **(G)** Total interest. Add lines **2b(1)(A)** through **(F)** | 2b(1)(G) | | 2476140 |
| | **(2)** Dividends: **(A)** Preferred stock | 2b(2)(A) | | |
| | **(B)** Common stock | 2b(2)(B) | 607461 | |
| | **(C)** Registered investment company shares (e.g. mutual funds) | 2b(2)(C) | 2568970 | |
| | **(D)** Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)** | 2b(2)(D) | | 3176431 |
| | **(3)** Rents | 2b(3) | | |
| | **(4)** Net gain (loss) on sale of assets: **(A)** Aggregate proceeds | 2b(4)(A) | 128935706 | |
| | **(B)** Aggregate carrying amount (see instructions) | 2b(4)(B) | 127133412 | |
| | **(C)** Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result | 2b(4)(C) | | 1802294 |
| | **(5)** Unrealized appreciation (depreciation) of assets: **(A)** Real estate | 2b(5)(A) | | |
| | **(B)** Other | 2b(5)(B) | 5701584 | |
| | **(C)** Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)** | 2b(5)(C) | | 5701584 |

| | | (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) | | 4005566 |
| c Other income | 2c | | 751060 |
| d Total income. Add all **income** amounts in column (b) and enter total | 2d | | 17913075 |
| **Expenses** | | | |
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 11697808 | |
| (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) | | 11697808 |
| f Corrective distributions (see instructions) | 2f | | |
| g Certain deemed distributions of participant loans (see instructions) | 2g | | |
| h Interest expense | 2h | | |
| i Administrative expenses: **(1)** Professional fees | 2i(1) | 792094 | |
| (2) Contract administrator fees | 2i(2) | | |
| (3) Investment advisory and management fees | 2i(3) | 281836 | |
| (4) Other | 2i(4) | 506230 | |
| (5) Total administrative expenses. Add lines **2i(1)** through **(4)** | 2i(5) | | 1580160 |
| j Total expenses. Add all **expense** amounts in column (b) and enter total | 2j | | 13277968 |
| **Net Income and Reconciliation** | | | |
| k Net income (loss). Subtract line **2j** from line **2d** | 2k | | 4635107 |
| 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: GRANT THORNTON LLP **(2)** EIN: 36-6055558

**d** The opinion of an independent qualified public accountant is **not attached** because:

**(1)** [ ] This form is filed for a CCT, PSA, 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.

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 | |

| | | | Yes | No | Amount |
|---|---|---|---|---|---|
| **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 | | 10000000 |
| **f** | Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | **4f** | | X | |
| **g** | Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? | **4g** | | X | |
| **h** | Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? | **4h** | | X | |
| **i** | Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) | **4i** | X | | |
| **j** | Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) | **4j** | X | | |
| **k** | Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | **4k** | | X | |
| **l** | Has the plan failed to provide any benefit when due under the plan? | **4l** | | X | |
| **m** | If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | **4m** | | | |
| **n** | If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3 | **4n** | | | |

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 436061.

# 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

**2021**

**This Form is Open to Public Inspection.**

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

**A** Name of plan
OCE EMPLOYEES' CASH ACCUMULATION PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
CUSA ACQUISITION LLC

**D** Employer Identification Number (EIN)
46-1382783

## Part I Distributions

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

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

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

EIN(s): 36-3046063

**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** 107

## 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 contributed more than 5% of total contributions to the plan during the plan year (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) through (c)

**a** Enter the percentage of plan assets held as:
Stock: 48.0 % Investment-Grade Debt: 48.0 % High-Yield Debt: 0.0 % Real Estate: 0.0 % Other: 4.0 %

**b** Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☒ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

**c** What duration measure was used to calculate line 19(b)?
☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

**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 _____

# Financial Statements, Supplemental Schedules and Report of Independent Certified Public Accountants

## OCÉ Employees' Cash Accumulation Plan

December 31, 2021 and 2020

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# REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

To the Participants and Plan Administrator
OCÉ Employees' Cash Accumulation Plan

**Scope and nature of the ERISA Section 103(a)(3)(C) audit for the 2021 financial statements**

We have performed an audit of the financial statements of OCÉ Employees' Cash Accumulation Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the statement of accumulated plan benefits as of December 31, 2020, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements ("2021 financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's 2021 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 audit 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 a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

**Opinion on the 2021 financial statements**

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section

- The amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.



Grant Thornton LLP is the U.S. member firm of Grant Thornton International Ltd (GTIL). GTIL and each of its member firms are separate legal entities and are not a worldwide partnership.

- The information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

**Basis for opinion on the 2021 financial statements**
We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

**Responsibilities of management for the 2021 financial statements**
Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date 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 2021 financial statements**
Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements 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 US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

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

Our audit 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 2021 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 matters**

*2021 supplemental schedules required by ERISA*
The supplemental schedule of assets (held at end of year) as of December 31, 2021 and supplemental schedule of reportable transactions for the year ended December 31, 2021 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 supplementary 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 2021 supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audit of the 2021 financial statements and certain additional procedures. These additional procedures included comparing and reconciling such information directly to the underlying accounting and other records used to prepare the 2021 financial statements or to the 2021 financial statements themselves, and other additional

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procedures in accordance with US GAAS. For information included in the 2021 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 2021 supplemental schedules, we evaluated whether the 2021 supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- The form and content of the 2021 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 2021 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).

*Auditor's report on the 2020 financial statements*
We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 8, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Grant Thornton LLP

Melville, New York
October 7, 2022

**OCÉ Employees' Cash Accumulation Plan**

**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

**As of December 31,**

| | 2021 | 2020 |
|---|---|---|
| **ASSETS** | | |
| Investments, at fair value | $ 199,622,808 | $ 193,926,118 |
| Due from broker | 1,506,761 | 5,699 |
| Interest and dividends receivable | 744,960 | 752,320 |
| Total assets | 201,874,529 | 194,684,137 |
| **LIABILITIES** | | |
| Accrued expenses | 28,825 | 61,869 |
| Due to broker | 2,588,329 | - |
| Total liabilities | 2,617,154 | 61,869 |
| **NET ASSETS AVAILABLE FOR BENEFITS** | $ 199,257,375 | $ 194,622,268 |

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

**OCÉ Employees' Cash Accumulation Plan**

**STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

**For the years ended December 31,**

| | 2021 | 2020 |
|---|---|---|
| **ADDITIONS TO NET ASSETS ATTRIBUTED TO** | | |
| Investment income | | |
| Net appreciation in fair value of investments | $ 11,509,444 | $ 19,522,579 |
| Interest income | 2,467,562 | 2,407,570 |
| Dividend income | 3,936,069 | 1,310,462 |
| | 17,913,075 | 23,240,611 |
| Less investment expenses | (553,617) | (498,537) |
| Net investment income | 17,359,458 | 22,742,074 |
| **DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO** | | |
| Administrative expenses | 1,026,543 | 1,339,143 |
| Benefits paid to participants | 11,697,808 | 12,134,003 |
| Total deductions | 12,724,351 | 13,473,146 |
| **NET INCREASE** | 4,635,107 | 9,268,928 |
| Net assets available for benefits at beginning of year | 194,622,268 | 185,353,340 |
| Net assets available for benefits at end of year | $ 199,257,375 | $ 194,622,268 |

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

**OCÉ Employees' Cash Accumulation Plan**

**STATEMENT OF ACCUMULATED PLAN BENEFITS**

**As of December 31, 2020**

| | |
|---|---|
| **Actuarial present value of accumulated plan benefits** | |
| Vested benefits: | |
| Retired employees receiving benefits | $ 74,901,069 |
| Active and terminated employees currently not receiving benefits | 105,867,361 |
| | 180,768,430 |
| Nonvested benefits - active employees | 543,520 |
| Total actuarial present value of accumulated plan benefits | $ 181,311,950 |

The accompanying notes are an integral part of this financial statement.

**OCÉ Employees' Cash Accumulation Plan**

**STATEMENT OF CHANGES IN ACCUMULATED PLAN BENEFITS**

**For the year ended December 31, 2020**

| | |
|---|---|
| **Actuarial present value of accumulated plan benefits at beginning of year** | $ 186,071,908 |
| Increase (decrease) during the year attributable to: | |
| Interest accumulation | 8,103,225 |
| Benefits paid | (12,134,003) |
| Benefits accumulated and other changes | (55,940) |
| Change in the actuarial assumptions | (673,240) |
| | (4,759,958) |
| **Actuarial present value of accumulated plan benefits at end of year** | $ 181,311,950 |

The accompanying notes are an integral part of this financial statement.

## NOTE 1 - DESCRIPTION OF THE PLAN

The following description of the Océ Employees' Cash Accumulation Plan (the "Plan") provides general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

### *General*

The Plan, which is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), is a noncontributory defined benefit plan, commonly known as a cash balance plan, funded by contributions from the Company, covering all eligible employees to provide retirement income.

Océ-USA Holding, Inc. (the "Company") established the Plan effective January 1, 2003. Pursuant to the action taken on November 7, 2002 by the Board of Directors of the Company and by unanimous consent of each of the Boards of Directors of the Company's U.S. operating Subsidiaries; namely, Archer Management Services, Inc., Arkwright Incorporated, Océ Printing Systems USA, Inc., Océ-USA, Inc., Océ Groupware Technology, Inc., Océ Display Graphics Systems, Inc., and Océ Reprographic Technologies Corp. (collectively, the "Subsidiaries"), the Subsidiaries formally delegated their individual authority to establish, fund, amend, merge and terminate all pension, welfare and fringe benefit plans, funds and programs for their respective employees to the Océ Employee Benefits Steering Committee (the "Steering Committee"). Accordingly, the Plan was adopted by the Steering Committee on behalf of the Subsidiaries and each of the employees determined to be eligible to participate in the Plan.

Notwithstanding the above, the Plan was not adopted by Océ Display Graphics Systems, Inc. until January 1, 2004. Effective December 1, 2003, Océ Printing Systems USA, Inc. and Océ-USA, Inc. merged to form Océ North America, Inc. Archer Government Services, Inc., a wholly owned subsidiary of Archer Management Services, Inc., was recognized as a participating employer effective January 1, 2003. The name of Archer Management Services, Inc. was changed to Océ Business Services, Inc., effective January 8, 2004. Océ Groupware Technology, Inc. and Océ Display Graphics Systems, Inc. closed operations in 2005, and are no longer participating employers in the Plan. Onyx Graphics, Inc., formerly a subsidiary of Océ Display Graphics Systems, Inc., was recognized as a participating employer effective January 1, 2006. Océ Imagistics, Inc. (formerly Imagistics International, Inc., which was acquired by the Company in 2005) became a participating employer as of January 1, 2006 with respect to transferees.

Pursuant to actions taken on September 14, 2005, by the Company's Board of Directors, the Plan was amended in 2005 to remove Océ Business Services, Inc. and Archer Government Services, Inc. as actively participating employers and freezing benefit accruals as of December 31, 2005 and closing the Plan to new participants from those entities.

The Plan closed to any new participants as of April 1, 2006. All participants with fewer than 62 points as of March 31, 2006 became Inactive participants. All participants with 62 "points" (age + credited service) or more as of March 31, 2006 are considered Grandfathered Active participants. The maximum annual compensation credit is 8% of a Grandfathered Active participant's eligible compensation, as defined by the Plan. The Plan was frozen on May 1, 2012 to all future accruals for the Plan's grandfathered participants. On December 31, 2012, the Company and its subsidiaries were acquired by Canon U.S.A., Inc. The Plan sponsor is now CUSA Acquisition LLC.

The Plan was amended and restated as of April 1, 2006. The amended and restated plan provided that future benefit accruals would cease for all participants with fewer than 62 points as of March 31, 2006, with the exception of certain collectively bargained participants at Arkwright (the "Union Group"). The amended and restated plan also provided that future benefit accruals of participants with 62 or greater points (Grandfathered participants) would be reduced effective March 31, 2006.

The Plan was also amended effective January 1, 2007 so that accrued benefits would freeze for the Union Group with respect to participants with less than 61 points (the "Non-grandfathered Union participants"). Per the amendment, the accrued benefits of the Non-grandfathered Union participants were converted to a cash accumulation account effective January 1, 2007.

Due to potential anticipated non-discrimination testing failures caused by the enhanced formulae for certain Grandfathered participants, the Plan was further amended effective January 1, 2007 so that the future benefit accruals for all highly compensated employees would be limited to the basic cash accumulation account formula.

On November 17, 2015, the Plan was further amended and restated effective January 1, 2014. The amended and restated plan reflects that CUSA Acquisition LLC assumed the sponsorship of the Plan effective December 31, 2012. Additional changes were also made to clarify that no participants, including grandfathered participants who were accruing benefits under the Plan prior to April 30, 2012, would accrue any benefits under the Plan for service after April 30, 2012. In addition, the restatement also provides that a participant who received an eligible rollover distribution may elect to roll over the distribution to a Roth IRA.

***Administration***

The Canon Administrative Committee has the authority to carry out the provisions of and establish rules for the administration of the Plan. In this capacity, the Canon Administrative Committee has engaged Aon (the "Recordkeeper") to provide recordkeeping and administrative services to the Plan. Bank of America, N.A. (the "Trustee") is the Trustee of the Plan.

***Benefit Provisions***

Normal retirement is at age 65. Pursuant to plan provisions, the benefit formula is a points-weighted cash balance formula. A cash accumulation account is established for each member. This account is credited each year with interest credits as defined by the Plan. Compensation credits, as defined, are no longer accrued as of April 30, 2012, the date the Plan was frozen. The normal monthly retirement benefit is based upon a monthly annuity equal to the member's cash accumulation account determined as of the end of the month preceding their annuity starting date. If a member continues employment beyond normal retirement, his/her benefit will be his/her cash accumulation account determined as of the end of the month preceding his/her late retirement date. There are other benefit formulas for certain great-grandfathered participants and union participants. Various optional forms of distribution (including a reduced surviving spouse benefit) may be selected with benefit payment amounts determined actuarially. These optional forms include a single lump-sum payment, single-life annuity, joint and surviving spouse annuity, and 10-year certain and life annuity.

A member who terminates his/her employment prior to the normal retirement date with a vested interest is entitled to receive his/her cash accumulation account determined as of the end of the month preceding the annuity starting date. Pre-retirement death benefits are paid to a participant's surviving spouse, if married, or to the participant's designated beneficiary, if single.

Any compensation and service credits a grandfathered active participant earned after April 30, 2012 are not considered in the calculation of his or her accrued benefit under the Plan.

### *Vesting*

Plan participants become fully vested in their accrued retirement benefits upon their completion of three years of service, if they attain age 65 while actively employed regardless of length of service, or if they die while employed by the Company regardless of length of service. Participants who terminate employment prior to a vesting event forfeit their benefits.

### *Priorities Upon Plan Termination*

Although it has not expressed any intention to do so, the Company has the right to discontinue its contributions or terminate the Plan at any time, subject to provisions set forth in ERISA. If the Plan is terminated, participants become fully vested in their benefits and the net assets of the Plan will be distributed to the participants in an order of priority determined in accordance with ERISA and applicable ERISA regulations and the Plan document.

Certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (the "PBGC") if the Plan terminates. Generally, the PBGC guarantees most vested, normal-age retirement benefits, early retirement benefits and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination, subject to a statutory ceiling on the amount of an individual's monthly benefit. The ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least age 65 years old at the time of retirement or plan termination (whichever comes later). For younger annuitants or those who elect to receive their benefits in a form other than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

Whether all participants receive the benefits should the Plan be terminated will depend on the sufficiency, at the time, of the Plan's net assets to provide these benefits, the priority of those benefits to be paid, and the level and type of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the existing assets and the PBGC guaranty, while other benefits may not be provided for at all.

### *Funding Policy*

The Company is the sole contributor to the Plan. Contributions are actuarially determined and are accrued to the extent of normal cost required to fund the benefits provided by the Plan plus an amount necessary to amortize past service and other supplemental pension credits, actuarial gains and losses and changes in actuarial assumptions, if any.

The Company's contributions met the minimum funding requirements under ERISA as determined by the actuary for the Plan years ended December 31, 2021 and 2020. During the years ended December 31, 2021 and 2020, the Company elected to add $0 of interest adjusted excess contributions to the prefunding balance as of the first day of the 2021 and 2020 plan years, respectively. During 2021 and 2020, the Company elected to apply $0 and $1,610,886 of the January 1, 2021 and 2020, respectively, prefunding balances against the required contributions for the 2021 and 2020 plan years.

## NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

### *Basis of Accounting*

The Plan maintains its accounting records and prepares the accompanying financial statements on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP").

***Use of Estimates***

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

***Investment Valuation and Income Recognition***

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

***Payment of Benefits***

Benefits are recorded when paid.

***Expenses***

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements.

***Recent Accounting Pronouncements***

In August 2018, the Financial Accounting Standards Board issued Accounting Standards Update 2018-13, *Changes to the Disclosure Requirements for Fair Value Measurements* ("ASU 2018-13"). ASU 2018-13 modifies the disclosure requirements for fair value measurements by removing, modifying, or adding certain disclosures. The primary focus of the guidance is to improve the effectiveness of the disclosure requirements for fair value measurements. The amendments are effective for fiscal years beginning after December 15, 2019, with early adoption permitted.

ASU No. 2018-13 was adopted by the Plan on January 1, 2020 and did not have a significant impact on the Plan's financial statements.

## NOTE 3 - INFORMATION CERTIFIED BY THE PLAN'S TRUSTEE

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Bank of America, N.A. the Trustee, has certified that the following information in the accompanying financial statements and supplemental schedules is complete and accurate:

- Investments at fair value, due from/to broker, and interest and dividends receivable as shown in the statements of net assets available for benefits as of December 31, 2021 and 2020.

- Net investment income, as shown in the statements of changes in net assets available for benefits for the years ended December 31, 2021 and 2020.

- Schedule H, part IV, line 4i - schedule of assets (held at end of year) as of December 31, 2021.
- Schedule H, part IV, line 4j - schedule of reportable transactions for the year ended December 31, 2021.

The Plan's independent accountants did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

## NOTE 4 - FAIR VALUE MEASUREMENTS

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

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2021 and 2020:

*Common Stock*: Valued at the closing price reported on the active market on which the individual securities are traded.

*Debt Instruments (includes corporate bonds, treasury stripped bonds, foreign corporate bonds, U.S. government bonds, agency stripped bonds, municipal bonds and a corporate asset-backed security)*: Level 1 investments are valued at the quoted market price. Level 2 investments are valued at the closing price reported on similar markets on which the individual securities could be traded. Rules-based pricing applications that vary by asset class and incorporate available trade, bid and other market information is used.

*Real Estate Investment Trusts*: Valued at the closing price reported on the active market on which the individual securities are traded.

*Registered Investment Companies*: Valued at the quoted market price of shares held by the Plan at year end.

*Money Market Funds*: Valued at the quoted market price of shares held by the Plan at year end.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value.

| | December 31, 2021 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Common stock | $ 50,865,161 | $ - | $ - | $ 50,865,161 |
| Debt instruments | 17,289,162 | 74,299,291 | - | 91,588,453 |
| Real estate investment trusts | 703,824 | - | - | 703,824 |
| Registered investment companies | 49,967,238 | - | - | 49,967,238 |
| Money market funds | 6,498,132 | - | - | 6,498,132 |
| | $ 125,323,517 | $ 74,299,291 | $ - | $ 199,622,808 |

| | December 31, 2020 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Common stock | $ 48,980,012 | $ - | $ - | $ 48,980,012 |
| Debt instruments | 15,619,881 | 67,776,680 | - | 83,396,561 |
| Real estate investment trusts | 1,209,252 | - | - | 1,209,252 |
| Registered investment companies | 47,899,273 | - | - | 47,899,273 |
| Money market funds | 12,441,020 | - | - | 12,441,020 |
| | $ 126,149,438 | $ 67,776,680 | $ - | $ 193,926,118 |

## NOTE 5 - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

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

The actuarial present value of accumulated plan benefits was determined by the Plan's consulting actuaries, and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

Significant actuarial assumptions used in the valuation at December 31, 2020 include:

- *Mortality* - aggregate base rates from the Pri-2012 mortality study projected generationally from 2012 using Scale MP-2021 Covid 19 Slow Recovery.
- *Retirement* - ages ranging from 55 - 75 for various subsidiary population groups.
- *Expected long-term rate of return on plan assets* - 4.50%.

Significant actuarial assumptions used in the valuation at December 31, 2019 include:

- *Mortality* - aggregate base rates from the Pri-2012 mortality study projected generationally from 2012 using Scale MP-2020.
- *Retirement* - ages ranging from 55 - 75 for various subsidiary population groups.
- *Expected long-term rate of return on plan assets* - 4.50%.

The foregoing assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2021 and 2020. Had the valuations been performed as of December 31, 2020 and 2019, there would be no material differences.

Valuations to determine contributions to the ongoing plan used the unit-credit cost method. Under this actuarial method, the cost attributed to past service is determined on the valuation date as the present value of the benefits actually accrued as of that date.

## NOTE 6 - INCOME TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated July 27, 2021 that the Plan is designed in accordance with applicable sections of the Internal Revenue Code ("IRC").

U.S. GAAP require management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would be sustained upon examination by the U.S. federal, state or local tax authorities. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 and 2020, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

## NOTE 7 - RISKS AND UNCERTAINTIES

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

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

The novel coronavirus ("COVID-19"), which was declared a global health emergency in January 2020 and a pandemic in March 2020, has caused significant changes in political and economic conditions around the world, including disruptions and volatility in the global capital markets.

## NOTE 8 - PARTY-IN-INTEREST TRANSACTIONS

Certain of the Plan's assets are invested in funds managed by the trustee of the Plan (Bank of America Temporary Overnight Deposits). These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA.

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements.

## NOTE 9 - SUBSEQUENT EVENTS

The Plan has evaluated events subsequent to December 31, 2021 through October 7, 2022, the date the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULES

# Schedule SB Attachment (Form 5500)—2021 Plan Year
# Océ Employees' Cash Accumulation Plan
# EIN: 46-1382783 PN: 001

## Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2021

Number of Participants and Average Cash Balance Account

| Attained Age | Years of Credited Service | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | <1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ |
| <25 | | | | | | | | | | |
| 25-29 | | | | | | | | | | |
| 30-34 | 1 | | | | | | | | | |
| 35-39 | 4 | 5 | 1 | | | | | | | |
| 40-44 | 5 | 24<br>$8,812 | 14 | | | | | | | |
| 45-49 | 5 | 30<br>$13,519 | 26<br>$19,210 | 3 | | | | | | |
| 50-54 | 6 | 49<br>$20,318 | 62<br>$37,469 | 32<br>$48,777 | 9 | | | | | |
| 55-59 | 12 | 35<br>$27,240 | 65<br>$42,437 | 51<br>$74,574 | 38<br>$94,886 | 8 | 6 | | | |
| 60-64 | 9 | 32<br>$20,985 | 44<br>$55,622 | 32<br>$106,974 | 7 | 14 | 15 | 1 | | |
| 65-69 | 8 | 11 | 13 | 4 | 5 | 7 | 2 | | | |
| 70+ | | 4 | 4 | 1 | 1 | 1 | | | | |

N-706

Note: Current compensation data was not included since the plan is “hard-frozen” (no future accruals of pay or service).

# Schedule SB Attachment (Form 5500)—2021 Plan Year
# Océ Employees' Cash Accumulation Plan
# EIN: 46-1382783 PN: 001

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

| | |
|---|---|
| Interest Rates for Minimum Funding Purposes | Based on segment rates with a four-month lookback (as of September 2020), each adjusted as needed to fall within interest rate stabilization corridor as detailed in the American Rescue Plan Act of 2021 |
| 1st Segment Rate | 4.75% |
| 2nd Segment Rate | 5.36% |
| 3rd Segment Rate | 6.11% |
| Interest Rates for Maximum Tax Purposes | Based on segment rates with a four-month lookback (as of September 2020), without regard to interest rate stabilization |
| 1st Segment Rate | 2.22% |
| 2nd Segment Rate | 3.38% |
| 3rd Segment Rate | 3.92% |
| Cash Balance Interest Crediting Rate | 5.00% |
| Cash Balance Annuity Conversion Rate | Same as funding interest rates above |
| Optional Payment Form Election Percentage | Actives:<br>60% lump sum immediately<br>20% deferred lump sum at age 63<br>20% immediate life annuity<br><br>Terminated Vesteds Eligible For Lump Sum:<br>80% lump sum at decrement age<br>20% life annuity at decrement age<br><br>Other Terminated Vesteds:<br>40% single life annuity at decrement age<br>60% joint and 100% survivor annuity at decrement age<br><br>Exceptions: If OPS and final average pay benefit is more valuable than cash balance, then 40% life annuity and 60% joint and 100% survivor annuity at decrement age. If ARK or ARU and final average pay benefit is more valuable than cash balance, then 60% lump sum immediately and 40% deferred lump sum at age 63. |

| | |
|---|---|
| Optional Payment Form Conversion Interest Rate | Same as funding interest rates above for lump sums |
| Optional Payment Form Conversion Mortality | Current IRC 417(e) table for lump sums |
| Retirement Age | |
| Active Participants | See Tables 1–2 |
| Terminated Vesteds With a Cash Balance | See Tables 1–2 |
| Other Terminated Vested Participants | Age 65 |
| Mortality Rates | |
| Healthy and Disabled | 2021 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2019-67 |
| Withdrawal Rates | See Tables 3–4 |
| Disability Rates | See Table 5 |
| Decrement Timing | Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%) |
| Surviving Spouse Benefit | OPS:<br>It is assumed that 70% of males and 50% of females have an eligible spouse, and that males are two years older than their spouses.<br><br>All others:<br>It is assumed that 60% of males and 35% of females have an eligible spouse, and that males are two years older than their spouses. |
| Benefit Limits | Projected benefits are limited by the current IRC section 415 maximum benefit of $230,000. |
| Valuation of Plan Assets | Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.<br><br>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC |

| | |
|---|---|
| | section 430(h)(2)(C)(iii). |
| Expected Return on Assets | |
| 2019 Plan Year | 6.30% limited to 6.11% |
| 2020 Plan Year | 5.80% |
| 2021 Plan Year | 5.25% |
| Trust Expenses Included in Target Normal Cost | $1,202,363. Based on the prior year's actual plan administrative expenses (excluding PBGC premiums) plus the estimated PBGC premium for the current year |
| Actuarial Method | Standard unit credit cost method |
| Valuation Date | January 1, 2021 |

Table 1

**Retirement Rates—Océ Business Systems**

| Age | Rate |
|---|---|
| 55 | 6.00% |
| 56 | 6.00% |
| 57 | 6.00% |
| 58 | 6.00% |
| 59 | 10.00% |
| 60 | 10.00% |
| 61 | 10.00% |
| 62 | 10.00% |
| 63 | 10.00% |
| 64 | 15.00% |
| 65 | 15.00% |
| 66 | 15.00% |
| 67 | 20.00% |
| 68 | 20.00% |
| 69 | 50.00% |
| 70 | 50.00%[1] |
| 71 | 30.00%[1] |
| 72 | 30.00%[1] |
| 73 | 30.00%[1] |
| 74 | 30.00%[1] |
| 75+ | 100.00% |

[1] For terminated vested participants with a cash balance account, the retirement rate is 100% at ages 70 and above.

Table 2

**Retirement Rates—All Others**

| Age | Rate |
|---|---|
| 55 | 5.00% |
| 56 | 5.00% |
| 57 | 5.00% |
| 58 | 10.00% |
| 59 | 10.00% |
| 60 | 10.00% |
| 61 | 15.00% |
| 62 | 15.00% |
| 63 | 15.00% |
| 64 | 25.00% |
| 65 | 30.00% |
| 66 | 30.00% |
| 67 | 30.00% |
| 68 | 30.00% |
| 69 | 30.00% |
| 70+ | 100.00% |

Table 3

**Withdrawal Rates—Océ Business Systems**

| Age | Rate | Age | Rate |
|---|---|---|---|
| 15 | 35.50% | 45 | 14.60% |
| 16 | 35.50% | 46 | 13.30% |
| 17 | 35.50% | 47 | 12.20% |
| 18 | 35.50% | 48 | 11.20% |
| 19 | 35.50% | 49 | 10.40% |
| 20 | 35.50% | 50 | 9.60% |
| 21 | 35.50% | 51 | 9.10% |
| 22 | 33.50% | 52 | 8.80% |
| 23 | 31.70% | 53 | 8.60% |
| 24 | 29.90% | 54 | 8.60% |
| 25 | 28.10% | 55+ | 8.60% |
| 26 | 26.40% | | |
| 27 | 24.80% | | |
| 28 | 23.20% | | |
| 29 | 21.70% | | |
| 30 | 20.30% | | |
| 31 | 18.90% | | |
| 32 | 17.50% | | |
| 33 | 16.30% | | |
| 34 | 15.10% | | |
| 35 | 19.50% | | |
| 36 | 17.90% | | |
| 37 | 16.50% | | |
| 38 | 15.10% | | |
| 39 | 13.90% | | |
| 40 | 12.60% | | |
| 41 | 11.50% | | |
| 42 | 10.50% | | |
| 43 | 9.50% | | |
| 44 | 8.70% | | |

Table 4

**Withdrawal Rates—All Others**

| Age | Rate | Age | Rate |
|---|---|---|---|
| 15 | 35.00% | 45 | 7.80% |
| 16 | 35.00% | 46 | 7.20% |
| 17 | 35.00% | 47 | 6.80% |
| 18 | 35.00% | 48 | 6.20% |
| 19 | 35.00% | 49 | 5.80% |
| 20 | 35.00% | 50 | 5.40% |
| 21 | 35.00% | 51 | 5.20% |
| 22 | 33.40% | 52 | 4.80% |
| 23 | 31.60% | 53 | 4.60% |
| 24 | 30.20% | 54 | 4.40% |
| 25 | 28.60% | 55+ | 4.40% |
| 26 | 27.20% | | |
| 27 | 25.60% | | |
| 28 | 24.20% | | |
| 29 | 23.00% | | |
| 30 | 21.60% | | |
| 31 | 20.40% | | |
| 32 | 19.20% | | |
| 33 | 18.00% | | |
| 34 | 17.00% | | |
| 35 | 15.80% | | |
| 36 | 14.80% | | |
| 37 | 13.80% | | |
| 38 | 13.00% | | |
| 39 | 12.00% | | |
| 40 | 11.20% | | |
| 41 | 10.40% | | |
| 42 | 9.80% | | |
| 43 | 9.00% | | |
| 44 | 8.40% | | |

Table 5

**Disability Rates**

| Age | Male | Female | Age | Male | Female |
|---|---|---|---|---|---|
| 15 | 0.03% | 0.03% | 45 | 0.16% | 0.24% |
| 16 | 0.03% | 0.03% | 46 | 0.18% | 0.27% |
| 17 | 0.03% | 0.03% | 47 | 0.21% | 0.30% |
| 18 | 0.03% | 0.03% | 48 | 0.25% | 0.33% |
| 19 | 0.03% | 0.03% | 49 | 0.28% | 0.36% |
| 20 | 0.03% | 0.03% | 50 | 0.33% | 0.40% |
| 21 | 0.03% | 0.03% | 51 | 0.39% | 0.44% |
| 22 | 0.03% | 0.03% | 52 | 0.46% | 0.49% |
| 23 | 0.03% | 0.03% | 53 | 0.53% | 0.54% |
| 24 | 0.03% | 0.03% | 54 | 0.61% | 0.59% |
| 25 | 0.03% | 0.03% | 55 | 0.69% | 0.64% |
| 26 | 0.03% | 0.03% | 56 | 0.77% | 0.69% |
| 27 | 0.03% | 0.03% | 57 | 0.86% | 0.74% |
| 28 | 0.03% | 0.04% | 58 | 0.95% | 0.80% |
| 29 | 0.03% | 0.04% | 59 | 1.05% | 0.85% |
| 30 | 0.03% | 0.04% | 60 | 1.15% | 0.90% |
| 31 | 0.03% | 0.05% | 61 | 1.26% | 0.96% |
| 32 | 0.03% | 0.05% | 62 | 1.38% | 1.01% |
| 33 | 0.03% | 0.06% | 63 | 1.51% | 1.05% |
| 34 | 0.03% | 0.06% | 64 | 1.64% | 1.09% |
| 35 | 0.04% | 0.07% | 65+ | 0.00% | 0.00% |
| 36 | 0.04% | 0.08% | | | |
| 37 | 0.05% | 0.09% | | | |
| 38 | 0.06% | 0.10% | | | |
| 39 | 0.07% | 0.12% | | | |
| 40 | 0.08% | 0.13% | | | |
| 41 | 0.09% | 0.15% | | | |
| 42 | 0.10% | 0.17% | | | |
| 43 | 0.12% | 0.19% | | | |
| 44 | 0.14% | 0.22% | | | |

**OCÉ Employees' Cash Accumulation Plan**

**SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS**

**Year ended December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) Identity of Party Involved | (b) Description of Asset | (c) Purchase Price | (d) Selling Price | (e) Lease Rental | (f) Expense Incurred with Transaction | (g) Cost of Assets | (h) Current Value on Transaction Date | (i) Net Gain |
|---|---|---|---|---|---|---|---|---|
| **Series of transactions** | | | | | | | | |
| * Bank of America, N.A. | Temporary Overnight Deposit | | | | | | | |
| | 343 purchases | $ 21,613,758 | $ - | $ - | $ - | $ 21,613,758 | $ 21,613,758 | $ - |
| | 342 sales | - | 20,121,443 | - | - | 20,121,443 | 20,121,443 | - |
| Fidelity (FIMM) | Treasury Only Institutional Class | | | | | | | |
| | 970 purchases | 41,197,857 | - | - | - | 41,197,857 | 41,197,857 | - |
| | 715 sales | - | 48,633,059 | - | - | 48,633,059 | 48,633,059 | - |

* A party-in-interest as defined by ERISA.

# SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

## Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

**2021**

**This Form is Open to Public Inspection**

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

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

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

**A** Name of plan
OCE EMPLOYEES' CASH ACCUMULATION PLAN

**B** Three-digit plan number (PN) ▶ 001

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

**D** Employer Identification Number (EIN)
46-1382783

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

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

## Part I Basic Information

**1** Enter the valuation date: Month 01 Day 01 Year 2021

**2** Assets:

| | | |
|---|---|---|
| **a** Market value | **2a** | 194,622,268 |
| **b** Actuarial value | **2b** | 178,294,550 |

**3** Funding target/participant count breakdown

| | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
|---|---|---|---|
| **a** For retired participants and beneficiaries receiving payment | 593 | 69,784,374 | 69,784,374 |
| **b** For terminated vested participants | 1,401 | 56,578,826 | 56,578,826 |
| **c** For active participants | 706 | 41,878,217 | 42,171,650 |
| **d** Total | 2,700 | 168,241,417 | 168,534,850 |

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

| | | |
|---|---|---|
| **a** Funding target disregarding prescribed at-risk assumptions | **4a** | |
| **b** Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | **4b** | |
| **5** Effective interest rate | **5** | 5.50% |
| **6** Target normal cost | | |
| **a** Present value of current plan year accruals | **6a** | 0 |
| **b** Expected plan-related expenses | **6b** | 1,202,363 |
| **c** Total (line 6a + line 6b) | **6c** | 1,202,363 |

**Statement by Enrolled Actuary**

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

**SIGN HERE**

SCOTT N. FULLERTON SNF
Signature of actuary

09/12/2022
Date

SCOTT N. FULLERTON
Type or print name of actuary

2006486
Most recent enrollment number

AON CONSULTING, INC.
Firm name

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

MSC# 17755
P.O.BOX 1447
LINCOLNSHIRE IL 60069
Address of the firm

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

## Part II Beginning of Year Carryover and Prefunding Balances

| | | (a) Carryover balance | (b) Prefunding balance |
|---|---|---|---|
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) | 0 | 2,269,865 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 0 |
| 9 | Amount remaining (line 7 minus line 8) | 0 | 2,269,865 |
| 10 | Interest on line 9 using prior year's actual return of 12.72% | 0 | 288,727 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| | a Present value of excess contributions (line 38a from prior year) | | 0 |
| | b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.64% | | 0 |
| | b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return | | 0 |
| | c Total available at beginning of current plan year to add to prefunding balance | | 0 |
| | d Portion of (c) to be added to prefunding balance | | 0 |
| 12 | Other reductions in balances due to elections or deemed elections | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) | 0 | 2,558,592 |

## Part III Funding Percentages

| | | | |
|---|---|---|---|
| 14 | Funding target attainment percentage | 14 | 104.27% |
| 15 | Adjusted funding target attainment percentage | 15 | 105.79% |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement | 16 | 102.58% |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage | 17 | % |

## Part IV Contributions and Liquidity Shortfalls

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

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

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

| | | |
|---|---|---|
| a Contributions allocated toward unpaid minimum required contributions from prior years | 19a | 0 |
| b Contributions made to avoid restrictions adjusted to valuation date | 19b | 0 |
| c Contributions allocated toward minimum required contribution for current year adjusted to valuation date | 19c | 0 |

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

| (1) 1st | (2) 2nd | (3) 3rd | (4) 4th |
|---|---|---|---|
| | | | |

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

**21** Discount rate:

**a** Segment rates:

| 1st segment: | 2nd segment: | 3rd segment: | |
|---|---|---|---|
| 4.75 % | 5.36 % | 6.11% | ☐ N/A, full yield curve used |

| | | |
|---|---|---|
| **b** Applicable month (enter code) | **21b** | 4 |
| **22** Weighted average retirement age | **22** | 63 |

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

## Part VI Miscellaneous Items

| | | |
|---|---|---|
| **24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment | | ☒ Yes ☐ No |
| **25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment | | ☐ Yes ☒ No |
| **26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment | | ☒ Yes ☐ No |
| **27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment | **27** | |

## Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

## Part VIII Minimum Required Contribution For Current Year

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

| | | |
|---|---|---|
| **a** Target normal cost (line 6c) | **31a** | 1,202,363 |
| **b** Excess assets, if applicable, but not greater than line 31a | **31b** | 1,202,363 |

**32** Amortization installments:

| | Outstanding Balance | Installment |
|---|---|---|
| **a** Net shortfall amortization installment | 0 | 0 |
| **b** Waiver amortization installment | 0 | 0 |

| | | |
|---|---|---|
| **33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount | **33** | |
| **34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) | **34** | 0 |

| | Carryover balance | Prefunding balance | Total balance |
|---|---|---|---|
| **35** Balances elected for use to offset funding requirement | 0 | 0 | 0 |

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

## Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

**41** If an election was made to use PRA 2010 funding relief for this plan:

**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years

**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

# Schedule SB Attachment (Form 5500)—2021 Plan Year
# Océ Employees' Cash Accumulation Plan
# EIN: 46-1382783 PN: 001

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

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

**Océ Business Systems**

| (a) Age | (b) Rate | (c) Weight | (d) Product (a) × (b) × (c) |
|---|---|---|---|
| 55.5 | 6.00% | 1.0000 | 3.33 |
| 56.5 | 6.00% | 0.9400 | 3.19 |
| 57.5 | 6.00% | 0.8836 | 3.05 |
| 58.5 | 6.00% | 0.8306 | 2.92 |
| 59.5 | 10.00% | 0.7807 | 4.65 |
| 60.5 | 10.00% | 0.7027 | 4.25 |
| 61.5 | 10.00% | 0.6324 | 3.89 |
| 62.5 | 10.00% | 0.5692 | 3.56 |
| 63.5 | 10.00% | 0.5122 | 3.25 |
| 64.5 | 15.00% | 0.4610 | 4.46 |
| 65.5 | 15.00% | 0.3919 | 3.85 |
| 66.5 | 15.00% | 0.3331 | 3.32 |
| 67.5 | 20.00% | 0.2831 | 3.82 |
| 68.5 | 20.00% | 0.2265 | 3.10 |
| 69.5 | 50.00% | 0.1812 | 6.30 |
| 70.5 | 50.00% | 0.0906 | 3.19 |
| 71.5 | 30.00% | 0.0453 | 0.97 |
| 72.5 | 30.00% | 0.0317 | 0.69 |
| 73.5 | 30.00% | 0.0222 | 0.49 |
| 74.5 | 30.00% | 0.0155 | 0.35 |
| 75 | 100.00% | 0.0109 | 0.82 |
| | Weighted Average | | 63.45 |

**All Others**

| (a) Age | (b) Rate | (c) Weight | (d) Product (a) × (b) × (c) |
|---|---|---|---|
| 55.5 | 5.00% | 1.0000 | 2.78 |
| 56.5 | 5.00% | 0.9500 | 2.68 |
| 57.5 | 5.00% | 0.9025 | 2.59 |
| 58.5 | 10.00% | 0.8574 | 5.02 |
| 59.5 | 10.00% | 0.7716 | 4.59 |
| 60.5 | 10.00% | 0.6945 | 4.20 |
| 61.5 | 15.00% | 0.6250 | 5.77 |
| 62.5 | 15.00% | 0.5313 | 4.98 |
| 63.5 | 15.00% | 0.4516 | 4.30 |
| 64.5 | 25.00% | 0.3838 | 6.19 |
| 65.5 | 30.00% | 0.2879 | 5.66 |
| 66.5 | 30.00% | 0.2015 | 4.02 |
| 67.5 | 30.00% | 0.1411 | 2.86 |
| 68.5 | 30.00% | 0.0987 | 2.03 |
| 69.5 | 30.00% | 0.0691 | 1.44 |
| 70 | 100.00% | 0.0484 | 3.39 |
| | Weighted Average | | 62.50 |

| | Average Age | % of Active Participants |
|---|---|---|
| Océ Business Systems | 63.45 | 32.58% |
| All Others | 62.50 | 67.42% |
| Weighted Average Retirement Age = | 62.81 | |

# Schedule SB Attachment (Form 5500)—2021 Plan Year
# Océ Employees' Cash Accumulation Plan
# EIN: 46-1382783 PN: 001

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

| | |
|---|---|
| Interest Rates for Minimum Funding Purposes | Based on segment rates with a four-month lookback (as of September 2020), each adjusted as needed to fall within interest rate stabilization corridor as detailed in the American Rescue Plan Act of 2021 |
| 1st Segment Rate | 4.75% |
| 2nd Segment Rate | 5.36% |
| 3rd Segment Rate | 6.11% |
| Interest Rates for Maximum Tax Purposes | Based on segment rates with a four-month lookback (as of September 2020), without regard to interest rate stabilization |
| 1st Segment Rate | 2.22% |
| 2nd Segment Rate | 3.38% |
| 3rd Segment Rate | 3.92% |
| Cash Balance Interest Crediting Rate | 5.00% |
| Cash Balance Annuity Conversion Rate | Same as funding interest rates above |
| Optional Payment Form Election Percentage | Actives:<br>60% lump sum immediately<br>20% deferred lump sum at age 63<br>20% immediate life annuity<br><br>Terminated Vesteds Eligible For Lump Sum:<br>80% lump sum at decrement age<br>20% life annuity at decrement age<br><br>Other Terminated Vesteds:<br>40% single life annuity at decrement age<br>60% joint and 100% survivor annuity at decrement age<br><br>Exceptions: If OPS and final average pay benefit is more valuable than cash balance, then 40% life annuity and 60% joint and 100% survivor annuity at decrement age. If ARK or ARU and final average pay benefit is more valuable than cash balance, then 60% lump sum immediately and 40% deferred lump sum at age 63. |

| | |
|---|---|
| Optional Payment Form Conversion Interest Rate | Same as funding interest rates above for lump sums |
| Optional Payment Form Conversion Mortality | Current IRC 417(e) table for lump sums |
| Retirement Age | |
| Active Participants | See Tables 1–2 |
| Terminated Vesteds With a Cash Balance | See Tables 1–2 |
| Other Terminated Vested Participants | Age 65 |
| Mortality Rates | |
| Healthy and Disabled | 2021 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2019-67 |
| Withdrawal Rates | See Tables 3–4 |
| Disability Rates | See Table 5 |
| Decrement Timing | Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%) |
| Surviving Spouse Benefit | OPS:<br>It is assumed that 70% of males and 50% of females have an eligible spouse, and that males are two years older than their spouses.<br><br>All others:<br>It is assumed that 60% of males and 35% of females have an eligible spouse, and that males are two years older than their spouses. |
| Benefit Limits | Projected benefits are limited by the current IRC section 415 maximum benefit of $230,000. |
| Valuation of Plan Assets | Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.<br><br>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii). |

| | |
|---|---|
| Expected Return on Assets | |
| 2019 Plan Year | 6.30% limited to 6.11% |
| 2020 Plan Year | 5.80% |
| 2021 Plan Year | 5.25% |
| Trust Expenses Included in Target Normal Cost | $1,202,363. Based on the prior year's actual plan administrative expenses (excluding PBGC premiums) plus the estimated PBGC premium for the current year |
| Actuarial Method | Standard unit credit cost method |
| Valuation Date | January 1, 2021 |

Table 1

**Retirement Rates—Océ Business Systems**

| Age | Rate |
|---|---|
| 55 | 6.00% |
| 56 | 6.00% |
| 57 | 6.00% |
| 58 | 6.00% |
| 59 | 10.00% |
| 60 | 10.00% |
| 61 | 10.00% |
| 62 | 10.00% |
| 63 | 10.00% |
| 64 | 15.00% |
| 65 | 15.00% |
| 66 | 15.00% |
| 67 | 20.00% |
| 68 | 20.00% |
| 69 | 50.00% |
| 70 | 50.00%[1] |
| 71 | 30.00%[1] |
| 72 | 30.00%[1] |
| 73 | 30.00%[1] |
| 74 | 30.00%[1] |
| 75+ | 100.00% |

[1] For terminated vested participants with a cash balance account, the retirement rate is 100% at ages 70 and above.

Table 2

**Retirement Rates—All Others**

| Age | Rate |
|---|---|
| 55 | 5.00% |
| 56 | 5.00% |
| 57 | 5.00% |
| 58 | 10.00% |
| 59 | 10.00% |
| 60 | 10.00% |
| 61 | 15.00% |
| 62 | 15.00% |
| 63 | 15.00% |
| 64 | 25.00% |
| 65 | 30.00% |
| 66 | 30.00% |
| 67 | 30.00% |
| 68 | 30.00% |
| 69 | 30.00% |
| 70+ | 100.00% |

Table 3

**Withdrawal Rates—Océ Business Systems**

| Age | Rate | Age | Rate |
|---|---|---|---|
| 15 | 35.50% | 45 | 14.60% |
| 16 | 35.50% | 46 | 13.30% |
| 17 | 35.50% | 47 | 12.20% |
| 18 | 35.50% | 48 | 11.20% |
| 19 | 35.50% | 49 | 10.40% |
| 20 | 35.50% | 50 | 9.60% |
| 21 | 35.50% | 51 | 9.10% |
| 22 | 33.50% | 52 | 8.80% |
| 23 | 31.70% | 53 | 8.60% |
| 24 | 29.90% | 54 | 8.60% |
| 25 | 28.10% | 55+ | 8.60% |
| 26 | 26.40% | | |
| 27 | 24.80% | | |
| 28 | 23.20% | | |
| 29 | 21.70% | | |
| 30 | 20.30% | | |
| 31 | 18.90% | | |
| 32 | 17.50% | | |
| 33 | 16.30% | | |
| 34 | 15.10% | | |
| 35 | 19.50% | | |
| 36 | 17.90% | | |
| 37 | 16.50% | | |
| 38 | 15.10% | | |
| 39 | 13.90% | | |
| 40 | 12.60% | | |
| 41 | 11.50% | | |
| 42 | 10.50% | | |
| 43 | 9.50% | | |
| 44 | 8.70% | | |

Table 4

**Withdrawal Rates—All Others**

| Age | Rate | Age | Rate |
|---|---|---|---|
| 15 | 35.00% | 45 | 7.80% |
| 16 | 35.00% | 46 | 7.20% |
| 17 | 35.00% | 47 | 6.80% |
| 18 | 35.00% | 48 | 6.20% |
| 19 | 35.00% | 49 | 5.80% |
| 20 | 35.00% | 50 | 5.40% |
| 21 | 35.00% | 51 | 5.20% |
| 22 | 33.40% | 52 | 4.80% |
| 23 | 31.60% | 53 | 4.60% |
| 24 | 30.20% | 54 | 4.40% |
| 25 | 28.60% | 55+ | 4.40% |
| 26 | 27.20% | | |
| 27 | 25.60% | | |
| 28 | 24.20% | | |
| 29 | 23.00% | | |
| 30 | 21.60% | | |
| 31 | 20.40% | | |
| 32 | 19.20% | | |
| 33 | 18.00% | | |
| 34 | 17.00% | | |
| 35 | 15.80% | | |
| 36 | 14.80% | | |
| 37 | 13.80% | | |
| 38 | 13.00% | | |
| 39 | 12.00% | | |
| 40 | 11.20% | | |
| 41 | 10.40% | | |
| 42 | 9.80% | | |
| 43 | 9.00% | | |
| 44 | 8.40% | | |

Table 5

**Disability Rates**

| Age | Male | Female | Age | Male | Female |
|---|---|---|---|---|---|
| 15 | 0.03% | 0.03% | 45 | 0.16% | 0.24% |
| 16 | 0.03% | 0.03% | 46 | 0.18% | 0.27% |
| 17 | 0.03% | 0.03% | 47 | 0.21% | 0.30% |
| 18 | 0.03% | 0.03% | 48 | 0.25% | 0.33% |
| 19 | 0.03% | 0.03% | 49 | 0.28% | 0.36% |
| 20 | 0.03% | 0.03% | 50 | 0.33% | 0.40% |
| 21 | 0.03% | 0.03% | 51 | 0.39% | 0.44% |
| 22 | 0.03% | 0.03% | 52 | 0.46% | 0.49% |
| 23 | 0.03% | 0.03% | 53 | 0.53% | 0.54% |
| 24 | 0.03% | 0.03% | 54 | 0.61% | 0.59% |
| 25 | 0.03% | 0.03% | 55 | 0.69% | 0.64% |
| 26 | 0.03% | 0.03% | 56 | 0.77% | 0.69% |
| 27 | 0.03% | 0.03% | 57 | 0.86% | 0.74% |
| 28 | 0.03% | 0.04% | 58 | 0.95% | 0.80% |
| 29 | 0.03% | 0.04% | 59 | 1.05% | 0.85% |
| 30 | 0.03% | 0.04% | 60 | 1.15% | 0.90% |
| 31 | 0.03% | 0.05% | 61 | 1.26% | 0.96% |
| 32 | 0.03% | 0.05% | 62 | 1.38% | 1.01% |
| 33 | 0.03% | 0.06% | 63 | 1.51% | 1.05% |
| 34 | 0.03% | 0.06% | 64 | 1.64% | 1.09% |
| 35 | 0.04% | 0.07% | 65+ | 0.00% | 0.00% |
| 36 | 0.04% | 0.08% | | | |
| 37 | 0.05% | 0.09% | | | |
| 38 | 0.06% | 0.10% | | | |
| 39 | 0.07% | 0.12% | | | |
| 40 | 0.08% | 0.13% | | | |
| 41 | 0.09% | 0.15% | | | |
| 42 | 0.10% | 0.17% | | | |
| 43 | 0.12% | 0.19% | | | |
| 44 | 0.14% | 0.22% | | | |

## Schedule SB, Part V—Summary of Plan Provisions

| | |
|---|---|
| Effective Date | January 1, 2003 (amended and restated January 1, 2014).<br><br>The following plans were consolidated to form the Océ Employees' Cash Accumulation Plan:<br><br>▪ Archer Management Services, Inc. Cash Accumulation Plan<br>▪ Arkwright Incorporated Cash Accumulation Plan<br>▪ Océ Printing Systems USA, Inc. Cash Accumulation Plan<br>▪ Océ-USA, Inc. Cash Accumulation Plan |
| Coverage | An employee becomes a participant on the first day of the month coincident with or immediately following the completion of one year of service except for those employed as Union Employees of Arkwright Incorporated (see below).<br><br>Each employee who was a participant in a defined benefit plan sponsored by Océ–USA Holding, Inc. as of December 31, 2002 and was an eligible employee on January 1, 2003 will automatically become a participant as of January 1, 2003.<br><br>Effective December 31, 2005, Océ Business Services, Inc. (formerly Archer Management Services, Inc.) participants will no longer accrue compensation credits. The plan is also closed to any employee not meeting the participation requirements as of this date.<br><br>Effective March 31, 2006, any non-union participant who is not defined as an active grandfathered (62 points) participant will no longer accrue compensation credits nor future benefits under any former grandfathered final average pay formula. The plan is also closed to any employee not meeting the participation requirements as of this date. Under certain situations as stated in the plan document a grandfathered inactive participant may resume accruing compensation credit.<br><br>Effective December 31, 2006, the Arkwright Union Plan is frozen for those with less than 61 points on that date and closed to any employee not meeting the participation requirements as of this date.<br><br>Effective May 1, 2012, benefit accruals for all remaining active plan participants accruing benefits were frozen. |

| | |
|---|---|
| Océ Cash Accumulation Plan | |
| Grandfathered Participants | Any participant who has 62 points (based on age and benefit service) and at least five years of vesting service on March 31, 2006 will be referred to herein as a “grandfathered participant.” |
| Arkwright Incorporated | |
| Great-Grandfathered Non-Union Participants | Each employee who was an non-union participant in the Arkwright Incorporated Retirement Plan as of December 31, 1998 and was employed by Arkwright on January 1, 2003 will automatically continue to be a participant on January 1, 2003 and will be referred to herein as a “great-grandfathered non-union participant (Rhode Island).” |
| Union Employees | Members of the Production and Maintenance Unit shall become a participant in the plan on the later of October 1, 1991 and his date of hire. Members of the Technicians Unit shall become a participant in the plan on the later of December 1, 1991 and his date of hire. |
| Océ Printing Systems | Each employee who was a participant in the Océ Printing Systems USA, Inc. Retirement Plan as of December 31, 2000, and was employed by OPS on January 1, 2003 will automatically continue to be a participant on January 1, 2003 and will be referred to as a “great-grandfathered participant.” |
| Archer Management Services | Employees who had one year of service as of January 1, 2003 but were less than age 21 became participants as of January 1, 2003. |

## Arkwright Incorporated

| | |
|---|---|
| **Normal Retirement Benefits** | |
| Eligibility | Age 65. |
| Benefit | |
| Non-Union Participants | Cash accumulation account. |
| Great-Grandfathered Non-Union Participants (Rhode Island) | Greater of cash accumulation account or great-grandfathered final average pay benefit. |
| Highly Compensated Employees | The benefit for a grandfathered and great-grandfathered non-union participant (Rhode Island) who is a highly compensated employee (“HCE”) is calculated as (a) not less than (b) plus (c).<br>a. Final average pay benefit calculated as of the later of the last day of the year before becoming an HCE and December 31, 2006.<br>b. Cash accumulation account with compensation credits through the later of the last day of the year before becoming an HCE and December 31, 2006 including interest credits through retirement.<br>c. Cash accumulation account calculated starting the later of becoming an HCE and December 31, 2006. |
| Great-Grandfathered Non-Union (Rhode Island) Final Average Pay Benefit | The great-grandfathered non-union (Rhode Island) final average pay benefit is calculated (a) plus (b) not less than (c), if greater:<br>a. 1.25% of final average earnings up to covered compensation plus 1.75% of final average earnings in excess of covered compensation all multiplied by years of service up to 15 years.<br>b. 1.00% of final average earnings up to covered compensation plus 1.50% of final average earnings in excess of covered compensation all multiplied by years of service beyond 15 years up to an additional 15 years of service.<br>c. $37.00 multiplied by years of service (maximum 30) effective October 1, 2000. |

| | |
|---|---|
| | Effective April 1, 2006 (a) and (b) are modified as follows for all credited service earned after April 1, 2006.<br><br>a. 1.05% of final average earnings multiplied by years of service up to 15 years minus years of service up to 15 years earned prior to April 1, 2006.<br><br>b. 0.80% of final average earnings multiplied by years of service beyond 15 years up to an additional 15 years of service minus years beyond 15 years earned prior to April 1, 2006. |
| Union Participants | $37.00 multiplied by years of service (maximum 35) effective October 1, 2000. |
| Union Participants With Less Than 61 Points on December 31, 2006 | Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) or (b):<br><br>a. Frozen accrued benefit at December 31, 2006.<br><br>b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account. |
| Early Retirement Benefits | |
| Eligibility | Age 55 and five years of service. |
| Benefit | |
| Great-Grandfathered Non-Union Participants (Rhode Island) | Greater of cash accumulation account or great-grandfathered final average pay benefit reduced 3% per year from age 65 to age 62, and 5% per year from age 62. |
| Highly Compensated Employees | Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account, starting after such date. |
| Union Participants | Accrued benefit reduced by 6% per year from age 65. |

| | |
|---|---|
| Union Participants With Less Than 61 Points on December 31, 2006 | Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b):<br>a. Frozen accrued benefit at December 31, 2006 reduced by 6% per year from age 65.<br>b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account. |
| **Termination Benefits** | |
| Eligibility | Three years of service. |
| Benefit | |
| Non-Union Participants | Cash accumulation account. |
| Great-Grandfathered Non-Union Participants (Rhode Island) | Greater of cash accumulation account or great-grandfathered final average pay benefit actuarially reduced from age 65. |
| Highly Compensated Employees | Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account, starting after such date. |
| Union Participants | Accrued benefit reduced by 6% per year from age 65, payable on or after early retirement age or actuarially reduced from age 65 if benefit commences before early retirement age. |
| Union Participants With Less Than 61 Points on December 31, 2006 | Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b):<br>a. Frozen accrued benefit at December 31, 2006 reduced by 6% per year from age 65, payable on or after early retirement age or actuarially reduced from age 65 if benefit commences before early retirement age. |

| | |
|---|---|
| | b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account. |
| Death Benefits | |
| Eligibility | Any vested participant (active or terminated) is eligible. |
| Benefit | |
| Non-Union Participants | Cash accumulation account. |
| Union Participants | 50% of amount deceased participant would have received if he had retired the day before death with joint and 50% survivor form of annuity, payable at earliest retirement. |
| Union Participants With Less Than 61 Points on December 31, 2006 | Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b):<br>a. 50% of frozen accrued benefit at December 31, 2006 deceased participant would have received if he had retired the day before death with joint and 50% survivor form of annuity, payable at earliest retirement.<br>b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account. |
| Basic Form of Payment | The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity. |

## Océ Printing Systems

**Normal Retirement Benefits**

**Eligibility**

Age 65.

**Benefit**

**Non-Great-Grandfathered Participants**

Cash accumulation account.

**Great-Grandfathered Participants**

Maximum of (1) and (2):

1. Cash accumulation account.

2. For periods before April 1, 2006, an amount calculated on the earlier of the date of retirement or December 31, 2015, equal to the sum of (a) and (b) (subject to the minimum benefit as defined in Appendix B of the Plan document).

    a. 1.125% of the first $12,000 of average final compensation (AFC) plus 1.5% of AFC in excess of $12,000, times years and completed months of benefit service up to 35 years.

    b. 1.5% of AFC times benefit service over 35 years.

For periods after April 1, 2006, 1.25% of average final compensation times years and completed months of benefit service earned after April 1, 2006.

**Highly Compensated Employees**

The benefit for a grandfathered and great-grandfathered participant who is a highly compensated employee (“HCE”) is calculated as (a) not less than (b) plus (c).

a. Average final compensation benefit as calculated in (2) above as of the later of the last day of the year before becoming an HCE and December 31, 2006.

b. Cash accumulation account through the later of the last day of the year before becoming an HCE and December 31, 2006 including interest credits through retirement.

c. Cash accumulation account calculated starting the later of becoming an HCE and December 31, 2006.

| | |
|---|---|
| **Early Retirement Benefits** | |
| Eligibility | Age 55 and 10 years of employment. |
| Benefit | |
| Great-Grandfathered Participants | Maximum of (1) and (2):<br>1. Cash accumulation account.<br>2. Accrued benefit calculated on the earlier of the date of retirement or December 31, 2015, reduced from age 62 by 5% per year for first two years plus 6% for each additional year. |
| Highly Compensated Employees | Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date. |
| **Termination Benefits** | |
| Eligibility | Three years of employment. |
| Benefit | |
| Non-Great-Grandfathered Participants | Cash accumulation account. |
| Great-Grandfathered Participants | Maximum of (1) and (2):<br>1. Cash accumulation account.<br>2. Actuarially reduced accrued benefit calculated on the earlier of the date of termination or December 31, 2015; payable on or after age 55. |
| Highly Compensated Employees | Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date. |
| **Disability Benefits** | |
| Eligibility | Incur total and permanent disability while still employed, and has either (a) Workers Compensation payable, or (b) five years of employment at time of disability. |
| Benefits | During the period of disability, it will be assumed that the participant is accruing compensation equal to the amount of compensation during the calendar year immediately preceding disability. |

| | |
|---|---|
| Death Benefits | |
| Eligibility | Any vested participant (active or terminated) is eligible. |
| Benefit | |
| Non-Great-Grandfathered Participants | Cash accumulation account. |
| Great-Grandfathered Participants | For married participants, they receive the maximum of (1) and (2):<br>1. Cash accumulation account.<br>2. Accrued benefit calculated on the earlier of the date of death or December 31, 2015.<br>For non-married participants, if (2) from above is greater, no benefit is payable. If (1) is greater than (2), benefit is the cash accumulation account. |
| Highly Compensated Employees | Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date. |
| Basic Form of Payment | The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity. |

## Océ-USA, Océ Business Systems, Océ Reprographics Technologies, Océ Groupware Technologies, and Océ Display Graphics

| | |
|---|---|
| Normal Retirement Benefits | |
| Eligibility | Age 65. |
| Benefit | Cash accumulation account. |
| Termination Benefits | |
| Eligibility | Three years of service. |
| Benefit | Cash accumulation account. |
| Death Benefits | |
| Eligibility | Any vested participant (active or terminated) is eligible. |
| Benefit | Cash accumulation account. |
| Basic Form of Payment | The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity. |
| Highly Compensated Employees | The compensation credits for a great-grandfathered participant who is a highly compensated employee (“HCE”) will no longer include the 2% transition credit (if eligible) as of the later of January 1, 2007 and the first day of the plan year after becoming an HCE. |

## Definitions

| | |
|---|---|
| **Final Average Earnings** | |
| Arkwright Incorporated | Average of total earnings for the five consecutive calendar years out of the last 10 years which produces the highest average. Total earnings shall include wages and salary, overtime, bonuses, commissions, and elective deferral amounts, but exclude any other payments or remuneration. |
| **Covered Compensation** | |
| Arkwright Incorporated and Océ Printing Systems | The average (without indexing) of the taxable wage bases in effect for each calendar year during the 35-year period ending with the calendar year in which the participant attains (or will attain) the Social Security retirement age. |
| **Average Final Compensation** | |
| Océ Printing Systems | Average of total compensation for the four consecutive calendar years out of the last 10 years which produces the highest average. Total compensation shall include wages and salary, overtime, bonuses, commissions and elective deferral amounts but exclude any other payments or remuneration. |
| **Highly Compensated Employee** | A highly compensated employee for a given plan year is defined as follows:<br>a. Is a 5% owner as defined in the Internal Revenue Code section 416(i)(1)(A)(ii) at any time during the plan year or prior plan year;<br>b. Has compensation greater than $95,000 (or amount adjusted in accordance with the Internal Revenue Code section 414 (q)) during the current or prior plan year; or<br>c. Is a terminated employee who was a highly compensated employee for the year of separation or any plan year after attaining age 55. |
| **Benefit Service** | |
| Océ Printing Systems | Period of employment when the employee is a member, measured in years and completed months, and provided the liability under the predecessor plan and related assets have been transferred as of December 31, 1996. |

Actuarial Equivalent

For purposes of determining lump sum present values and converting the cash accumulation account to the basic form of payment, such amount is determined by using the mortality table prescribed under Section 417(e)(3)(A)(ii)(I) (“Applicable Mortality Table”), and by using the applicable segment rates specified in Section 417(e)(3)(A)(ii)(II) for the month of November (the “look back month”) that precedes the plan year (the “stability period”) in which the distribution is made. For purposes of converting the basic form of payment to any optional form of payment under the plan which is payable as an annuity, such amount is determined on the basis of the following:

For purposes of converting the basic form of payment to any optional annuity form of payment and for any other purposes not covered above, the actuarial equivalent is determined using the mortality table prescribed by Revenue Ruling 2001-62, and 6% interest assumption.

Arkwright Union Participants

For purposes of converting the basic form of payment to any optional form of payment, unisex factors obtained from the UP1984 Mortality Table and the PBGC rate as defined at the beginning of the plan year are used.

Cash Accumulation Account

As of the applicable entry date or participation date if later, a cash accumulation account is established for each participant. This account is a nominal account which is credited with compensation credits and interest credits each year.

| | **Applicable Entry Dates** |
|---|---|
| Océ-USA | January 1, 1998 |
| Arkwright | January 1, 1999 |
| Océ Printing Systems | January 1, 2001 |
| Océ Business Systems | January 1, 2002 |
| Groupware and Reprographics | January 1, 2003 |
| Océ Display Graphics | January 1, 2004 |

Compensation Credits

Compensation credits are credited as of the last day of each plan year (or on the date of termination of employment, if prior to the last day of the plan year) to the cash accumulation account of each participant who is employed at any time during the plan year as a participant.

a. Compensation credits equal a specified percentage of each participant's compensation limited to compensation earned while a participant. With respect to a participant's initial entry in the plan, if an employee completes a year of service in his initial eligibility computation period, he is entitled to a compensation credit for the plan year in which occurs his initial date of employment, based on the compensation that he earned in that first plan year.

b. Compensation credits shall be allocated based on a participant's total points. A participant's total points are determined by adding the participant's attained age and years of credited service (in whole years and completed months) determined as of each December 31. A participant's compensation credits for any plan year equal the amount obtained by multiplying the applicable percentage determined as of the prior December 31 based on the table below, by the participant's compensation for such plan year. If a participant is entitled to receive compensation credits for the plan year in which occurs his initial date of employment (as provided under subsection (a) above), the participant's total points for purposes of determining the compensation credits for such first plan year of employment are based on his age as of the December 31 preceding his initial date of employment.

Compensation Credits Before April 1, 2006

| Participant's Total Points | Percentage |
|---|---|
| Less than 30 | 3% |
| At least 30, but less than 40 | 4% |
| At least 40, but less than 50 | 5% |
| At least 50, but less than 60 | 6% |
| At least 60, but less than 65 | 7% |
| At least 65, but less than 70 | 8% |
| At least 70, but less than 75 | 9% |
| 75 or more | 10% |

Compensation Credits After April 1, 2006 for Grandfathered Employees

| Participant's Total Points | Percentage |
|---|---|
| At least 62, but less than 65 | 5% |
| At least 65, but less than 70 | 6% |
| At least 70, but less than 75 | 7% |
| 75 or more | 8% |

| | |
|---|---|
| Additional Compensation Credits for Certain Employees | |
| Arkwright | A participant who was formerly an employee of the Océ Imaging Supplies division and becomes an Arkwright Employee (“ISU Transfer”) and has earned 55 or more points (subject to the following sentence) as of December 31, 1997 shall be entitled to receive additional compensation credits equal to 2% of compensation for each additional year of credited service earned until retirement or other termination of employment. |
| Océ-USA | A participant who has earned 55 or more points (subject to the following sentence) as of December 31, 1997 shall be entitled to receive additional compensation credits equal to 2% of compensation for each additional year of credited service earned until retirement or other termination of employment. |
| Interest Credits | Interest credits are credited to the cash accumulation accounts of all participants, inactive participants and terminated participants as of the end of each plan year. The amount of the interest credit added to a participant’s cash accumulation account equals (i) the balance in the participant’s cash accumulation account at the beginning of the plan year times (ii) the applicable annual interest rate.<br><br>The applicable annual interest rate is the rate on 30-year Treasury securities or the applicable interest rate as specified in section 417(e) for November of the preceding plan year, as reported in the Federal Reserve Statistical Release. However, in no event shall the rate be less than 5%. |
| Compensation | All cash compensation received by a participant from the company and affiliates including bonuses (other than retention, stay or sign on bonuses), overtime payments commissions, and taxable car allowances prior to reduction pursuant to any compensation deferral election made under a plan qualifying under Section 125 or Section 401(k) of the Internal Revenue Code, but excluding contributions to and payments from any plan of deferred compensation, premiums paid for group insurance coverage, welfare benefits, expense allowances and similar payments, and excluding severance payments and accrued but unused vacation pay. In no event will compensation exceed the Code section 401(a)(17) limit on compensation. |

| | |
|---|---|
| Optional Forms of Payment | 50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity, lump sum, or life annuity. |
| Year of Service | a. When applied to eligibility provisions, (i) the 12 month period commencing on an individual's date of employment in which he is credited with 1,000 or more hours of service, and (ii) thereafter, the plan year which includes the first anniversary of the employee's initial date of employment and successive anniversaries of such plan year, in which he is credited with 1,000 or more hours of service.<br><br>b. When applied to vesting provisions, a year of vesting service is credited for each plan year of employment determined in completed full years, with each full 12 months of vesting service constituting a year of service, and any part of vesting service in excess of completed full years counted to the nearest fractional one-twelfth of a year.<br><br>c. When applied to determining compensation credits, a year of credited service is credited for each plan year of employment as a participant, determined in completed full years, with each full 12 months of credited service constituting a year of service, and any part of credited service in excess of completed full years counted to the nearest fractional one-twelfth of a year.<br><br>d. For all purposes under the plan, years of service shall not include any period of employment with an entity prior to the date such entity becomes an affiliate unless the company acts to grant years of service for such employment. |
| Arkwright Union Participants | For vesting and credited service, the following schedule is used to determine the amount of service accrued: |

| **Months of Service** | **Credit** |
|---|---|
| 8 or more months | One year's credit |
| 4 to 7 months | Half year's credit |
| 3 or fewer months | No credit |

However, if the employee worked at least 1,000 hours, he will receive one year's credit regardless of the number of months worked.

## Plan Changes Since the Prior Year

The January 1, 2021 valuation reflects the following plan change:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

The January 1, 2020 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $225,000 in 2019 to $230,000 in 2020.

The January 1, 2019 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $220,000 in 2018 to $225,000 in 2019.

The January 1, 2018 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $215,000 in 2017 to $220,000 in 2018.

The January 1, 2017 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $210,000 in 2016 to $215,000 in 2017.

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

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

Under the American Rescue Plan Act of 2021 (ARPA), the stabilized interest rates for certain purposes will be adjusted once the ARPA stabilization is applied. By default, this stabilization applied starting with the 2020 plan year. This Schedule SB reflects stabilized 2021 minimum funding interest rates that are adjusted for ARPA. Canon U.S.A., Inc. irrevocably committed the Océ Employees' Cash Accumulation Plan to the use of those rates for the 2020 plan year via the 2020 Schedule SB filing.

Under ARPA, the amortization period for any funding shortfall is changed from 7 years to 15 years. By default, this change would have applied starting with the 2022 plan year. However, Canon Acquisition LLC made an election dated September 2, 2021 to apply the change to a 15-year amortization period for the Océ Employees' Cash Accumulation Plan beginning with the 2020 plan year.

## Schedule SB, line 24—Change in Actuarial Assumptions

- The unlimited expected return on assets was changed from 5.80% to 5.25%.

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

# Schedule SB Attachment (Form 5500)—2021 Plan Year
# Océ Employees' Cash Accumulation Plan
# EIN: 46-1382783 PN: 001

## Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2021

Number of Participants and Average Cash Balance Account

| Attained Age | Years of Credited Service | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | <1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ |
| <25 | | | | | | | | | | |
| 25-29 | | | | | | | | | | |
| 30-34 | 1 | | | | | | | | | |
| 35-39 | 4 | 5 | 1 | | | | | | | |
| 40-44 | 5 | 24<br>$8,812 | 14 | | | | | | | |
| 45-49 | 5 | 30<br>$13,519 | 26<br>$19,210 | 3 | | | | | | |
| 50-54 | 6 | 49<br>$20,318 | 62<br>$37,469 | 32<br>$48,777 | 9 | | | | | |
| 55-59 | 12 | 35<br>$27,240 | 65<br>$42,437 | 51<br>$74,574 | 38<br>$94,886 | 8 | 6 | | | |
| 60-64 | 9 | 32<br>$20,985 | 44<br>$55,622 | 32<br>$106,974 | 7 | 14 | 15 | 1 | | |
| 65-69 | 8 | 11 | 13 | 4 | 5 | 7 | 2 | | | |
| 70+ | | 4 | 4 | 1 | 1 | 1 | | | | |

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Note: Current compensation data was not included since the plan is “hard-frozen” (no future accruals of pay or service).

# Schedule SB Attachment (Form 5500)—2021 Plan Year
# Océ Employees' Cash Accumulation Plan
# EIN: 46-1382783 PN: 001

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

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

**Océ Business Systems**

| (a) Age | (b) Rate | (c) Weight | (d) Product (a) × (b) × (c) |
|---|---|---|---|
| 55.5 | 6.00% | 1.0000 | 3.33 |
| 56.5 | 6.00% | 0.9400 | 3.19 |
| 57.5 | 6.00% | 0.8836 | 3.05 |
| 58.5 | 6.00% | 0.8306 | 2.92 |
| 59.5 | 10.00% | 0.7807 | 4.65 |
| 60.5 | 10.00% | 0.7027 | 4.25 |
| 61.5 | 10.00% | 0.6324 | 3.89 |
| 62.5 | 10.00% | 0.5692 | 3.56 |
| 63.5 | 10.00% | 0.5122 | 3.25 |
| 64.5 | 15.00% | 0.4610 | 4.46 |
| 65.5 | 15.00% | 0.3919 | 3.85 |
| 66.5 | 15.00% | 0.3331 | 3.32 |
| 67.5 | 20.00% | 0.2831 | 3.82 |
| 68.5 | 20.00% | 0.2265 | 3.10 |
| 69.5 | 50.00% | 0.1812 | 6.30 |
| 70.5 | 50.00% | 0.0906 | 3.19 |
| 71.5 | 30.00% | 0.0453 | 0.97 |
| 72.5 | 30.00% | 0.0317 | 0.69 |
| 73.5 | 30.00% | 0.0222 | 0.49 |
| 74.5 | 30.00% | 0.0155 | 0.35 |
| 75 | 100.00% | 0.0109 | 0.82 |
| | Weighted Average | | 63.45 |

**All Others**

| (a) Age | (b) Rate | (c) Weight | (d) Product (a) × (b) × (c) |
|---|---|---|---|
| 55.5 | 5.00% | 1.0000 | 2.78 |
| 56.5 | 5.00% | 0.9500 | 2.68 |
| 57.5 | 5.00% | 0.9025 | 2.59 |
| 58.5 | 10.00% | 0.8574 | 5.02 |
| 59.5 | 10.00% | 0.7716 | 4.59 |
| 60.5 | 10.00% | 0.6945 | 4.20 |
| 61.5 | 15.00% | 0.6250 | 5.77 |
| 62.5 | 15.00% | 0.5313 | 4.98 |
| 63.5 | 15.00% | 0.4516 | 4.30 |
| 64.5 | 25.00% | 0.3838 | 6.19 |
| 65.5 | 30.00% | 0.2879 | 5.66 |
| 66.5 | 30.00% | 0.2015 | 4.02 |
| 67.5 | 30.00% | 0.1411 | 2.86 |
| 68.5 | 30.00% | 0.0987 | 2.03 |
| 69.5 | 30.00% | 0.0691 | 1.44 |
| 70 | 100.00% | 0.0484 | 3.39 |
| | Weighted Average | | 62.50 |

| | Average Age | % of Active Participants |
|---|---|---|
| Océ Business Systems | 63.45 | 32.58% |
| All Others | 62.50 | 67.42% |
| Weighted Average Retirement Age = | 62.81 | |

# Schedule SB Attachment (Form 5500)—2021 Plan Year
# Océ Employees' Cash Accumulation Plan
# EIN: 46-1382783 PN: 001

## Schedule SB, Part V—Summary of Plan Provisions

| | |
|---|---|
| Effective Date | January 1, 2003 (amended and restated January 1, 2014).<br><br>The following plans were consolidated to form the Océ Employees' Cash Accumulation Plan:<br><br>▪ Archer Management Services, Inc. Cash Accumulation Plan<br>▪ Arkwright Incorporated Cash Accumulation Plan<br>▪ Océ Printing Systems USA, Inc. Cash Accumulation Plan<br>▪ Océ-USA, Inc. Cash Accumulation Plan |
| Coverage | An employee becomes a participant on the first day of the month coincident with or immediately following the completion of one year of service except for those employed as Union Employees of Arkwright Incorporated (see below).<br><br>Each employee who was a participant in a defined benefit plan sponsored by Océ–USA Holding, Inc. as of December 31, 2002 and was an eligible employee on January 1, 2003 will automatically become a participant as of January 1, 2003.<br><br>Effective December 31, 2005, Océ Business Services, Inc. (formerly Archer Management Services, Inc.) participants will no longer accrue compensation credits. The plan is also closed to any employee not meeting the participation requirements as of this date.<br><br>Effective March 31, 2006, any non-union participant who is not defined as an active grandfathered (62 points) participant will no longer accrue compensation credits nor future benefits under any former grandfathered final average pay formula. The plan is also closed to any employee not meeting the participation requirements as of this date. Under certain situations as stated in the plan document a grandfathered inactive participant may resume accruing compensation credit.<br><br>Effective December 31, 2006, the Arkwright Union Plan is frozen for those with less than 61 points on that date and closed to any employee not meeting the participation requirements as of this date. |

| | |
|---|---|
| | Effective May 1, 2012, benefit accruals for all remaining active plan participants accruing benefits were frozen. |
| Océ Cash Accumulation Plan | |
| Grandfathered Participants | Any participant who has 62 points (based on age and benefit service) and at least five years of vesting service on March 31, 2006 will be referred to herein as a “grandfathered participant.” |
| Arkwright Incorporated | |
| Great-Grandfathered Non-Union Participants | Each employee who was an non-union participant in the Arkwright Incorporated Retirement Plan as of December 31, 1998 and was employed by Arkwright on January 1, 2003 will automatically continue to be a participant on January 1, 2003 and will be referred to herein as a “great-grandfathered non-union participant (Rhode Island).” |
| Union Employees | Members of the Production and Maintenance Unit shall become a participant in the plan on the later of October 1, 1991 and his date of hire. Members of the Technicians Unit shall become a participant in the plan on the later of December 1, 1991 and his date of hire. |
| Océ Printing Systems | Each employee who was a participant in the Océ Printing Systems USA, Inc. Retirement Plan as of December 31, 2000, and was employed by OPS on January 1, 2003 will automatically continue to be a participant on January 1, 2003 and will be referred to as a “great-grandfathered participant.” |
| Archer Management Services | Employees who had one year of service as of January 1, 2003 but were less than age 21 became participants as of January 1, 2003. |

## Arkwright Incorporated

| | |
|---|---|
| **Normal Retirement Benefits** | |
| Eligibility | Age 65. |
| Benefit | |
| Non-Union Participants | Cash accumulation account. |
| Great-Grandfathered Non-Union Participants (Rhode Island) | Greater of cash accumulation account or great-grandfathered final average pay benefit. |
| Highly Compensated Employees | The benefit for a grandfathered and great-grandfathered non-union participant (Rhode Island) who is a highly compensated employee (“HCE”) is calculated as (a) not less than (b) plus (c).<br>a. Final average pay benefit calculated as of the later of the last day of the year before becoming an HCE and December 31, 2006.<br>b. Cash accumulation account with compensation credits through the later of the last day of the year before becoming an HCE and December 31, 2006 including interest credits through retirement.<br>c. Cash accumulation account calculated starting the later of becoming an HCE and December 31, 2006. |
| Great-Grandfathered Non-Union (Rhode Island) Final Average Pay Benefit | The great-grandfathered non-union (Rhode Island) final average pay benefit is calculated (a) plus (b) not less than (c), if greater:<br>a. 1.25% of final average earnings up to covered compensation plus 1.75% of final average earnings in excess of covered compensation all multiplied by years of service up to 15 years.<br>b. 1.00% of final average earnings up to covered compensation plus 1.50% of final average earnings in excess of covered compensation all multiplied by years of service beyond 15 years up to an additional 15 years of service.<br>c. $37.00 multiplied by years of service (maximum 30) effective October 1, 2000. |

| | |
|---|---|
| | Effective April 1, 2006 (a) and (b) are modified as follows for all credited service earned after April 1, 2006.<br><br>a. 1.05% of final average earnings multiplied by years of service up to 15 years minus years of service up to 15 years earned prior to April 1, 2006.<br><br>b. 0.80% of final average earnings multiplied by years of service beyond 15 years up to an additional 15 years of service minus years beyond 15 years earned prior to April 1, 2006. |
| Union Participants | $37.00 multiplied by years of service (maximum 35) effective October 1, 2000. |
| Union Participants With Less Than 61 Points on December 31, 2006 | Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) or (b):<br><br>a. Frozen accrued benefit at December 31, 2006.<br><br>b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account. |
| Early Retirement Benefits | |
| Eligibility | Age 55 and five years of service. |
| Benefit | |
| Great-Grandfathered Non-Union Participants (Rhode Island) | Greater of cash accumulation account or great-grandfathered final average pay benefit reduced 3% per year from age 65 to age 62, and 5% per year from age 62. |
| Highly Compensated Employees | Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account, starting after such date. |
| Union Participants | Accrued benefit reduced by 6% per year from age 65. |

| | |
|---|---|
| Union Participants With Less Than 61 Points on December 31, 2006 | Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b):<br>a. Frozen accrued benefit at December 31, 2006 reduced by 6% per year from age 65.<br>b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account. |
| **Termination Benefits** | |
| Eligibility | Three years of service. |
| Benefit | |
| Non-Union Participants | Cash accumulation account. |
| Great-Grandfathered Non-Union Participants (Rhode Island) | Greater of cash accumulation account or great-grandfathered final average pay benefit actuarially reduced from age 65. |
| Highly Compensated Employees | Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account, starting after such date. |
| Union Participants | Accrued benefit reduced by 6% per year from age 65, payable on or after early retirement age or actuarially reduced from age 65 if benefit commences before early retirement age. |
| Union Participants With Less Than 61 Points on December 31, 2006 | Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b):<br>a. Frozen accrued benefit at December 31, 2006 reduced by 6% per year from age 65, payable on or after early retirement age or actuarially reduced from age 65 if benefit commences before early retirement age. |

| | |
|---|---|
| | b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account. |
| Death Benefits | |
| Eligibility | Any vested participant (active or terminated) is eligible. |
| Benefit | |
| Non-Union Participants | Cash accumulation account. |
| Union Participants | 50% of amount deceased participant would have received if he had retired the day before death with joint and 50% survivor form of annuity, payable at earliest retirement. |
| Union Participants With Less Than 61 Points on December 31, 2006 | Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b):<br>a. 50% of frozen accrued benefit at December 31, 2006 deceased participant would have received if he had retired the day before death with joint and 50% survivor form of annuity, payable at earliest retirement.<br>b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account. |
| Basic Form of Payment | The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity. |

## Océ Printing Systems

**Normal Retirement Benefits**

**Eligibility**

Age 65.

**Benefit**

**Non-Great-Grandfathered Participants**

Cash accumulation account.

**Great-Grandfathered Participants**

Maximum of (1) and (2):

1. Cash accumulation account.

2. For periods before April 1, 2006, an amount calculated on the earlier of the date of retirement or December 31, 2015, equal to the sum of (a) and (b) (subject to the minimum benefit as defined in Appendix B of the Plan document).

    a. 1.125% of the first $12,000 of average final compensation (AFC) plus 1.5% of AFC in excess of $12,000, times years and completed months of benefit service up to 35 years.

    b. 1.5% of AFC times benefit service over 35 years.

For periods after April 1, 2006, 1.25% of average final compensation times years and completed months of benefit service earned after April 1, 2006.

**Highly Compensated Employees**

The benefit for a grandfathered and great-grandfathered participant who is a highly compensated employee (“HCE”) is calculated as (a) not less than (b) plus (c).

a. Average final compensation benefit as calculated in (2) above as of the later of the last day of the year before becoming an HCE and December 31, 2006.

b. Cash accumulation account through the later of the last day of the year before becoming an HCE and December 31, 2006 including interest credits through retirement.

c. Cash accumulation account calculated starting the later of becoming an HCE and December 31, 2006.

| | |
|---|---|
| **Early Retirement Benefits** | |
| Eligibility | Age 55 and 10 years of employment. |
| Benefit | |
| Great-Grandfathered Participants | Maximum of (1) and (2):<br>1. Cash accumulation account.<br>2. Accrued benefit calculated on the earlier of the date of retirement or December 31, 2015, reduced from age 62 by 5% per year for first two years plus 6% for each additional year. |
| Highly Compensated Employees | Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date. |
| **Termination Benefits** | |
| Eligibility | Three years of employment. |
| Benefit | |
| Non-Great-Grandfathered Participants | Cash accumulation account. |
| Great-Grandfathered Participants | Maximum of (1) and (2):<br>1. Cash accumulation account.<br>2. Actuarially reduced accrued benefit calculated on the earlier of the date of termination or December 31, 2015; payable on or after age 55. |
| Highly Compensated Employees | Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date. |
| **Disability Benefits** | |
| Eligibility | Incur total and permanent disability while still employed, and has either (a) Workers Compensation payable, or (b) five years of employment at time of disability. |
| Benefits | During the period of disability, it will be assumed that the participant is accruing compensation equal to the amount of compensation during the calendar year immediately preceding disability. |

| | |
|---|---|
| Death Benefits | |
| Eligibility | Any vested participant (active or terminated) is eligible. |
| Benefit | |
| Non-Great-Grandfathered Participants | Cash accumulation account. |
| Great-Grandfathered Participants | For married participants, they receive the maximum of (1) and (2):<br>1. Cash accumulation account.<br>2. Accrued benefit calculated on the earlier of the date of death or December 31, 2015.<br>For non-married participants, if (2) from above is greater, no benefit is payable. If (1) is greater than (2), benefit is the cash accumulation account. |
| Highly Compensated Employees | Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date. |
| Basic Form of Payment | The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity. |

## Océ-USA, Océ Business Systems, Océ Reprographics Technologies, Océ Groupware Technologies, and Océ Display Graphics

| | |
|---|---|
| Normal Retirement Benefits | |
| Eligibility | Age 65. |
| Benefit | Cash accumulation account. |
| Termination Benefits | |
| Eligibility | Three years of service. |
| Benefit | Cash accumulation account. |
| Death Benefits | |
| Eligibility | Any vested participant (active or terminated) is eligible. |
| Benefit | Cash accumulation account. |
| Basic Form of Payment | The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity. |
| Highly Compensated Employees | The compensation credits for a great-grandfathered participant who is a highly compensated employee (“HCE”) will no longer include the 2% transition credit (if eligible) as of the later of January 1, 2007 and the first day of the plan year after becoming an HCE. |

## Definitions

| | |
|---|---|
| **Final Average Earnings** | |
| Arkwright Incorporated | Average of total earnings for the five consecutive calendar years out of the last 10 years which produces the highest average. Total earnings shall include wages and salary, overtime, bonuses, commissions, and elective deferral amounts, but exclude any other payments or remuneration. |
| **Covered Compensation** | |
| Arkwright Incorporated and Océ Printing Systems | The average (without indexing) of the taxable wage bases in effect for each calendar year during the 35-year period ending with the calendar year in which the participant attains (or will attain) the Social Security retirement age. |
| **Average Final Compensation** | |
| Océ Printing Systems | Average of total compensation for the four consecutive calendar years out of the last 10 years which produces the highest average. Total compensation shall include wages and salary, overtime, bonuses, commissions and elective deferral amounts but exclude any other payments or remuneration. |
| **Highly Compensated Employee** | A highly compensated employee for a given plan year is defined as follows:<br>a. Is a 5% owner as defined in the Internal Revenue Code section 416(i)(1)(A)(ii) at any time during the plan year or prior plan year;<br>b. Has compensation greater than $95,000 (or amount adjusted in accordance with the Internal Revenue Code section 414 (q)) during the current or prior plan year; or<br>c. Is a terminated employee who was a highly compensated employee for the year of separation or any plan year after attaining age 55. |
| **Benefit Service** | |
| Océ Printing Systems | Period of employment when the employee is a member, measured in years and completed months, and provided the liability under the predecessor plan and related assets have been transferred as of December 31, 1996. |

Actuarial Equivalent

For purposes of determining lump sum present values and converting the cash accumulation account to the basic form of payment, such amount is determined by using the mortality table prescribed under Section 417(e)(3)(A)(ii)(I) (“Applicable Mortality Table”), and by using the applicable segment rates specified in Section 417(e)(3)(A)(ii)(II) for the month of November (the “look back month”) that precedes the plan year (the “stability period”) in which the distribution is made. For purposes of converting the basic form of payment to any optional form of payment under the plan which is payable as an annuity, such amount is determined on the basis of the following:

For purposes of converting the basic form of payment to any optional annuity form of payment and for any other purposes not covered above, the actuarial equivalent is determined using the mortality table prescribed by Revenue Ruling 2001-62, and 6% interest assumption.

Arkwright Union Participants

For purposes of converting the basic form of payment to any optional form of payment, unisex factors obtained from the UP1984 Mortality Table and the PBGC rate as defined at the beginning of the plan year are used.

Cash Accumulation Account

As of the applicable entry date or participation date if later, a cash accumulation account is established for each participant. This account is a nominal account which is credited with compensation credits and interest credits each year.

| | **Applicable Entry Dates** |
|---|---|
| Océ-USA | January 1, 1998 |
| Arkwright | January 1, 1999 |
| Océ Printing Systems | January 1, 2001 |
| Océ Business Systems | January 1, 2002 |
| Groupware and Reprographics | January 1, 2003 |
| Océ Display Graphics | January 1, 2004 |

Compensation Credits

Compensation credits are credited as of the last day of each plan year (or on the date of termination of employment, if prior to the last day of the plan year) to the cash accumulation account of each participant who is employed at any time during the plan year as a participant.

a. Compensation credits equal a specified percentage of each participant's compensation limited to compensation earned while a participant. With respect to a participant's initial entry in the plan, if an employee completes a year of service in his initial eligibility computation period, he is entitled to a compensation credit for the plan year in which occurs his initial date of employment, based on the compensation that he earned in that first plan year.

b. Compensation credits shall be allocated based on a participant's total points. A participant's total points are determined by adding the participant's attained age and years of credited service (in whole years and completed months) determined as of each December 31. A participant's compensation credits for any plan year equal the amount obtained by multiplying the applicable percentage determined as of the prior December 31 based on the table below, by the participant's compensation for such plan year. If a participant is entitled to receive compensation credits for the plan year in which occurs his initial date of employment (as provided under subsection (a) above), the participant's total points for purposes of determining the compensation credits for such first plan year of employment are based on his age as of the December 31 preceding his initial date of employment.

Compensation Credits Before April 1, 2006

| Participant's Total Points | Percentage |
|---|---|
| Less than 30 | 3% |
| At least 30, but less than 40 | 4% |
| At least 40, but less than 50 | 5% |
| At least 50, but less than 60 | 6% |
| At least 60, but less than 65 | 7% |
| At least 65, but less than 70 | 8% |
| At least 70, but less than 75 | 9% |
| 75 or more | 10% |

Compensation Credits After April 1, 2006 for Grandfathered Employees

| Participant's Total Points | Percentage |
|---|---|
| At least 62, but less than 65 | 5% |
| At least 65, but less than 70 | 6% |
| At least 70, but less than 75 | 7% |
| 75 or more | 8% |

| | |
|---|---|
| Additional Compensation Credits for Certain Employees | |
| Arkwright | A participant who was formerly an employee of the Océ Imaging Supplies division and becomes an Arkwright Employee (“ISU Transfer”) and has earned 55 or more points (subject to the following sentence) as of December 31, 1997 shall be entitled to receive additional compensation credits equal to 2% of compensation for each additional year of credited service earned until retirement or other termination of employment. |
| Océ-USA | A participant who has earned 55 or more points (subject to the following sentence) as of December 31, 1997 shall be entitled to receive additional compensation credits equal to 2% of compensation for each additional year of credited service earned until retirement or other termination of employment. |
| Interest Credits | Interest credits are credited to the cash accumulation accounts of all participants, inactive participants and terminated participants as of the end of each plan year. The amount of the interest credit added to a participant’s cash accumulation account equals (i) the balance in the participant’s cash accumulation account at the beginning of the plan year times (ii) the applicable annual interest rate.<br><br>The applicable annual interest rate is the rate on 30-year Treasury securities or the applicable interest rate as specified in section 417(e) for November of the preceding plan year, as reported in the Federal Reserve Statistical Release. However, in no event shall the rate be less than 5%. |
| Compensation | All cash compensation received by a participant from the company and affiliates including bonuses (other than retention, stay or sign on bonuses), overtime payments commissions, and taxable car allowances prior to reduction pursuant to any compensation deferral election made under a plan qualifying under Section 125 or Section 401(k) of the Internal Revenue Code, but excluding contributions to and payments from any plan of deferred compensation, premiums paid for group insurance coverage, welfare benefits, expense allowances and similar payments, and excluding severance payments and accrued but unused vacation pay. In no event will compensation exceed the Code section 401(a)(17) limit on compensation. |

Optional Forms of Payment

50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity, lump sum, or life annuity.

Year of Service

a. When applied to eligibility provisions, (i) the 12 month period commencing on an individual's date of employment in which he is credited with 1,000 or more hours of service, and (ii) thereafter, the plan year which includes the first anniversary of the employee's initial date of employment and successive anniversaries of such plan year, in which he is credited with 1,000 or more hours of service.

b. When applied to vesting provisions, a year of vesting service is credited for each plan year of employment determined in completed full years, with each full 12 months of vesting service constituting a year of service, and any part of vesting service in excess of completed full years counted to the nearest fractional one-twelfth of a year.

c. When applied to determining compensation credits, a year of credited service is credited for each plan year of employment as a participant, determined in completed full years, with each full 12 months of credited service constituting a year of service, and any part of credited service in excess of completed full years counted to the nearest fractional one-twelfth of a year.

d. For all purposes under the plan, years of service shall not include any period of employment with an entity prior to the date such entity becomes an affiliate unless the company acts to grant years of service for such employment.

Arkwright Union Participants

For vesting and credited service, the following schedule is used to determine the amount of service accrued:

| **Months of Service** | **Credit** |
|---|---|
| 8 or more months | One year's credit |
| 4 to 7 months | Half year's credit |
| 3 or fewer months | No credit |

However, if the employee worked at least 1,000 hours, he will receive one year's credit regardless of the number of months worked.

## Plan Changes Since the Prior Year

The January 1, 2021 valuation reflects the following plan change:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

The January 1, 2020 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $225,000 in 2019 to $230,000 in 2020.

The January 1, 2019 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $220,000 in 2018 to $225,000 in 2019.

The January 1, 2018 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $215,000 in 2017 to $220,000 in 2018.

The January 1, 2017 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $210,000 in 2016 to $215,000 in 2017.

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

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

Under the American Rescue Plan Act of 2021 (ARPA), the stabilized interest rates for certain purposes will be adjusted once the ARPA stabilization is applied. By default, this stabilization applied starting with the 2020 plan year. This Schedule SB reflects stabilized 2021 minimum funding interest rates that are adjusted for ARPA. Canon U.S.A., Inc. irrevocably committed the Océ Employees' Cash Accumulation Plan to the use of those rates for the 2020 plan year via the 2020 Schedule SB filing.

Under ARPA, the amortization period for any funding shortfall is changed from 7 years to 15 years. By default, this change would have applied starting with the 2022 plan year. However, Canon Acquisition LLC made an election dated September 2, 2021 to apply the change to a 15-year amortization period for the Océ Employees' Cash Accumulation Plan beginning with the 2020 plan year.

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | **Money Market Funds** | | |
| * | BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT | $ 1,492,845 | $ 1,492,845 |
| | FIMM TRSY ONLY PRT INSTL | 5,005,287 | 5,005,287 |
| | | 6,498,132 | 6,498,132 |
| | **Registered Investment Companies** | | |
| | CREDIT SUISSE COMMODITY RETURN STRTGY FD CL I | 4,864,527 | 8,898,531 |
| | HARTFORD SCHRODERS EMERG MKTS EQUITY FD CL F | 2,455,582 | 2,698,642 |
| | ISHARES CORE S&P MID-CAP ETF | 5,687,650 | 8,956,651 |
| | ISHARES TR CORE MSCI EAF ETF | 7,744,653 | 9,471,368 |
| | ISHARES TR RUSSELL 2000 | 2,763,645 | 4,143,131 |
| | SPDR S AND P OIL & GAS EXPL & PRODUCT | 37,523 | 66,150 |
| | SPDR S&P 500 ETF TRUST | 4,888,774 | 14,397,938 |
| | VANGUARD FTSE EMERGING MARKETS ETF | 1,192,591 | 1,334,827 |
| | | 29,634,945 | 49,967,238 |
| | **Debt Instruments** | | |
| | ABBOTT LABORATORIES GLB 04.900% NOV 30 2046 | 163,876 | 185,171 |
| | ABBVIE INC GLB 03.200% NOV 21 2029 | 367,890 | 358,514 |
| | ABBVIE INC GLB 04.250% NOV 21 2049 | 199,198 | 203,801 |
| | ABBVIE INC GLB 04.875% NOV 14 2048 | 487,503 | 613,325 |
| | ACTAVIS FUNDING SCS COMPANY GUARNT GLB 04.850% JUN 15 2044 | 129,954 | 142,871 |
| | AEP TEXAS INC SER G GLB 04.150% MAY 01 2049 | 176,775 | 199,638 |
| | AEP TEXAS INC SER H GLB 03.450% JAN 15 2050 | 69,898 | 71,462 |
| | AERCAP IRELAND CAP/GLOBA COMPANY GUARNT GLB 03.300% JAN 30 2032 | 101,068 | 102,080 |
| | ALTRIA GROUP INC COMPANY GUARNT GLB 04.000% FEB 04 2061 | 44,244 | 43,171 |
| | AMAZON.COM INC GLB 02.700% JUN 03 2060 | 54,349 | 53,255 |
| | AMAZON.COM INC GLB 03.100% MAY 12 2051 | 63,273 | 64,333 |
| | AMAZON.COM INC GLB 03.250% MAY 12 2061 | 173,834 | 189,345 |
| | AMAZON.COM INC GLB 03.800% DEC 05 2024 | 732,811 | 740,087 |
| | AMAZON.COM INC GLB 04.800% DEC 05 2034 | 63,653 | 63,942 |
| | AMERICAN EXPRESS CO GLB FLT% FEB 27 2023 | 425,000 | 426,351 |
| | AMERICAN INTL GROUP GLB 03.400% JUN 30 2030 | 111,577 | 108,244 |
| | AMERICAN INTL GROUP GLB 04.125% FEB 15 2024 | 422,949 | 446,027 |
| | AMERICAN INTL GROUP GLB 04.375% JAN 15 2055 | 77,559 | 86,176 |
| | AMERICAN TOWER CORP GLB 01.875% OCT 15 2030 | 241,512 | 231,775 |
| | AMGEN INC - 04.950% OCT 01 2041 | 86,030 | 106,468 |
| | AMGEN INC GLB 03.375% FEB 21 2050 | 108,601 | 104,416 |
| | AMGEN INC GLB 04.663% JUN 15 2051 | 134,426 | 134,802 |
| | AMGEN INC GLB 06.400% FEB 01 2039 | 271,937 | 310,858 |
| | ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 03.500% JUN 01 2030 | 528,790 | 543,079 |
| | ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 04.000% APR 13 2028 | 214,224 | 239,323 |
| | ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 04.439% OCT 06 2048 | 104,748 | 119,926 |
| | ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 04.500% JUN 01 2050 | 560,217 | 587,646 |
| | ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 05.550% JAN 23 2049 | 801,436 | 971,565 |
| | ANTHEM INC GLB 03.125% MAY 15 2050 | 66,673 | 66,856 |
| | APPALACHIAN POWER CO SER Z GLB 03.700% MAY 01 2050 | 59,645 | 64,791 |
| | APPLE INC GLB 02.400% AUG 20 2050 | 73,116 | 70,707 |
| | APPLE INC GLB 02.650% FEB 08 2051 | 202,261 | 207,289 |
| | APPLE INC GLB 02.700% AUG 05 2051 | 115,891 | 114,233 |
| | APPLE INC GLB 02.850% AUG 05 2061 | 63,167 | 65,443 |
| | APPLE INC GLB 02.950% SEP 11 2049 | 372,344 | 377,457 |
| | APPLE INC GLB 03.750% SEP 12 2047 | 46,841 | 58,661 |
| | ASTRAZENECA FINANCE LLC COMPANY GUARNT GLB 02.250% MAY 28 2031 | 18,976 | 19,155 |
| | ASTRAZENECA PLC GLB 03.000% MAY 28 2051 | 136,880 | 136,794 |
| | ASTRAZENECA PLC GLB 04.000% SEP 18 2042 | 78,639 | 77,865 |
| | AT&T INC GLB 03.300% FEB 01 2052 | 1,726,928 | 1,749,882 |
| | AT&T INC GLB 03.650% JUN 01 2051 | 196,335 | 197,501 |
| | AT&T INC GLB 04.500% MAR 09 2048 | 447,682 | 467,876 |
| | AT&T INC GLB 04.750% MAY 15 2046 | 121,725 | 157,482 |
| | BANK OF NEW YORK MELLON SER MTN 03.950% NOV 18 2025 | 15,033 | 16,380 |
| | BANK OF NY MELLON CORP SER J 01.900% JAN 25 2029 | 199,880 | 198,816 |
| | BARCLAYS PLC GLB VAR%MAR 10 2032 | 109,006 | 109,217 |
| | BAT CAPITAL CORP COMPANY GUARNT GLB 03.984% SEP 25 2050 | 273,472 | 274,900 |
| | BECTON DICKINSON AND CO - 03.700% JUN 06 2027 | 159,819 | 182,105 |
| | BECTON DICKINSON AND CO - 04.685% DEC 15 2044 | 86,307 | 112,014 |
| | BECTON DICKINSON AND CO GLB 03.794% MAY 20 2050 | 78,910 | 78,833 |
| | BERKSHIRE HATHAWAY FIN COMPANY GUARNT 05.750% JAN 15 2040 | 180,697 | 239,413 |
| | BERKSHIRE HATHAWAY FIN COMPANY GUARNT GLB 02.500% JAN 15 2051 | 53,063 | 55,931 |
| | BERKSHIRE HATHAWAY INC GLB 03.125% MAR 15 2026 | 462,488 | 492,577 |
| | BERKSHIRE HATHAWAY INC GLB 04.500% FEB 11 2043 | 21,890 | 24,751 |

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | BOEING CO - 06.875% MAR 15 2039 | $ 90,222 | $ 90,197 |
| | BOEING CO GLB 03.625% FEB 01 2031 | 200,664 | 213,500 |
| | BOEING CO GLB 03.650% MAR 01 2047 | 68,395 | 75,476 |
| | BOEING CO GLB 03.750% FEB 01 2050 | 218,751 | 245,114 |
| | BOEING CO GLB 05.805% MAY 01 2050 | 325,700 | 332,835 |
| | BP CAP MARKETS AMERICA COMPANY GUARNT 02.772% NOV 10 2050 | 84,994 | 80,021 |
| | BP CAP MARKETS AMERICA COMPANY GUARNT 04.234% NOV 06 2028 | 147,272 | 152,501 |
| | BP CAP MARKETS AMERICA COMPANY GUARNT GLB 02.939% JUN 04 2051 | 45,644 | 48,184 |
| | BP CAP MARKETS AMERICA COMPANY GUARNT GLB 03.937% SEP 21 2028 | 110,531 | 121,881 |
| | BRIGHTHOUSE FINANCIAL IN GLB 03.850% DEC 22 2051 | 48,993 | 49,675 |
| | BRISTOL-MYERS SQUIBB CO GLB 02.550% NOV 13 2050 | 459,427 | 465,436 |
| | BROADCOM INC COMPANY GUARNT GLB 04.150% NOV 15 2030 | 338,489 | 338,602 |
| | BROADCOM INC COMPANY GUARNT GLB 04.300% NOV 15 2032 | 245,672 | 247,524 |
| | BURLINGTN NORTH SANTA FE - 03.050% FEB 15 2051 | 207,643 | 218,152 |
| | BURLINGTN NORTH SANTA FE - 04.150% DEC 15 2048 | 124,769 | 154,304 |
| | BURLINGTN NORTH SANTA FE - 04.700% SEP 01 2045 | 64,825 | 83,488 |
| | BURLINGTN NORTH SANTA FE - 07.950% AUG 15 2030 | 53,760 | 57,423 |
| | BURLINGTON RESOURCES FIN COMPANY GUARNT GLB 07.400% DEC 01 2031 | 182,867 | 193,864 |
| | CALIFORNIA ST GO BDS TAXABLE APR09 07.550%APR01 2039 | 45,437 | 50,066 |
| | CANADIAN NATL RESOURCES - 06.500% FEB 15 2037 | 125,869 | 150,101 |
| | CARDINAL HEALTH INC GLB 04.368% JUN 15 2047 | 26,652 | 28,264 |
| | CARRIER GLOBAL CORP GLB 02.722% FEB 15 2030 | 263,580 | 255,557 |
| | CATERPILLAR INC GLB 02.600% APR 09 2030 | 148,051 | 140,817 |
| | CATERPILLAR INC GLB 03.250% APR 09 2050 | 78,189 | 77,635 |
| | CHARTER COMM OPT LLC/CAP GLB 03.700% APR 01 2051 | 246,164 | 247,421 |
| | CHARTER COMM OPT LLC/CAP GLB 03.850% APR 01 2061 | 58,740 | 56,809 |
| | CHARTER COMM OPT LLC/CAP GLB 06.484% OCT 23 2045 | 328,397 | 383,438 |
| | CHEVRON USA INC COMPANY GUARNT GLB 02.343% AUG 12 2050 | 67,216 | 68,998 |
| | CHICAGO ILL WTR RV TAXABLE SECOND B TAXABLE NOV10 06.742%NOV01 2040 | 67,082 | 85,522 |
| | CIGNA CORP GLB 03.400% MAR 15 2050 | 406,624 | 391,984 |
| | CISCO SYSTEMS INC - 05.500% JAN 15 2040 | 36,144 | 41,875 |
| | CITIGROUP INC - 04.650% JUL 23 2048 | 158,617 | 154,610 |
| | CITIGROUP INC GLB FLT% SEP 01 2023 | 367,308 | 357,588 |
| | CITIGROUP INC GLB VAR%MAR 31 2031 | 346,510 | 342,948 |
| | CITIGROUP INC GLB VAR%MAY 01 2032 | 315,647 | 311,962 |
| | CITIGROUP INC SUBORDINATED 04.450% SEP 29 2027 | 328,482 | 368,178 |
| | CITIGROUP INC SUBORDINATED 04.750% MAY 18 2046 | 43,012 | 49,343 |
| | CITIGROUP INC SUBORDINATED GLB 06.625% JUN 15 2032 | 92,693 | 92,978 |
| | COCA-COLA CO/THE GLB 02.500% MAR 15 2051 | 4,419 | 4,818 |
| | COCA-COLA CO/THE GLB 02.600% JUN 01 2050 | 97,849 | 93,136 |
| | COCA-COLA CO/THE GLB 03.000% MAR 05 2051 | 74,955 | 74,381 |
| | COMCAST CORP COMPANY GUARNT 06.500% NOV 15 2035 | 90,185 | 100,662 |
| | COMCAST CORP COMPANY GUARNT GLB 02.450% AUG 15 2052 | 183,797 | 184,340 |
| | COMCAST CORP COMPANY GUARNT GLB 02.650% AUG 15 2062 | 104,472 | 93,637 |
| | COMCAST CORP COMPANY GUARNT GLB 02.800% JAN 15 2051 | 193,549 | 193,476 |
| | COMCAST CORP COMPANY GUARNT GLB 03.450% FEB 01 2050 | 123,140 | 128,615 |
| | COMCAST CORP COMPANY GUARNT GLB 03.969% NOV 01 2047 | 129,325 | 167,536 |
| | COMCAST CORP COMPANY GUARNT GLB 03.999% NOV 01 2049 | 192,054 | 197,693 |
| | COMCAST CORP COMPANY GUARNT GLB 04.000% AUG 15 2047 | 20,196 | 23,084 |
| | COMCAST CORP COMPANY GUARNT GLB 04.150% OCT 15 2028 | 230,315 | 261,312 |
| | COMCAST CORP COMPANY GUARNT GLB 04.250% JAN 15 2033 | 169,597 | 199,220 |
| | COMMONWEALTH EDISON 1ST MORTGAGE 05.900% MAR 15 2036 | 192,793 | 233,342 |
| | COMMONWEALTH EDISON 1ST MORTGAGE GLB 03.800% OCT 01 2042 | 88,312 | 101,667 |
| | CON EDISON CO OF NY INC GLB 03.700% NOV 15 2059 | 145,733 | 155,411 |
| | CONAGRA BRANDS INC GLB 05.400% NOV 01 2048 | 27,962 | 40,533 |
| | CONSOLIDATED EDISON SER 07-A 06.300% AUG 15 2037 | 230,551 | 243,089 |
| | CORNING INC GLB 05.450% NOV 15 2079 | 60,279 | 59,669 |
| | CSX CORP - 04.750% MAY 30 2042 | 53,890 | 61,481 |
| | CSX CORP - 05.500% APR 15 2041 | 32,915 | 40,019 |
| | CSX CORP GLB 03.250% JUN 01 2027 | 192,149 | 209,233 |
| | CSX CORP GLB 04.650% MAR 01 2068 | 139,458 | 182,382 |
| | CVS HEALTH CORP GLB 01.875% FEB 28 2031 | 249,521 | 244,930 |
| | CVS HEALTH CORP GLB 05.050% MAR 25 2048 | 330,400 | 341,042 |
| | CVS HEALTH CORP GLB 05.125% JUL 20 2045 | 457,321 | 515,001 |
| | DALLAS FORT WORTH TEX INTL ARPT REV C TAXABLE NOV21 02.843%NOV01 2046 | 140,351 | 140,741 |
| | DC WTR & SWR AUTH PUB UTIL RV PUB A TAXABLE OCT10 05.522%OCT01 2044 | 181,618 | 249,064 |
| | DEERE & COMPANY - 03.900% JUN 09 2042 | 87,690 | 107,161 |
| | DIAGEO CAPITAL PLC COMPANY GUARNT GLB 02.375% OCT 24 2029 | 198,192 | 204,444 |
| | DISCOVERY COMMUNICATIONS COMPANY GUARNT GLB 04.650% MAY 15 2050 | 88,719 | 100,053 |

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | DOMINION ENERGY INC SER A GLB 04.600% MAR 15 2049 | $ 82,485 | $ 81,373 |
| | DOMINION RESOURCES INC NOTES 07.000% JUN 15 2038 | 158,721 | 181,494 |
| | DOMINION RESOURCES INC SER E 06.750% DEC 15 2032 | 256,133 | 262,125 |
| | DOW CHEMICAL CO/THE GLB 03.600% NOV 15 2050 | 192,596 | 201,080 |
| | DOWDUPONT INC - 05.419% NOV 15 2048 | 126,658 | 140,064 |
| | DTE ELECTRIC CO - 02.850% OCT 01 2026 | 402,534 | 432,808 |
| | DTE ELECTRIC CO 1ST MORTGAGE SER C 02.625% MAR 01 2031 | 10,316 | 10,301 |
| | DUKE ENERGY CORP - 04.200% JUN 15 2049 | 10,863 | 11,475 |
| | DUKE ENERGY PROGRESS LLC 1ST MORTGAGE GLB 03.600% SEP 15 2047 | 226,412 | 248,789 |
| | ENBRIDGE ENERGY PARTNERS COMPANY GUARNT 05.500% SEP 15 2040 | 131,876 | 167,313 |
| | ENERGY TRANSFER OPERATNG GLB 05.000% MAY 15 2050 | 73,382 | 80,811 |
| | ENERGY TRANSFER PARTNERS - 06.000% JUN 15 2048 | 301,875 | 373,803 |
| | ENERGY TRANSFER PARTNERS - 06.125% DEC 15 2045 | 63,643 | 68,603 |
| | ENTERGY ARKANSAS LLC 1ST MORTGAGE 02.650% JUN 15 2051 | 48,038 | 46,654 |
| | ENTERPRISE PRODUCTS OPER COMP GUARNT SER D GLB 06.875% MAR 01 2033 | 67,244 | 74,386 |
| | ENTERPRISE PRODUCTS OPER COMPANY GUARNT 03.200% FEB 15 2052 | 27,206 | 29,533 |
| | ENTERPRISE PRODUCTS OPER COMPANY GUARNT 04.200% JAN 31 2050 | 293,899 | 314,994 |
| | ENTERPRISE PRODUCTS OPER COMPANY GUARNT 04.800% FEB 01 2049 | 104,200 | 115,999 |
| | ENTERPRISE PRODUCTS OPER COMPANY GUARNT 05.100% FEB 15 2045 | 31,198 | 37,101 |
| | ENTERPRISE PRODUCTS OPER COMPANY GUARNT GLB 04.900% MAY 15 2046 | 31,406 | 36,386 |
| | EVERSOURCE ENERGY GLB 03.450% JAN 15 2050 | 149,442 | 153,147 |
| | EXELON CORP GLB 04.050% APR 15 2030 | 11,157 | 11,121 |
| | EXELON CORP GLB 04.700% APR 15 2050 | 38,371 | 37,791 |
| | EXELON GENERATION CO LLC GLB 03.250% JUN 01 2025 | 543,986 | 571,247 |
| | EXXON MOBIL CORPORATION GLB 03.095% AUG 16 2049 | 44,836 | 45,781 |
| | EXXON MOBIL CORPORATION GLB 03.452% APR 15 2051 | 109,677 | 114,213 |
| | FEDEX CORP COMPANY GUARNT 05.100% JAN 15 2044 | 291,467 | 337,003 |
| | FEDEX CORP COMPANY GUARNT GLB 05.250% MAY 15 2050 | 87,350 | 87,251 |
| | FLORIDA POWER & LIGHT 1ST MORTGAGE 03.800% DEC 15 2042 | 72,310 | 85,396 |
| | FLORIDA POWER & LIGHT CO 1ST MORTGAGE 04.050% OCT 01 2044 | 145,556 | 166,382 |
| | FLORIDA POWER & LIGHT CO 1ST MORTGAGE GLB 03.990% MAR 01 2049 | 87,433 | 91,779 |
| | FOX CORP GLB 05.576% JAN 25 2049 | 63,901 | 61,618 |
| | GE CAPITAL INTL FUNDING COMPANY GUARNT GLB 04.418% NOV 15 2035 | 278,675 | 274,878 |
| | GENERAL ELECTRIC CO JR SUBORDNTD SER D GLB VAR% PERPETUAL | 241,798 | 229,845 |
| | GENERAL MOTORS CO GLB 05.950% APR 01 2049 | 302,189 | 350,135 |
| | GEORGIA POWER CO SER A GLB 03.250% MAR 15 2051 | 98,452 | 100,679 |
| | GILEAD SCIENCES INC GLB 02.800% OCT 01 2050 | 98,423 | 102,251 |
| | GILEAD SCIENCES INC GLB 04.150% MAR 01 2047 | 258,263 | 324,852 |
| | GOLDMAN SACHS GROUP INC GLB 02.600% FEB 07 2030 | 371,759 | 371,475 |
| | GOLDMAN SACHS GROUP INC GLB VAR%JAN 27 2032 | 262,726 | 263,961 |
| | GOLDMAN SACHS GROUP INC GLB VAR%JUL 21 2032 | 393,997 | 384,442 |
| | GOLDMAN SACHS GROUP INC GLB VAR%OCT 21 2032 | 833,893 | 841,221 |
| | HALLIBURTON COMPANY GLB 04.750% AUG 01 2043 | 63,647 | 63,371 |
| | HCA INC GLB 03.500% JUL 15 2051 | 104,766 | 107,446 |
| | HOME DEPOT INC GLB 02.375% MAR 15 2051 | 73,999 | 78,596 |
| | HOME DEPOT INC GLB 02.625% JUN 01 2022 | 527,628 | 523,988 |
| | HOME DEPOT INC GLB 03.350% APR 15 2050 | 399,792 | 377,675 |
| | HONEYWELL INTERNATIONAL GLB 02.700% AUG 15 2029 | 125,663 | 131,024 |
| | HP ENTERPRISE CO GLB STEP% OCT 15 2045 | 110,004 | 134,313 |
| | HSBC HOLDINGS PLC GLB 04.950% MAR 31 2030 | 118,174 | 111,579 |
| | HSBC HOLDINGS PLC GLB VAR%AUG 18 2031 | 629,933 | 606,385 |
| | HSBC HOLDINGS PLC GLB VAR%MAY 24 2027 | 171,703 | 166,342 |
| | HSBC HOLDINGS PLC GLB VAR%MAY 24 2032 | 45,000 | 45,190 |
| | IBM CORP GLB 03.300% MAY 15 2026 | 213,858 | 213,928 |
| | IBM CORP GLB 04.250% MAY 15 2049 | 196,588 | 225,175 |
| | ING US INC COMPANY GUARNT GLB 05.700% JUL 15 2043 | 45,057 | 54,580 |
| | INTEL CORP GLB 03.050% AUG 12 2051 | 41,649 | 41,078 |
| | INTEL CORP GLB 03.100% FEB 15 2060 | 232,386 | 235,893 |
| | INTEL CORP GLB 03.200% AUG 12 2061 | 4,999 | 5,144 |
| | INTERCONTINENTALEXCHANGE GLB 01.850% SEP 15 2032 | 223,560 | 230,197 |
| | JOHNSON & JOHNSON GLB 03.500% JAN 15 2048 | 5,497 | 5,753 |
| | JOHNSON & JOHNSON GLB 03.625% MAR 03 2037 | 106,485 | 117,299 |
| | JOHNSON & JOHNSON GLB 04.500% DEC 05 2043 | 21,862 | 25,494 |
| | JPMORGAN CHASE & CO GLB FLT% JAN 15 2023 | 432,842 | 425,110 |
| | JPMORGAN CHASE & CO GLB VAR%APR 22 2042 | 186,719 | 193,673 |
| | JPMORGAN CHASE & CO GLB VAR%JAN 23 2029 | 168,072 | 182,248 |
| | JPMORGAN CHASE & CO GLB VAR%JAN 23 2049 | 84,291 | 87,307 |
| | JPMORGAN CHASE & CO GLB VAR%NOV 08 2032 | 1,029,119 | 1,038,364 |
| | JPMORGAN CHASE & CO GLB VAR%OCT 15 2030 | 755,634 | 776,495 |

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | JPMORGAN CHASE & CO SUBORDINATED GLB 03.875% SEP 10 2024 | $ 95,084 | $ 100,790 |
| | JPMORGAN CHASE & CO SUBORDINATED GLB VAR%MAY 13 2031 | 1,422,628 | 1,414,727 |
| | KIMCO REALTY CORP GLB 02.700% OCT 01 2030 | 76,296 | 76,195 |
| | KIMCO REALTY CORP GLB 03.700% OCT 01 2049 | 51,581 | 53,355 |
| | KINDER MORGAN INC COMP GUARNT SER GMTN 07.750% JAN 15 2032 | 235,024 | 274,211 |
| | KINDER MORGAN INC COMPANY GUARNT GLB 03.250% AUG 01 2050 | 76,316 | 81,643 |
| | KINDER MORGAN INC COMPANY GUARNT GLB 05.200% MAR 01 2048 | 248,104 | 247,806 |
| | KROGER CO GLB 03.950% JAN 15 2050 | 129,953 | 126,937 |
| | KROGER CO GLB 04.650% JAN 15 2048 | 59,394 | 74,609 |
| | LLOYDS BANKING GROUP PLC SUBORDINATED GLB 04.582% DEC 10 2025 | 168,416 | 174,616 |
| | LOCKHEED MARTIN CORP GLB 04.090% SEP 15 2052 | 171,178 | 166,200 |
| | LOCKHEED MARTIN CORP GLB 04.500% MAY 15 2036 | 33,628 | 40,330 |
| | LOCKHEED MARTIN CORP SER B GLB 06.150% SEP 01 2036 | 73,715 | 90,871 |
| | LOEWS CORP GLB 04.125% MAY 15 2043 | 85,938 | 104,033 |
| | LOS ANGELES CA CMNTY CLG DIST GO BDS LT E TAXABLE JUL10 06.750%AUG01 2049 | 216,461 | 240,638 |
| | LOWE'S COS INC GLB 03.000% OCT 15 2050 | 67,480 | 69,305 |
| | LOWE'S COS INC GLB 04.050% MAY 03 2047 | 255,244 | 282,801 |
| | LYB INT FINANCE III COMPANY GUARNT GLB 03.625% APR 01 2051 | 306,436 | 329,462 |
| | MAGELLAN MIDSTREAM PARTN GLB 03.950% MAR 01 2050 | 70,460 | 74,409 |
| | MASS INSTITUTE OF TECH - 03.885% JUL 01 2116 | 45,000 | 56,400 |
| | MASS INSTITUTE OF TECH - 04.678% JUL 01 2114 | 125,296 | 186,873 |
| | MCDONALD'S CORP SER MTN 03.700% JAN 30 2026 | 268,948 | 290,625 |
| | MCDONALD'S CORP SER MTN GLB 04.200% APR 01 2050 | 24,350 | 24,293 |
| | MCDONALD'S CORP SER MTN GLB 04.450% MAR 01 2047 | 136,499 | 165,198 |
| | MCDONALD'S CORP SER MTN GLB 04.450% SEP 01 2048 | 115,576 | 117,370 |
| | MEMORIAL SLOAN-KETTERING - 04.125% JUL 01 2052 | 90,146 | 113,725 |
| | MERCK & CO INC GLB 02.450% JUN 24 2050 | 27,005 | 28,381 |
| | MERCK & CO INC GLB 02.750% FEB 10 2025 | 184,431 | 193,797 |
| | MERCK & CO INC GLB 03.700% FEB 10 2045 | 27,813 | 34,637 |
| | MERCK & CO INC GLB 04.000% MAR 07 2049 | 103,633 | 121,659 |
| | METLIFE INC - 04.875% NOV 13 2043 | 137,049 | 156,076 |
| | METLIFE INC GLB 04.050% MAR 01 2045 | 51,923 | 53,656 |
| | MICROSOFT CORP GLB 02.525% JUN 01 2050 | 66,206 | 63,639 |
| | MICROSOFT CORP GLB 02.675% JUN 01 2060 | 81,103 | 84,115 |
| | MICROSOFT CORP GLB 02.921% MAR 17 2052 | 308,650 | 341,130 |
| | MICROSOFT CORP GLB 03.041% MAR 17 2062 | 202,690 | 226,764 |
| | MIDAMERICAN ENERGY CO 1ST MORTGAGE 03.150% APR 15 2050 | 101,706 | 105,068 |
| | MIDAMERICAN ENERGY CO 1ST MORTGAGE 04.250% MAY 01 2046 | 32,031 | 36,616 |
| | MIDAMERICAN ENERGY CO 1ST MORTGAGE 04.800% SEP 15 2043 | 164,639 | 210,939 |
| | MONDELEZ INTERNATIONAL GLB 01.500% FEB 04 2031 | 186,545 | 178,383 |
| | MORGAN STANLEY GLB VAR%APR 22 2042 | 266,276 | 278,422 |
| | MORGAN STANLEY SER MTN FLT% OCT 24 2023 | 387,748 | 378,266 |
| | MORGAN STANLEY SER MTN GLB VAR%APR 01 2031 | 286,922 | 272,693 |
| | MORGAN STANLEY SER MTN GLB VAR%APR 28 2032 | 673,508 | 663,901 |
| | MORGAN STANLEY SER MTN GLB VAR%FEB 13 2032 | 371,952 | 355,361 |
| | MORGAN STANLEY SER MTN VAR%OCT 20 2032 | 150,194 | 150,032 |
| | MPLX LP GLB 04.700% APR 15 2048 | 92,179 | 109,969 |
| | MPLX LP GLB 05.500% FEB 15 2049 | 57,700 | 70,458 |
| | NEVADA POWER CO GENL REF MORT 05.375% SEP 15 2040 | 38,146 | 45,176 |
| | NEVADA POWER CO GENL REF MORT 05.450% MAY 15 2041 | 203,223 | 222,025 |
| | NEW YORK NYC MUN WFA WTR-SS RV REV TAXABLE SEP10 05.440%JUN15 2043 | 90,000 | 129,959 |
| | NISOURCE FINANCE CORP GLB 04.375% MAY 15 2047 | 268,350 | 262,251 |
| | NISOURCE INC GLB 03.600% MAY 01 2030 | 29,889 | 32,366 |
| | NORFOLK SOUTHERN CORP GLB 02.900% AUG 25 2051 | 54,563 | 54,310 |
| | NORFOLK SOUTHERN CORP GLB 03.050% MAY 15 2050 | 54,710 | 56,239 |
| | NORTHERN STATES PWR-MINN 1ST MORTGAGE 02.150% AUG 15 2022 | 188,123 | 190,390 |
| | NORTHERN STATES PWR-MINN 1ST MORTGAGE 03.400% AUG 15 2042 | 45,712 | 54,101 |
| | NORTHERN STATES PWR-MINN 1ST MORTGAGE 03.600% SEP 15 2047 | 82,594 | 95,889 |
| | NORTHERN STATES PWR-MINN 1ST MORTGAGE GLB 02.900% MAR 01 2050 | 115,284 | 121,621 |
| | NORTHROP GRUMMAN CORP GLB 03.250% AUG 01 2023 | 359,232 | 372,413 |
| | NORTHROP GRUMMAN CORP GLB 03.250% JAN 15 2028 | 431,187 | 433,767 |
| | NVIDIA CORP GLB 03.700% APR 01 2060 | 96,508 | 114,041 |
| | NY & PRESBYTERIAN HOSPIT - 03.563% AUG 01 2036 | 24,999 | 27,731 |
| | NY & PRESBYTERIAN HOSPIT SER 2019 03.954% AUG 01 2119 | 55,000 | 67,100 |
| | ORACLE CORP GLB 03.850% APR 01 2060 | 430,828 | 421,379 |
| | ORACLE CORP GLB 03.850% JUL 15 2036 | 90,516 | 95,214 |
| | ORACLE CORP GLB 03.950% MAR 25 2051 | 53,130 | 52,098 |
| | ORACLE CORP GLB 04.000% JUL 15 2046 | 59,848 | 62,474 |
| | ORACLE CORP GLB 04.375% MAY 15 2055 | 47,997 | 43,946 |

**OCÉ Employees' Cash Accumulation Plan**

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**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | ORACLE CORP GLB 04.500% JUL 08 2044 | $ 293,946 | $ 305,751 |
| | PACIFIC GAS AND ELEC COM 1ST MORTGAGE GLB 04.950% JUL 01 2050 | 355,848 | 355,082 |
| | PACIFICORP 1ST MORTGAGE 02.700% SEP 15 2030 | 79,856 | 82,446 |
| | PECO ENERGY CO 1ST REF MORT GLB 04.150% OCT 01 2044 | 60,060 | 70,278 |
| | PEPSICO INC GLB 01.625% MAY 01 2030 | 245,649 | 242,698 |
| | PEPSICO INC GLB 02.625% JUL 29 2029 | 234,547 | 247,401 |
| | PEPSICO INC GLB 02.750% OCT 21 2051 | 101,078 | 102,907 |
| | PFIZER INC GLB 02.700% MAY 28 2050 | 120,529 | 126,249 |
| | PFIZER INC GLB 04.125% DEC 15 2046 | 290,011 | 353,429 |
| | PHILIP MORRIS INTL INC GLB 04.250% NOV 10 2044 | 142,528 | 148,864 |
| | PIEDMONT NATURAL GAS CO GLB 03.350% JUN 01 2050 | 104,116 | 108,053 |
| | PLAINS ALL AMER PIPELINE GLB 04.700% JUN 15 2044 | 95,594 | 101,303 |
| | PLAINS ALL AMER PIPELINE GLB 06.650% JAN 15 2037 | 62,251 | 70,763 |
| | PORT AUTH N Y & N J CONSOLIDATED TAXABLE OCT12 04.458%OCT01 2062 | 344,322 | 404,268 |
| | PRES & FELLOWS OF HARVAR - 03.150% JUL 15 2046 | 126,784 | 145,109 |
| | PROCTER & GAMBLE CO/THE GLB 01.200% OCT 29 2030 | 122,550 | 118,353 |
| | PROGRESS ENERGY INC - 06.000% DEC 01 2039 | 73,111 | 89,260 |
| | PROGRESS ENERGY INC 1ST MORTGAGE 05.650% APR 01 2040 | 287,629 | 350,753 |
| | PRUDENTIAL FINANCIAL INC SER MTN 03.700% MAR 13 2051 | 278,705 | 313,497 |
| | PUB SVC ELEC & GAS SER MTN 03.650% SEP 01 2042 | 48,401 | 55,531 |
| | PUBLIC SERVICE COLORADO 1ST MORTGAGE SER 36 GLB 02.700% JAN 15 2051 | 63,153 | 62,618 |
| | QUALCOMM INC GLB 03.250% MAY 20 2050 | 5,061 | 5,513 |
| | QUALCOMM INC GLB 04.800% MAY 20 2045 | 130,547 | 166,130 |
| | RAYTHEON TECH CORP GLB 02.820% SEP 01 2051 | 48,438 | 48,285 |
| | RESOLUTION FUNDING CORP COUPON STRIPS ZERO% APR 15 2029 | 370,415 | 591,121 |
| | RESOLUTION FUNDING CORP PRINCIPAL STRIPS ZERO% APR 15 2030 | 658,549 | 787,550 |
| | RESOLUTION FUNDING CORP PRINCIPAL STRIPS ZERO% JAN 15 2030 | 1,022,640 | 1,134,562 |
| | RIO TINTO FIN USA LTD COMPANY GUARNT GLB 02.750% NOV 02 2051 | 86,937 | 84,616 |
| | ROGERS COMMUNICATIONS IN 7.50% SNR NTS DUE 2038 | 119,835 | 136,082 |
| | ROYAL BK SCOTLND GRP PLC - FLT% MAY 15 2023 | 200,000 | 200,848 |
| | SAN DIEGO G & E 1ST MORTGAGE SER NNN 03.600% SEP 01 2023 | 326,194 | 336,417 |
| | SEMPRA ENERGY - 06.000% OCT 15 2039 | 117,997 | 138,349 |
| | SEMPRA ENERGY GLB 04.000% FEB 01 2048 | 97,056 | 111,620 |
| | SHELL INTERNATIONAL FIN COMPANY GUARNT GLB 02.875% MAY 10 2026 | 174,076 | 185,724 |
| | SHELL INTERNATIONAL FIN COMPANY GUARNT GLB 03.250% APR 06 2050 | 46,455 | 48,060 |
| | SHELL INTERNATIONAL FIN COMPANY GUARNT GLB 04.000% MAY 10 2046 | 43,741 | 52,507 |
| | SIMON PROPERTY GROUP LP GLB 03.250% SEP 13 2049 | 100,368 | 102,763 |
| | SOUTHERN CAL EDISON 1ST MORTGAGE GLB 03.650% FEB 01 2050 | 159,541 | 159,302 |
| | SOUTHERN CAL EDISON 1ST MORTGAGE SER 20A GLB 02.950% FEB 01 2051 | 4,409 | 4,780 |
| | SOUTHERN CAL EDISON 1ST REF MORT SER 13-A 03.900% MAR 15 2043 | 43,770 | 48,072 |
| | SOUTHERN CALIF GAS CO 1ST MORTGAGE 04.450% MAR 15 2044 | 18,875 | 19,944 |
| | SOUTHERN CO GLB 04.400% JUL 01 2046 | 258,054 | 293,800 |
| | SOUTHERN CO SER A GLB 03.700% APR 30 2030 | 494,432 | 538,857 |
| | STARBUCKS CORP GLB 03.500% NOV 15 2050 | 100,642 | 102,682 |
| | STATE OF ISRAEL GLB 03.875% JUL 03 2050 | 91,350 | 87,501 |
| | SYNCHRONY FINANCIAL GLB 02.875% OCT 28 2031 | 119,866 | 119,890 |
| | TAMPA ELECTRIC CO GLB 04.450% JUN 15 2049 | 41,009 | 50,443 |
| | TARGET CORP GLB 02.650% SEP 15 2030 | 169,484 | 167,883 |
| | TELEFONICA EMISIONES SAU COMPANY GUARNT GLB 05.213% MAR 08 2047 | 59,927 | 74,723 |
| | TEXAS INSTRUMENTS INC GLB 02.700% SEP 15 2051 | 49,653 | 50,208 |
| | TEXAS ST GO TAXABLE TRANS COMM HWY TAXABLE DEC19 03.211%APR01 2044 | 55,000 | 57,429 |
| | TIME WARNER CABLE INC GLB 06.550% MAY 01 2037 | 191,138 | 235,976 |
| | TIME WARNER CABLE INC GLB 06.750% JUN 15 2039 | 148,122 | 166,591 |
| | TIME WARNER CABLE INC GLB 07.300% JUL 01 2038 | 73,454 | 82,263 |
| | TOTAL CAPITAL INTL SA COMPANY GUARNT GLB 03.461% JUL 12 2049 | 49,412 | 54,214 |
| | TYSON FOODS INC - 05.100% SEP 28 2048 | 68,082 | 80,964 |
| | U.S. TREASURY BOND 1.375% AUG 15 2050 | 229,766 | 220,040 |
| | U.S. TREASURY BOND 2.000% AUG 15 2051 | 204,319 | 199,692 |
| | U.S. TREASURY BOND 2.000% FEB 15 2050 | 61,884 | 56,115 |
| | U.S. TREASURY BOND 2.250% AUG 15 2049 | 19,908 | 21,498 |
| | U.S. TREASURY BOND 2.375% MAY 15 2051 | 16,165 | 16,641 |
| | U.S. TREASURY BOND 2.375% NOV 15 2049 | 201,238 | 193,067 |
| | U.S. TREASURY BOND 2.875% MAY 15 2049 | 226,392 | 235,866 |
| | U.S. TREASURY BOND 3.000% FEB 15 2049 | 129,762 | 148,129 |
| | U.S. TREASURY NOTE 2.750% FEB 15 2028 | 2,186,078 | 2,379,608 |
| | U.S. TREASURY PRIN STRIP ZERO% AUG 15 2025 | 2,595,263 | 2,541,131 |
| | U.S. TREASURY PRIN STRIP ZERO% AUG 15 2041 | 251,257 | 338,139 |
| | U.S. TREASURY STRIP PRIN ZERO% FEB 15 2027 | 307,802 | 299,504 |
| | U.S. TREASURY STRIP TINT ZERO% AUG 15 2027 | 3,900,524 | 5,018,885 |

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | U.S. TREASURY STRIP ZERO% FEB 15 2029 | $ 2,234,816 | $ 2,222,080 |
| | U.S. TREASURY STRIP ZERO% NOV 15 2027 | 1,086,881 | 1,302,253 |
| | U.S. TREASURY STRIP ZERO% NOV 15 2043 | 138,769 | 158,500 |
| | U.S. TREASURY STRIPS ZERO% MAY 15 2030 | 1,923,381 | 1,938,015 |
| | UNION PACIFIC CORP - 04.250% APR 15 2043 | 32,173 | 34,060 |
| | UNION PACIFIC CORP - 04.375% NOV 15 2065 | 223,818 | 263,839 |
| | UNION PACIFIC CORP - 04.750% DEC 15 2043 | 74,964 | 79,389 |
| | UNION PACIFIC CORP GLB 03.750% FEB 05 2070 | 49,978 | 56,918 |
| | UNION PACIFIC CORP GLB 03.799% OCT 01 2051 | 65,354 | 70,075 |
| | UNITED PARCEL SERVICE - 03.750% NOV 15 2047 | 92,491 | 113,358 |
| | UNITED PARCEL SERVICE - 04.875% NOV 15 2040 | 133,390 | 151,009 |
| | UNITED TECHNOLOGIES CORP GLB 03.750% NOV 01 2046 | 49,319 | 50,300 |
| | UNITED TECHNOLOGIES CORP GLB 04.150% MAY 15 2045 | 46,277 | 52,609 |
| | UNITED TECHNOLOGIES CORP GLB 04.500% JUN 01 2042 | 77,676 | 93,472 |
| | UNITED TECHNOLOGIES CORP GLB 04.625% NOV 16 2048 | 61,645 | 64,270 |
| | UNITEDHEALTH GROUP INC GLB 02.375% OCT 15 2022 | 214,822 | 218,051 |
| | UNITEDHEALTH GROUP INC GLB 02.900% MAY 15 2050 | 603,092 | 623,817 |
| | UNITEDHEALTH GROUP INC GLB 03.850% JUN 15 2028 | 111,804 | 111,540 |
| | UNITEDHEALTH GROUP INC GLB 04.450% DEC 15 2048 | 48,866 | 51,223 |
| | UNIVERSITY CALIF REVS GEN REV BDS AD TAXABLE MAR12 04.858%MAY15 2112 | 190,000 | 279,475 |
| | UNIVERSITY OF CHICAGO SER 12-B 04.683% OCT 01 2042 | 34,996 | 35,855 |
| | UNIVERSITY VA UNIV REVS TAXABLE GEN OID TAXABLE APR09 06.200%SEP01 2039 | 265,238 | 307,002 |
| | US BANCORP SUBORDINATED GLB VAR%NOV 03 2036 | 150,000 | 149,601 |
| | USD AMERICA MOVIL SA 4.375% JUL 16 2042 | 100,292 | 124,575 |
| | USD BHP FINANCE USA 5.000% SEP 30 2043 | 284,992 | 305,031 |
| | USD CANADIAN NATL RR 3.650% FEB 03 2048 | 65,677 | 74,420 |
| | USD CANADIAN PACIFIC 3.100% DEC 02 2051 | 28,792 | 29,696 |
| | USD CENOVUS ENERGY 3.750% FEB 15 2052 | 80,988 | 80,489 |
| | USD CENOVUS ENERGY 5.400% JUN 15 2047 | 105,913 | 112,387 |
| | USD CHILE 2.450% JAN 31 2031 | 99,085 | 94,288 |
| | USD CHILE 3.500% JAN 25 2050 | 45,260 | 41,600 |
| | USD FRANCE TELECOM 5.375% JAN 13 2042 | 84,121 | 92,373 |
| | USD INDONESIA (REP) 3.850% OCT 15 2030 | 389,148 | 393,435 |
| | USD KFW ZERO% APR 18 2036 | 69,518 | 100,404 |
| | USD PANAMA 4.300% APR 29 2053 | 73,921 | 69,778 |
| | USD PANAMA 6.700% JAN 26 2036 | 163,558 | 180,563 |
| | USD PHILIPPINES(REP) 3.200% JUL 06 2046 | 10,265 | 10,157 |
| | USD PHILIPPINES(REP) 6.375% OCT 23 2034 | 393,213 | 409,560 |
| | USD RIO TINTO FINANC 4.125% AUG 21 2042 | 31,096 | 35,970 |
| | USD ROGERS COMM INC 3.625% DEC 15 2025 | 44,893 | 47,865 |
| | USD SHELL INTL FIN 3.625% AUG 21 2042 | 53,470 | 55,076 |
| | USD TELEFONICA EMIS 7.045% JUN 20 2036 | 103,151 | 120,006 |
| | USD TRANSCANADA PL 2.500% OCT 12 2031 | 228,487 | 228,142 |
| | USD UNITED MEXICAN 6.050% JAN 11 2040 | 48,960 | 49,700 |
| | USD UNITED MEXICAN SER MTN 4.750% MAR 08 2044 | 796,205 | 842,700 |
| | USD URUGUAY 4.125% NOV 20 2045 | 182,199 | 224,914 |
| | VERIZON COMMUNICATIONS GLB 02.550% MAR 21 2031 | 386,745 | 388,858 |
| | VERIZON COMMUNICATIONS GLB 02.850% SEP 03 2041 | 99,758 | 98,945 |
| | VERIZON COMMUNICATIONS GLB 02.875% NOV 20 2050 | 346,252 | 352,477 |
| | VERIZON COMMUNICATIONS GLB 04.000% MAR 22 2050 | 750,217 | 703,058 |
| | VERIZON COMMUNICATIONS GLB 04.500% AUG 10 2033 | 164,535 | 194,230 |
| | VERIZON COMMUNICATIONS GLB 04.522% SEP 15 2048 | 147,784 | 181,978 |
| | VIRGINIA ELEC & POWER CO SER B GLB 04.200% MAY 15 2045 | 21,615 | 23,733 |
| | VISA INC GLB 02.000% AUG 15 2050 | 4,069 | 4,421 |
| | VISA INC GLB 04.300% DEC 14 2045 | 74,038 | 88,372 |
| | VODAFONE GROUP PLC GLB 05.125% JUN 19 2059 | 163,317 | 184,582 |
| | VODAFONE GROUP PLC GLB 05.250% MAY 30 2048 | 48,808 | 65,337 |
| | WALMART INC GLB 02.650% SEP 22 2051 | 207,886 | 210,480 |
| | WALT DISNEY COMPANY/THE COMPANY GUARNT GLB 02.000% SEP 01 2029 | 274,444 | 273,812 |
| | WALT DISNEY COMPANY/THE COMPANY GUARNT GLB 02.750% SEP 01 2049 | 185,940 | 189,413 |
| | WALT DISNEY COMPANY/THE COMPANY GUARNT GLB 03.800% MAY 13 2060 | 69,197 | 75,630 |
| | WEC ENERGY GROUP INC - 01.800% OCT 15 2030 | 207,771 | 198,366 |
| | WELLS FARGO & COMPANY SER MTN VAR%FEB 11 2031 | 521,932 | 531,383 |
| | WELLS FARGO & COMPANY SUBD SER GMTN GLB 04.900% NOV 17 2045 | 121,093 | 138,755 |
| | WELLS FARGO & COMPANY SUBORDINATED SER M GLB 03.450% FEB 13 2023 | 1,103,196 | 1,121,534 |
| | WELLS FARGO & COMPANY SUBORDINATED SER MTN 04.400% JUN 14 2046 | 536,352 | 552,862 |
| | WELLS FARGO & COMPANY SUBORDINATED SER MTN 04.650% NOV 04 2044 | 40,695 | 48,570 |
| | WESTPAC BANKING CORP SUBORDINATED GLB VAR%NOV 18 2036 | 163,982 | 163,304 |
| | WILLIAMS COMPANIES INC GLB 03.500% OCT 15 2051 | 111,383 | 111,544 |

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | WILLIAMS PARTNERS LP GLB 04.850% MAR 01 2048 | $ 35,199 | $ 42,663 |
| | WILLIAMS PARTNERS LP GLB 04.900% JAN 15 2045 | 201,258 | 215,843 |
| | WYETH INC COMPANY GUARNT 05.950% APR 01 2037 | 203,132 | 218,762 |
| | | 85,531,012 | 91,588,453 |
| **Common Stock** | | | |
| | 10X GENOMICS INC REG SHS CL A | 153,705 | 148,513 |
| | ACCENTURE PLC SHS | 77,005 | 261,581 |
| | ADAPTIVE BIOTCHNLGS CORP | 26,036 | 21,859 |
| | ADIDAS AG SPONSORED ADR | 87,434 | 99,648 |
| | ADTRAN INC COM | 14,732 | 23,812 |
| | ADVANCED DRAIN SYS INC DEL | 37,005 | 45,876 |
| | AENA SME SA UNSP ADR | 91,791 | 80,212 |
| | AERCAP HOLDINGS N.V. SHS | 212,735 | 319,838 |
| | AFTERPAY ADR | 105,214 | 69,724 |
| | AIA GROUP LTD SPONSORED ADR | 92,493 | 107,747 |
| | AIA GROUP LTD SPONSORED ADR | 80,949 | 96,900 |
| | AIR LIQUIDE ADR | 86,800 | 99,449 |
| | AIRBUS SE | 76,033 | 106,994 |
| | ALCON SA ACT NOM | 143,444 | 213,705 |
| | ALCON SA ACT NOM | 64,066 | 90,605 |
| | ALIBABA GROUP HOLDING LT | 131,564 | 112,850 |
| | ALLSCRIPTS HEALTHCARE SOLUTIONS INC | 21,345 | 34,612 |
| | ALLSCRIPTS HEALTHCARE SOLUTIONS INC | 22,690 | 38,044 |
| | ALLSTATE CORP DEL COM | 88,012 | 109,179 |
| | ALPHABET INC SHS CL A | 95,409 | 327,365 |
| | ALPHABET INC SHS CL C | 90,751 | 326,976 |
| | AMADEUS IT GROUP SA ADR - UNSPONSORED | 129,089 | 127,517 |
| | AMAZON COM INC COM | 144,362 | 493,482 |
| | AMDOCS LIMITED | 176,318 | 224,146 |
| | AMER EAGLE OUTFITTERS | 23,268 | 33,676 |
| | AMER EXPRESS COMPANY | 135,877 | 130,880 |
| | AMERICAN AXLE&MFG HLDGS | 12,138 | 12,418 |
| | AMERICAN WTR WKS CO INC NEW | 126,127 | 207,746 |
| | AMICUS THERAPEUTICS INC | 23,401 | 25,294 |
| | AMN ELEC POWER CO | 167,767 | 184,524 |
| | AMN HEALTHCARE SVCS INC | 22,085 | 46,975 |
| * | AON PLC REG SHS | 107,323 | 241,650 |
| | API GROUP CORP REG SHS | 43,692 | 53,241 |
| | APPLIED INDUSTRL TECH | 30,440 | 53,712 |
| | APTARGROUP INC | 61,406 | 70,916 |
| | APTIV PLC SHS | 51,215 | 111,836 |
| | ARCH CAPITAL GRP LTD BM | 183,690 | 264,300 |
| | ARENA PHARMACEUTICALS INC REG SHS | 20,942 | 27,789 |
| | ASGN INC | 37,980 | 69,968 |
| | ASML HLDG NV NY REG SHS | 43,100 | 189,481 |
| | ASSURED GUARANTY LTD | 18,188 | 30,070 |
| | ASTRAZENECA PLC SPND ADR | 110,345 | 114,520 |
| | ATKORE INC SHS | 10,357 | 36,026 |
| | ATRICURE INC | 24,160 | 48,115 |
| | AUTODESK INC DEL PV$0.01 | 113,561 | 333,773 |
| | AUTOMATIC DATA PROC | 26,912 | 64,604 |
| | AVANTOR INC | 34,616 | 75,093 |
| | AVID BIOSERVICES INC REG SHS | 27,864 | 32,361 |
| | AVNET INC | 14,587 | 16,038 |
| | AXONICS INC TECHNOLOGIES INC REGI | 22,958 | 45,136 |
| | AXSOME THERAPEUTICS INC. | 23,031 | 10,918 |
| | AZEK CO INC | 86,669 | 98,214 |
| | AZEK CO INC | 26,799 | 36,021 |
| | BAE SYS PLC SPN ADR | 108,638 | 101,894 |
| | BAKER HUGHES CO CL A | 20,163 | 21,462 |
| | BANCORP (THE) BANK | 8,981 | 22,855 |
| | BARCLAYS PLC ADR | 109,278 | 99,857 |
| | BARCLAYS PLC ADR | 73,235 | 109,068 |
| | BAYERISCHE MOTOREN WERKE A G | 76,526 | 83,166 |
| | BEACON ROOFING SUPPLY INC | 30,853 | 58,784 |
| | BERRY GLOBAL GROUP INC COMMON STOCK | 85,593 | 117,605 |
| | BEST BUY CO INC | 122,647 | 112,878 |
| | BILL COM HLDGS INC | 58,787 | 103,397 |
| | BIO TECHNE CORP COM STK | 121,192 | 204,349 |

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | BIOLIFE SOLUTIONS INC SHS | $ 30,970 | $ 31,307 |
| | BJS WHSL CLUB HLDGS INC | 91,512 | 160,594 |
| | BLACK HILLS CORP | 41,919 | 48,270 |
| | BLACK KNIGHT HOLDCO CORP REG SHS | 40,350 | 53,215 |
| | BLACKROCK INC | 69,815 | 114,445 |
| | BLUEPRINT MEDICINES CORP SHS | 21,425 | 33,740 |
| | BOEING COMPANY | 285,442 | 339,627 |
| | BOISE CASCADE CO DEL | 17,559 | 35,102 |
| | BOSTON SCIENTIFIC CORP | 78,251 | 106,030 |
| | BOX INC CL A | 40,923 | 51,830 |
| | BRIDGESTONE CORP ADR | 79,763 | 91,956 |
| | BRIGHT HORIZONS FAMILY SOLUTIONS INC | 63,817 | 48,464 |
| | BRINKS CO | 94,574 | 101,568 |
| | BROOKLINE BANCORP INC | 31,078 | 33,076 |
| | BROWN & BROWN INC FLA | 121,859 | 279,222 |
| | BRP GROUP INC CL A | 26,830 | 48,568 |
| | BUILDERS FIRSTSOURCE INC | 58,013 | 110,994 |
| | BUILDERS FIRSTSOURCE INC | 8,817 | 37,541 |
| | BUNZL PLC ADR | 66,753 | 97,008 |
| | BUNZL PLC ADR | 34,189 | 37,999 |
| | BURBERRY GROP PLC-SP ADR | 51,891 | 49,439 |
| | BURLINGTON STORES INC | 21,373 | 39,062 |
| | CABLE ONE INC SHS ISSUED | 110,499 | 171,055 |
| | CABOT CORP | 72,511 | 92,618 |
| | CADENCE DESIGN SYS INC | 151,584 | 229,397 |
| | CALLAWAY GOLF CO DEL COM | 21,808 | 30,321 |
| | CANADIAN NATL RAILWAY CO | 76,568 | 93,619 |
| | CAPGEMINI SE SHS ADR | 54,138 | 115,058 |
| | CARLISLE COS INC | 182,712 | 360,518 |
| | CARLSBERG AS SPONSOREDAD | 77,353 | 114,680 |
| | CARLYLE (THE) GROUP INC REG SHS | 129,284 | 128,246 |
| | CATALENT INC SHS | 84,441 | 141,601 |
| | CBRE GROUP INC CL A | 107,266 | 255,650 |
| | CELANESE CORP DEL SER A | 57,938 | 119,659 |
| | CERUS CORP COM | 19,744 | 23,249 |
| | CHARLES RIVER LABS INTL | 126,432 | 198,563 |
| | CHART INDS INC | 18,923 | 36,204 |
| | CHUBB LTD | 141,764 | 214,574 |
| | CHURCH&DWIGHT CO INC | 145,655 | 174,763 |
| | CHURCHILL DOWNS INC | 42,888 | 52,516 |
| | CIE FINANCIERE RICHEMONT SA SHS | 66,175 | 120,258 |
| | CIENA CORP | 30,504 | 71,351 |
| | CIGNA CORP REG SHS | 195,569 | 255,119 |
| | CISCO SYSTEMS INC COM | 84,057 | 149,743 |
| | CIT GROUP INC NEW | 52,965 | 91,539 |
| | CITIGROUP INC COM NEW | 207,137 | 214,928 |
| | CLARIVATE PLC REG SHS | 34,806 | 32,575 |
| | CMC MATERIALS INC CORP | 26,607 | 41,788 |
| | CNO FINL GROUP INC | 57,063 | 77,909 |
| | COGNYTE SOFTWARE LTD. REG SHS WHE | 5,862 | 7,020 |
| | COLGATE PALMOLIVE | 112,103 | 120,415 |
| | COLGATE PALMOLIVE | 80,743 | 97,800 |
| | COLUMBIA SPORTSWEAR CO | 19,861 | 23,580 |
| | COMCAST CORP NEW CL A | 199,381 | 307,919 |
| | COMMERCIAL METALS CO COM | 9,519 | 18,980 |
| | COMMSCOPE HLDG CO INC | 46,533 | 38,430 |
| | COMPAGNIE DE SAINT-UNSP ADR | 51,406 | 97,254 |
| | COMPASS GROUP PLC SHS ADR | 116,184 | 123,817 |
| | COMPASS INC REG SHS CL A | 29,609 | 14,053 |
| | CONMED CORP COM | 38,631 | 49,474 |
| | CONOCOPHILLIPS | 57,067 | 102,351 |
| | COOPER STD HOLDINGS ORD | 28,061 | 13,289 |
| | COPART INC COM | 172,443 | 257,299 |
| | CORE AND MAIN INC | 25,767 | 34,133 |
| | COUPA SOFTWARE INC | 198,745 | 107,632 |
| | CROWN HLDGS INC | 56,862 | 94,359 |
| | CYBER-ARK SOFTWARE LTD | 27,367 | 50,251 |
| | CYTOKINETICS INC SHS | 9,307 | 24,841 |
| | D R HORTON INC | 185,123 | 264,726 |

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | DAIMLER AG ADR | $ 65,879 | $ 69,809 |
| | DANAHER CORP DEL COM | 36,447 | 141,474 |
| | DBS GROUP HLDGS SPN ADR | 66,995 | 100,183 |
| | DEERE CO | 68,626 | 193,733 |
| | DESIGNER BRANDS INC CL A | 10,976 | 9,308 |
| | DEUTSCHE POST AG SHS SP ADR | 79,977 | 114,703 |
| | DEVON ENERGY CORP NEW | 77,586 | 68,630 |
| | DEVON ENERGY CORP NEW | 35,896 | 187,301 |
| | DIAGEO PLC SPSD ADR NEW | 69,762 | 112,271 |
| | DIAGEO PLC SPSD ADR NEW | 70,861 | 115,353 |
| | DISCOVER FINL SVCS | 78,526 | 136,130 |
| | DISNEY (WALT) CO COM STK | 229,522 | 271,522 |
| | DIVERSEY HLDGS LTD ORD SHS | 28,807 | 25,861 |
| | DNB BANK ASA SHS ADR | 63,390 | 83,102 |
| | DOLBY LABORATORIES INC CL A | 4,971 | 8,094 |
| | DOMINION ENERGY INC | 139,331 | 141,015 |
| | DONALDSON CO INC | 123,179 | 122,135 |
| | DOUBLEVERIFY HOLDINGS INC REG SHS | 15,090 | 14,776 |
| | DOVER CORP | 48,372 | 73,185 |
| | DUKE ENERGY CORP NEW | 184,343 | 229,836 |
| | DUPONT DE NEMOURS INC | 160,190 | 165,437 |
| | DYCOM INDS INC | 18,513 | 27,284 |
| | EAGLE MATERIALS INC | 20,170 | 40,616 |
| | EATON CORP PLC | 83,833 | 194,250 |
| | ELEMENT SOLUTIONS INC REG SHS | 27,911 | 62,011 |
| | ELF BEAUTY INC SHS | 36,837 | 50,878 |
| | ENERGIZER HOLDINGS INC SHS | 67,208 | 65,363 |
| | ENERPAC TOOL GROUP CORP | 14,166 | 11,539 |
| | ENSIGN GROUP INC | 69,800 | 93,951 |
| | ENSTAR GROUP LTD | 23,199 | 29,958 |
| | ENTAIN PLC | 96,880 | 126,141 |
| | ENTEGRIS INC MINNESOTA | 159,446 | 231,706 |
| | EOG RESOURCES INC | 91,538 | 130,669 |
| | EQUINOR ASA | 49,815 | 79,991 |
| | ERSTE GROUP BK SP ADR | 64,018 | 74,066 |
| | ESSENT GROUP LTD | 38,247 | 43,936 |
| | EURONET WORLDWIDE INC | 212,515 | 222,967 |
| | EVERCORE INC CL A | 20,666 | 35,321 |
| | EVO PMTS INC CL A | 29,836 | 31,155 |
| | EVOLENT HEALTH INC SHS CL A | 17,711 | 34,532 |
| | EVOLUTION GAMING GROUP- ADR | 139,079 | 171,838 |
| | EXPEDIA GROUP INC | 162,865 | 174,033 |
| | EXPEDITORS INTL WASH INC | 74,105 | 179,680 |
| | F N B CORP | 108,812 | 135,977 |
| | FACTSET RESH SYS INC | 55,325 | 143,859 |
| | FAIR ISAAC CORPORATION | 142,834 | 119,693 |
| | FANUC LTD-UNSP | 96,477 | 102,256 |
| | FERRARI NV | 73,415 | 87,999 |
| | FIDELITY NATL INFO SVCS INC | 68,923 | 87,975 |
| | FIFTH THIRD BANCORP | 98,364 | 172,371 |
| | FIRST HAWAIIAN INC SHS | 41,417 | 56,764 |
| | FIRST HORIZON CORP | 142,237 | 167,252 |
| | FIRST MIDWST BANCORP DEL | 92,984 | 104,980 |
| | FIRSTENERGY CORP | 143,573 | 144,816 |
| | FIVE BELOW INC | 16,734 | 29,999 |
| | FIVERR INTL LTD | 107,340 | 54,121 |
| | FMC CORP COM NEW | 62,185 | 73,956 |
| | FOCUS FINL PARTNERS INC CL A | 18,172 | 36,071 |
| | FORMFACTOR INC | 11,293 | 25,878 |
| | FOX FACTORY HLDG CORP | 13,041 | 32,999 |
| | FREEPORT-MCMORAN INC | 76,359 | 108,665 |
| | FRESENIUS MEDICAL CARE AG & CO SPON ADR | 94,302 | 83,974 |
| | FRONTDOOR INC | 23,442 | 22,943 |
| | FTI CONSULTING INC COM | 31,120 | 38,202 |
| | GATES INDL CORP PLC | 84,776 | 82,907 |
| | GENTHERM INC | 18,217 | 41,799 |
| | GLATFELTER CORP | 17,243 | 16,409 |
| | GLAXOSMITHKLINE PLC ADR | 91,735 | 98,564 |
| | GLOBANT S A | 97,770 | 161,756 |

**OCÉ Employees' Cash Accumulation Plan**

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**As of December 31, 2021**

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|---|---|---|---|
| | GOOSEHEAD INS INC CL A | $ 28,955 | $ 55,024 |
| | GRANITE CONST INC DEL | 45,741 | 53,445 |
| | GRAPHIC PACKAGING HLDG C | 124,279 | 166,550 |
| | GREIF INC CL A | 25,920 | 39,059 |
| | HAEMONETICS CORP MASS | 27,509 | 22,860 |
| | HARSCO CORPORATION | 8,825 | 10,945 |
| | HAYWARD HLDGS INC | 23,906 | 36,355 |
| | HDFC BANK LTD ADR | 57,948 | 86,348 |
| | HEALTHEQUITY INC SHS | 38,363 | 29,464 |
| | HEICO CORP NEW COM | 122,602 | 151,575 |
| | HELEN OF TROY LTD | 44,766 | 49,383 |
| | HESS CORP | 39,127 | 54,338 |
| | HITACHI LTD 10 NEW ADR | 61,391 | 98,292 |
| | HONEYWELL INTL INC DEL | 136,489 | 220,187 |
| | HONG KONG EXCHANGES AND CLEARING LTD SHS | 50,477 | 95,452 |
| | HOPE BANCORP INC SHS | 58,964 | 65,371 |
| | HUBSPOT INC | 196,330 | 182,585 |
| | HUMANA INC | 132,895 | 174,875 |
| | HUNTNGTN BANCSHS INC MD | 61,680 | 82,250 |
| | HYSTER-YALE MATLS HNDLNG INC CL A | 7,735 | 5,631 |
| | IAA INC REG SHS WHEN ISSUE | 17,179 | 22,627 |
| | IBERDROLA S A ADR | 54,775 | 57,219 |
| | IBERDROLA S A ADR | 115,854 | 114,484 |
| | ICF INTL INC | 35,231 | 50,250 |
| | ICON PLC | 52,080 | 100,343 |
| | IDEX CORP DELAWARE COM | 40,619 | 71,841 |
| | IDEXX LAB INC DEL $0.10 | 75,201 | 211,366 |
| | ILLINOIS TOOL WORKS INC | 110,812 | 200,895 |
| | ILLUMINA INC COM | 138,037 | 173,861 |
| | INFINEON TECHS AG SPDADR | 71,597 | 134,136 |
| | INSMED INC | 23,880 | 24,407 |
| | INTESA SANPAOLO SPON ADR | 61,989 | 71,284 |
| | INTL GAME TECH PLC | 37,538 | 65,192 |
| | INTUITIVE SURGICAL INC NEW | 54,948 | 115,335 |
| | INVESTORS BANCORP INC NEW | 83,712 | 113,852 |
| | IONIS PHARMACEUTICALS SHS | 19,018 | 11,442 |
| | IOVANCE BIOTHERAPEUTICS INC | 13,554 | 11,721 |
| | IRONSOURCE LTD REG SHS | 37,853 | 23,824 |
| | ITRON INC | 32,207 | 24,873 |
| | JACOBS ENGN GRP INC DELA | 99,470 | 184,619 |
| | JAMES RIV GROUP HLDGS LTD | 4,243 | 4,754 |
| | JAMF HLDG CORP | 38,147 | 44,700 |
| | JANUS HENDERSON GROUP PLC | 19,339 | 31,665 |
| | JELD WEN HLDG INC | 55,714 | 83,930 |
| | JOHNSON AND JOHNSON COM | 229,680 | 332,047 |
| | JPMORGAN CHASE & CO | 170,700 | 337,127 |
| | JULIUS BAER GROUP ADR | 79,971 | 103,551 |
| | JUNIPER NETWORKS INC | 65,769 | 104,059 |
| | KAR AUCTION SERVICES INC SHS | 39,877 | 18,744 |
| | KBC GROUPE SA SHS | 80,723 | 108,181 |
| | KBR INC | 30,965 | 50,811 |
| | KEMPER CORP DEL | 118,557 | 99,943 |
| | KENNAMETAL INC | 21,623 | 27,507 |
| | KEURIG DR PEPPER INC | 173,230 | 210,065 |
| | KEYCORP NEW COM | 55,938 | 82,435 |
| | KIMBERLY CLARK | 79,675 | 97,186 |
| | KKR & CO INC CL A | 62,877 | 75,990 |
| | KKR & CO INC CL A | 107,016 | 202,566 |
| | KNIGHT-SWIFT TRANSPORTATION HOLD CL A | 22,900 | 37,844 |
| | KNORR-BREMSE AG | 64,757 | 59,606 |
| | KONINKL PHIL NV SH NEW | 140,266 | 109,813 |
| | KOPPERS HLDGS INC | 26,490 | 29,453 |
| | KRATOS DEFNS & SEC SOLTN NEW | 22,966 | 26,462 |
| | KUBOTA CORP ADR | 62,127 | 61,223 |
| | LAMB WESTON HOLDINGS INC REG SHS | 122,372 | 101,725 |
| | LAMB WESTON HOLDINGS INC REG SHS | 30,932 | 34,732 |
| | LEAR CORP SHS | 147,388 | 212,588 |
| | LIBERTY MEDIA CORP LIBERTY FORMULA ONE | 99,982 | 149,499 |
| | LIGHTSPEED COMM INC REG SHS S | 107,574 | 75,402 |

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | LIONS GATE ENTERTAINMENT CORP REG CL B | $ 28,791 | $ 22,608 |
| | LIVERAMP HLDGS INC | 28,841 | 39,127 |
| | LKQ CORP | 143,318 | 234,537 |
| | LOCKHEED MARTIN CORP | 80,797 | 87,075 |
| | LOEWS CORP | 93,831 | 117,715 |
| | LONDON STK EXCHANGE GROUP PLC SHS SPON ADR | 112,513 | 97,049 |
| | LONZA GROUP AG SHS | 38,698 | 116,650 |
| | LOWE'S COMPANIES INC | 87,765 | 155,088 |
| | LPL FINANCIAL HOLDINGS SHS | 98,440 | 148,564 |
| | LUMENTUM HOLDINGS INC SHS | 33,429 | 56,270 |
| | MARKETAXESS HOLDINGS INC | 68,165 | 81,843 |
| | MARRIOTT INTL INC NEW A | 86,426 | 93,691 |
| | MARSH & MCLENNAN COS INC | 92,548 | 169,475 |
| | MASCO CORP | 69,412 | 104,838 |
| | MASIMO CORP | 205,606 | 231,003 |
| | MASONITE INTERNATIONAL CORPORATION | 25,262 | 44,585 |
| | MASTEC INC FLA | 134,620 | 145,710 |
| | MATCH GROUP INC | 140,747 | 126,828 |
| | MATSON INC COM | 39,134 | 90,840 |
| | MCKESSON CORPORATION COM | 81,974 | 137,459 |
| | MEDTRONIC PLC SHS | 128,761 | 168,417 |
| | MERCADOLIBRE INC | 45,518 | 103,827 |
| | MERCK AND CO INC SHS | 193,186 | 184,396 |
| | MERCK KGAA- ADR | 59,195 | 117,850 |
| | MERCURY SYSTEMS INC | 39,323 | 31,219 |
| | META PLATFORMS INC CLASS A COMMON STOCK | 173,492 | 462,818 |
| | MICROSOFT CORP | 86,526 | 411,319 |
| | MILLERKNOLL INC | 30,043 | 36,682 |
| | MIMECAST LTD SHS | 19,852 | 35,886 |
| | MIRATI THERAPEUTICS INC SHS | 21,183 | 15,402 |
| | MODIVCARE INC | 13,579 | 14,532 |
| | MONGODB INC CL A | 187,009 | 292,731 |
| | MONOLITHIC PWR SYSTEMS INC | 55,568 | 208,185 |
| | MONRO INC | 18,454 | 20,336 |
| | MONSTER BEVERAGE SHS | 130,136 | 243,077 |
| | MORGAN STANLEY | 198,474 | 246,382 |
| | MRC GLOBAL INC | 30,612 | 15,363 |
| | MSCI INC CLASS A | 194,686 | 284,288 |
| | MURATA MANUFACTURING CO LTD SHS | 73,230 | 96,119 |
| | NASDAQ OMX GRP INC | 51,431 | 156,877 |
| | NATIONAL GRID PLC SHS ADR | 65,236 | 77,599 |
| | NCR CORP NEW | 101,022 | 150,469 |
| | NCR CORP NEW | 36,745 | 57,205 |
| | NESTLE S A REP RG SH ADR | 140,603 | 245,226 |
| | NESTLE S A REP RG SH ADR | 94,595 | 150,898 |
| | NEUROCRINE BIOSCNCE INC | 24,758 | 21,378 |
| | NICE LTD ADR | 180,891 | 213,127 |
| | NICE LTD ADR | 70,560 | 71,042 |
| | NORDEA BANK ABP SHS ADR | 78,747 | 102,868 |
| | NORTHROP GRUMMAN CORP | 175,742 | 233,790 |
| | NORTHWESTERN CORP | 28,733 | 29,495 |
| | NOV INC | 68,417 | 44,485 |
| | NOVARTIS ADR | 215,345 | 203,105 |
| | NOVO NORDISK A S ADR | 44,945 | 99,568 |
| | NOVOCURE LTD SHS | 7,498 | 9,385 |
| | NUTANIX INC | 40,079 | 35,906 |
| | NVIDIA | 73,164 | 569,397 |
| | NXP SEMICONDUCTORS N.V. | 72,400 | 128,468 |
| | OAK STREET HEALTH INC REG SHS | 36,967 | 26,181 |
| | OKTA INC REG SHS CL A | 183,969 | 166,110 |
| | OLD DOMINION FGHT LINES | 146,149 | 242,982 |
| | OLD NATL BANCORP IND | 12,987 | 14,732 |
| | OLIN CORP $1 NEW | 31,885 | 125,451 |
| | OLLIES BARGAIN OUTLET HLDGS INC | 33,399 | 26,107 |
| | OMNICELL INC | 26,660 | 66,943 |
| | ON SEMICONDUCTOR CRP COM | 147,293 | 260,134 |
| | ONTO INNOVATION INC | 14,223 | 42,517 |
| | OPEN LENDING CORP | 13,624 | 14,657 |
| | ORACLE CORP $0.01 DEL | 175,053 | 339,857 |

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | ORION ENGINEERED CARBONS S.A. REG. SHS | $ 37,855 | $ 33,011 |
| | PACIRA BIOSCIENCES INC | 16,924 | 26,475 |
| | PACWEST BANCORP | 51,962 | 62,515 |
| | PAGERDUTY INC REG SHS | 41,599 | 47,121 |
| | PALOMAR HOLDINGS INC REG SHS | 30,906 | 38,668 |
| | PAPA JOHNS INTL INC | 23,947 | 38,306 |
| | PAR TECHNLGY CRP$.02 DEL | 42,362 | 27,388 |
| | PATTERSON UTI ENERGY INC | 36,941 | 33,977 |
| | PAYCOM SOFTWARE INC | 150,029 | 211,332 |
| | PBF ENERGY INC CL A | 12,943 | 6,874 |
| | PENN NATL GAMING CORP | 148,685 | 91,100 |
| | PEPSICO INC | 69,653 | 93,977 |
| | PERFORMANCE FOOD GROUP CO SHS | 37,267 | 47,542 |
| | PERNOD RICARD SA - SPON | 74,187 | 119,115 |
| | PERSHING SQUARE TONTINE HOLDINGS LTD REG CL A | 123,270 | 105,620 |
| | PGT INC | 21,135 | 26,201 |
| | PHREESIA INC REG SHS | 23,425 | 27,246 |
| | PIONEER NATURAL RES CO | 24,232 | 54,018 |
| | PLANET FITNESS INC CL A | 44,985 | 53,714 |
| | PNC FINCL SERVICES GROUP | 72,346 | 121,515 |
| | POOL CORPORATION | 64,888 | 253,002 |
| | PORTLAND GEN ELEC CO | 74,472 | 88,906 |
| | PPG INDUSTRIES INC SHS | 107,156 | 147,436 |
| | PRIMO WTR CORP NPV | 28,813 | 44,921 |
| | PRIVIA HEALTH GROUP INC REG SHS | 25,816 | 21,653 |
| | PROGRESSIVE CRP OHIO | 203,778 | 219,055 |
| | PTC INC SHS | 35,925 | 56,819 |
| | QUALCOMM INC | 63,286 | 202,437 |
| | RADIAN GROUP INC | 29,268 | 29,793 |
| | RANGE RESOURCES CORP DEL | 18,349 | 34,109 |
| | RECKITT BENCKISER GROUP PLC SHS SPONSORE ADR | 111,179 | 111,038 |
| | RECKITT BENCKISER GROUP PLC SHS SPONSORE ADR | 130,166 | 132,790 |
| | REGENERON PHARMACTCLS | 122,870 | 221,032 |
| | REGIONS FINL CORP | 91,608 | 131,868 |
| | REPUBLIC SERVICES INC | 150,204 | 257,285 |
| | RESIDEO TECHNOLOGIES INC REG SHS | 30,364 | 56,823 |
| | REYNOLDS CONSUMER PRODUCTS INC REGISTERE | 209,412 | 225,483 |
| | REYNOLDS CONSUMER PRODUCTS INC REGISTERE | 30,024 | 31,840 |
| | ROCHE HLDG LTD SPN ADR | 145,245 | 200,092 |
| | ROCHE HLDG LTD SPN ADR | 81,385 | 118,318 |
| | ROCHE HLDG LTD SPN ADR | 88,082 | 127,209 |
| | ROYAL DUTCH SHELL PLC SPONS ADR A | 105,016 | 134,149 |
| | RYAN SPECIALTY GROUP HOLDINGS INC REGIST CL A | 33,008 | 46,564 |
| | SALESFORCE COM INC | 179,848 | 297,586 |
| | SAP SE SHS | 60,709 | 63,330 |
| | SAP SE SHS | 125,014 | 146,835 |
| | SCHLUMBERGER LTD | 159,077 | 101,560 |
| | SCHNEIDER ELEC SE ADR | 76,488 | 193,305 |
| | SCHNEIDER NATL INC WIS CL B | 29,201 | 32,615 |
| | SCIENCE APPLICATIONS INTL CORP | 30,118 | 29,173 |
| | SEA LTD | 65,760 | 75,390 |
| | SEI INVT CO PA PV $0.01 | 95,291 | 99,942 |
| | SHOALS TECHNOLOGIES GROUP INC REG CL A | 58,733 | 42,744 |
| | SIEMENS AG ADR | 83,998 | 83,136 |
| | SIEMENS AG ADR | 93,252 | 116,910 |
| | SIKA AG-BR-ADR | 32,444 | 68,158 |
| | SILGAN HLDGS INC COM | 13,758 | 13,794 |
| | SILICON MOTION TECH ADR | 23,598 | 46,945 |
| | SILK ROAD MEDICAL INC | 44,945 | 41,758 |
| | SIMMONS 1ST NTL A $5 | 19,023 | 24,906 |
| | SKYLINE CORP | 16,741 | 49,284 |
| | SLEEP NUMBER CORP SHS | 20,048 | 28,725 |
| | SMC CORP JAPAN SPONSORED ADR | 70,228 | 126,937 |
| | SMITH A O CORP DEL COM | 12,712 | 20,346 |
| | SMITH-NPHW PLC SPADR NEW | 114,558 | 108,014 |
| | SONY GROUP CORP | 70,475 | 158,379 |
| | SONY GROUP CORP | 140,139 | 173,547 |
| | SOUTHERN COMPANY | 200,620 | 243,665 |
| | SOUTHWEST GAS HOLDINGS | 59,647 | 64,796 |

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

| (a) | (b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity | (d) Cost | (e) Current Value |
|---|---|---|---|
| | SPIRE INC | $ 40,866 | $ 42,263 |
| | SPROUT SOCIAL INC REG SHS CL A | 14,370 | 26,754 |
| | SPX CORP COM | 31,821 | 48,580 |
| | SS AND C TECHNOLOGIES HOLDINGS INC | 40,597 | 66,486 |
| | SSE PLC SPONSORED ADR | 109,618 | 108,931 |
| | STANLEY BLACK & DECKER INC | 148,360 | 186,922 |
| | STANLEY BLACK & DECKER INC | 184,067 | 224,458 |
| | STARBUCKS CORP | 106,887 | 187,152 |
| | STEEL DYNAMICS INC COM | 21,261 | 36,063 |
| | STERIS PLC REG SHS | 40,166 | 52,577 |
| | STERLING CHECK CORP REG SHS | 39,434 | 28,940 |
| | STIFEL FINANCIAL CORP | 25,965 | 51,547 |
| | SUN CTRY AIRLINES HOLDINGS INC REGIST | 35,922 | 28,667 |
| | SVB FINL GROUP | 90,625 | 132,935 |
| | SVENSKA HANDELSBANKEN AB SHS | 76,199 | 78,445 |
| | SYNAPTICS INC | 25,183 | 54,717 |
| | SYNEOS HEALTH INC | 37,721 | 78,961 |
| | SYNOPSYS INC | 52,896 | 218,521 |
| | TACTILE SYSTEMS TECH INC SHS | 38,588 | 16,918 |
| | TAIWAN S MANUFCTRING ADR | 48,822 | 159,290 |
| | TAIWAN S MANUFCTRING ADR | 62,709 | 105,632 |
| | TECHTRONIC INDS SPD ADR | 36,180 | 80,315 |
| | TELEDYNE TECH INC | 143,389 | 160,339 |
| | TELEFLEX INC | 119,262 | 101,829 |
| | TENCENT HOLDINGS LTD ADR | 93,047 | 116,367 |
| | TENNECO INC DEL | 43,635 | 29,335 |
| | TERADYNE INC | 14,854 | 43,826 |
| | TEREX CORP DEL NEW COM | 30,876 | 61,091 |
| | TETRA TECHNOLOGIES INC | 14,933 | 11,582 |
| | TEXAS CAP BNCSHS INC | 43,542 | 48,260 |
| | TEXAS INSTRUMENTS | 99,035 | 217,306 |
| | THERMO FISHER SCIENTIFIC INC | 102,589 | 207,512 |
| | TRACTOR SUPPLY CO | 76,904 | 139,342 |
| | TRADEWEB MKTS INC CL A | 99,625 | 154,316 |
| | TRAEGER INC REG SHS | 21,773 | 11,467 |
| | TRANE TECHNOLOGIES PLC | 35,353 | 100,005 |
| | TRANSUNION | 136,199 | 186,764 |
| | TRI POINTE HOMES INC | 33,415 | 71,371 |
| | TRINSEO PLC REG SHS | 17,363 | 27,437 |
| | TRIUMPH BANCORP INC SHS | 18,789 | 54,658 |
| | TURNING POINT THERAPEUTICS INC REGISTE | 21,380 | 15,216 |
| | TYLER TECHS INC DEL COM | 32,728 | 79,617 |
| | U S PHYSICAL THERAPY INC | 19,221 | 22,932 |
| | UCB UNSPOND ADR | 122,824 | 114,800 |
| | UNION PACIFIC CORP | 133,767 | 245,380 |
| | UNITED BKSHRS INC W.V. | 30,828 | 33,777 |
| | UNIVERSAL HEALTH SVCS B | 97,755 | 117,472 |
| | VAIL RESORTS INC | 114,677 | 126,242 |
| | VALERO ENERGY CORP NEW | 117,552 | 121,002 |
| | VEEVA SYS INC CL A | 220,931 | 207,705 |
| | VERINT SYSTEMS INC | 8,564 | 19,376 |
| | VERRA MOBILITY CORP | 28,636 | 31,878 |
| | VERTEX PHARMCTLS INC | 177,278 | 195,883 |
| | VESTAS WIND SYTS AS ADR | 54,980 | 89,232 |
| | VIEWRAY INC | 17,445 | 16,789 |
| | VIRTU FINL INC SHS CL A | 26,857 | 32,520 |
| | VISA INC CL A SHRS | 180,496 | 417,167 |
| | VROOM INC COM | 130,071 | 42,232 |
| | WABASH NATL CORP COM | 27,118 | 30,627 |
| | WASTE CONNECTIONS INC | 64,865 | 64,183 |
| | WENDYS CO COM | 21,934 | 24,732 |
| | WEST PHARMACTL SVCS INC | 145,912 | 257,956 |
| | WEX INC | 23,406 | 19,374 |
| | WHITE MTNS INS GRP LTD | 61,387 | 63,876 |
| | WOODWARD INC | 20,055 | 23,315 |
| | WORKDAY INC CL A | 55,458 | 112,550 |
| | WORLDLINE SA - UNSP | 105,571 | 64,624 |
| | YUM BRANDS INC | 53,267 | 107,894 |
| | YUM CHINA HOLDINGS INC SHS | 97,648 | 110,296 |

**OCÉ Employees' Cash Accumulation Plan**

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

**As of December 31, 2021**

**EMPLOYER ID NO: 46-1382783, PLAN #001**

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|---|---|---|---|
| | YUM CHINA HOLDINGS INC SHS | $ 33,874 | $ 52,083 |
| | YUM CHINA HOLDINGS INC SHS | 80,617 | 72,168 |
| | ZEBRA TECHNOLOGIES CRP A | 147,572 | 172,013 |
| | ZENDESK INC SHS | 18,141 | 27,845 |
| | ZEVIA PBC CL A | 16,893 | 8,954 |
| | ZIMMER BIOMET HOLDI | 129,793 | 134,535 |
| | ZIONS BANCORP NA | 35,108 | 49,138 |
| | ZUORA INC CL A | 35,005 | 38,798 |
| | ZURICH INSURANCE GROUP AG SHS SPON ADR | 81,729 | 94,116 |
| | ZYNGA INC | 39,529 | 32,602 |
| | | 35,703,257 | 50,865,161 |
| | **Real Estate Investment Trusts** | | |
| | ALEXANDER & BALDWIN INC NEW | 15,005 | 16,309 |
| | AMERICAN CAMPUS CMNTYS INC | 102,740 | 134,230 |
| | ANNALY CAP MGMT INC | 107,556 | 95,834 |
| | BRIXMOR PPTY GROUP INC | 53,592 | 92,518 |
| | CHATHAM LODGING TR | 29,576 | 23,790 |
| | DIGITALBRIDGE GROUP INC | 16,263 | 20,367 |
| | EQTY LIFESTYLS PPTYS INC | 12,451 | 16,831 |
| | FRANKLIN STR PPTYS CORP | 33,208 | 22,586 |
| | INVITATION HOMES INC | 25,212 | 48,060 |
| | KITE REALTY GROUP TR SHS | 45,904 | 69,681 |
| | PEBBLEBROOK HOTEL TRUST | 14,889 | 18,522 |
| | RAYONIER INC REIT | 30,982 | 42,701 |
| | RYMAN HOSPITALITY PPTYS INC | 2,745 | 36,784 |
| | RYMAN HOSPITALITY PPTYS INC | 17,715 | 5,702 |
| | SBA COMMUNICATIONS CORP NEW | 42,263 | 59,909 |
| | | 550,101 | 703,824 |
| | Total investments, at fair value | $ 157,917,447 | $ 199,622,808 |

* A party-in-interest as defined by ERISA.

# Schedule SB Attachment (Form 5500)—2021 Plan Year
# Océ Employees' Cash Accumulation Plan
# EIN: 46-1382783  PN: 001

## Schedule SB, line 24—Change in Actuarial Assumptions

- The unlimited expected return on assets was changed from 5.80% to 5.25%.

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