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

2023

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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

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

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

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
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.	10/07/2024	JAMI SCHULTZ
	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

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	2489
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)**	600
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	551
b	Retired or separated participants receiving benefits	**6b**	631
c	Other retired or separated participants entitled to future benefits	**6c**	1112
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2294
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	90
f	Total. Add lines **6d** and **6e**.	**6f**	2384
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	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
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

▶ **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 2023

2 Assets:

a Market value	**2a**	154859588
b Actuarial value	**2b**	170345546

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	656	77445308	77445308
b For terminated vested participants	1233	53919542	53919542
c For active participants	600	38760928	38988167
d Total	2489	170125778	170353017

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**	5.16 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	1627110
c Target normal cost	**6c**	1627110

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

09/23/2024
Date

KERRY A. MAGNUSON
Type or print name of actuary

23-05787
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	2794494
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	2794494
10	Interest on line 9 using prior year's actual return of -16.35 %	0	-456900
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 5.33 %		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	2337594

Part III Funding Percentages

14	Funding target attainment percentage	14	98.62 %
15	Adjusted funding target attainment percentage	15	98.62 %
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	110.16 %
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
09/13/2024	1750000	0			
			Totals ► 18(b)	1750000	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	1606586

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:	2nd segment:	3rd segment:	
4.75 %	5.00 %	5.74 %	☐ 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 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	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**	1627110
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	2345065	214763
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**	1841873

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	1841873	1841873

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**	1606586
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	1606586
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	1606586
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2023** **This Form is Open to Public Inspection.**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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 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
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
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
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
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	562597	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	213315	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	110837	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)

ALLSPRING GLOBAL INVESTMENTS

525 MARKET STREET
12TH FLOOR
SAN FRANCISCO, CA 94105

(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	21284	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	19471	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	17840	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	16707	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

SCHAFER CULLEN CAPITAL MANAGEMENT

645 5TH AVE
#1201
NEW YORK, NY 10022

(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	10821	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	10437	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)

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	9323	Yes [ ] No [X]	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	8695	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE 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

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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)	0	1750000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	2078967	779594
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	3617713	9736478
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	80666686	78687768
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	35764943	36875061
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)	784346	824059
(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)	32051334	31342126
(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	154963989	159995086
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h	73629	88661
i	Acquisition indebtedness	1i		
j	Other liabilities	1j	30772	0
k	Total liabilities (add all amounts in lines 1g through1j)	1k	104401	88661
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	154859588	159906425

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.

			(a) Amount	(b) Total
	Income			
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	1750000	
	(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)		1750000
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	392686	
	(B) U.S. Government securities	2b(1)(B)	119448	
	(C) Corporate debt instruments	2b(1)(C)	2363069	
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)		
	(F) Other	2b(1)(F)	216342	
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		3091545
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)	602847	
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	240257	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		843104
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	120642909	
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)	118925296	
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		1717613
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)	12492120	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		12492120

		(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)		-763844
c Other income	2c		518745
d Total income. Add all **income** amounts in column (b) and enter total	2d		19649283
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	12484582	
(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)		12484582
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	3300	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	225412	
(6) Bank or trust company trustee/custodial fees	2i(6)	213315	
(7) Actuarial fees	2i(7)	562597	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1113240	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		2117864
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		14602446
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		5046837
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** as part of Schedule H because:

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		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 [X] No

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 525921.

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

2023

This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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** 89

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
Public Equity: 40.4 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
High-Yield Debt: 54.1 % Real Assets: 4.1 % Cash or Cash Equivalents: 1.4 % Other: _____%

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

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

OCÉ Employees' Cash Accumulation Plan

December 31, 2023 and 2022

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Trustees
OCÉ Employees' Cash Accumulation Plan

Scope and nature of the ERISA Section 103(a)(3)(C) audit
We have performed audits 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 statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the years then ended, and the statement of accumulated plan benefits as of December 31, 2022, and the related statement of changes in accumulated plan benefits for the year ended December 31, 2022, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

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

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

Grant Thornton LLP is a 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.

Basis for opinion
We conducted our audits 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 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of management for the financial statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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 financial statements
Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

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

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

Other matter – supplemental schedules required by ERISA
The supplemental schedule of assets (held at end of year) as of December 31, 2023 and schedule of reportable transactions for the year ended December 31, 2023 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 supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audits of the 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 financial statements or to the financial statements themselves, and other additional procedures in accordance with US GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

Grant Thornton LLP

Oklahoma City, Oklahoma
October 4, 2024

OCÉ Employees' Cash Accumulation Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31,

	2023	2022
ASSETS		
Investments, at fair value	$ 157,465,492	$ 152,885,022
Due from broker	7,064	1,282,546
Interest and dividends receivable	772,530	796,421
Contribution receivable	1,750,000	-
Total assets	159,995,086	154,963,989
LIABILITIES		
Accrued expenses	88,661	73,629
Due to broker	-	30,772
Total liabilities	88,661	104,401
NET ASSETS AVAILABLE FOR BENEFITS	$ 159,906,425	$ 154,859,588

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

Years ended December 31,

	2023	2022
Additions to net assets attributed to		
Investment income (loss)		
Net appreciation (depreciation) in fair value of investments	$ 13,445,889	$ (36,121,406)
Interest income	3,080,877	2,734,315
Dividend income	1,372,517	2,394,004
	17,899,283	(30,993,087)
Less investment expenses	(438,727)	(475,886)
Net investment income (loss)	17,460,556	(31,468,973)
Company contribution	1,750,000	-
	19,210,556	(31,468,973)
Deductions from net assets attributed to		
Administrative expenses	1,679,137	1,448,870
Benefits paid to participants	12,484,582	11,479,944
Total deductions	14,163,719	12,928,814
NET INCREASE (DECREASE)	5,046,837	(44,397,787)
Net assets available for benefits at beginning of year	154,859,588	199,257,375
Net assets available for benefits at end of year	$ 159,906,425	$ 154,859,588

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, 2022

Actuarial present value of accumulated plan benefits	
Vested benefits	
Retired employees receiving benefits	$ 73,227,573
Active and terminated employees currently not receiving benefits	87,564,871
	160,792,444
Nonvested benefits - active employees	412,581
Total actuarial present value of accumulated plan benefits	$ 161,205,025

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, 2022

Actuarial present value of accumulated plan benefits at beginning of year	$ 175,821,688
Increase (decrease) during the year attributable to:	
Interest accumulation	8,082,045
Benefits paid	(11,479,944)
Benefits accumulated and other changes	1,015,910
Change in the actuarial assumptions	(12,234,674)
	(14,616,663)
Actuarial present value of accumulated plan benefits at end of year	$ 161,205,025

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" (age + credited service) as of March 31, 2006 became Inactive participants. All participants with 62 points 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 formula 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 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, 2023 and 2022. During the years ended December 31, 2023 and 2022, the Company contributed $1,750,000 and $0, respectively. During 2023 and 2022, the Plan did not have a funding shortfall, therefore, no contributions were required.

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

The Company evaluated all recently issued accounting pronouncements applicable to the Plan's financial statements. No new accounting pronouncement issued or effective has had, or is expected to have, a material 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, 2023 and 2022.
- Net investment income (loss), as shown in the statements of changes in net assets available for benefits for the years ended December 31, 2023 and 2022.
- Schedule H, part IV, line 4i - schedule of assets (held at end of year) as of December 31, 2023.
- Schedule H, part IV, line 4j - schedule of reportable transactions for the year ended December 31, 2023.

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, 2023 and 2022:

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 reported on the active market.

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

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, 2023			
	Level 1	Level 2	Level 3	Total
Common stock	$ 36,875,061	$ -	$ -	$ 36,875,061
Debt instruments	22,440,275	56,247,493	-	78,687,768
Real estate investment trusts	824,059	-	-	824,059
Registered investment companies	31,342,126	-	-	31,342,126
Money market funds	9,736,478	-	-	9,736,478
	$ 101,217,999	$ 56,247,493	$ -	$ 157,465,492

	December 31, 2022			
	Level 1	Level 2	Level 3	Total
Common stock	$ 35,764,944	$ -	$ -	$ 35,764,944
Debt instruments	17,260,285	63,406,401	-	80,666,686
Real estate investment trusts	784,346	-	-	784,346
Registered investment companies	32,051,333	-	-	32,051,333
Money market funds	3,617,713	-	-	3,617,713
	$ 89,478,621	$ 63,406,401	$ -	$ 152,885,022

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, 2022 include:

- *Mortality* - aggregate base rates from the Pri-2012 mortality study projected generationally from 2012 using Scale MP-2021.
- *Retirement* - ages ranging from 55 - 75 for various subsidiary population groups.
- *Expected long-term rate of return on plan assets* - 5.75%.

Significant actuarial assumptions used in the valuation at December 31, 2021 include:

- *Mortality* - aggregate base rates from the Pri-2012 mortality study projected generationally from 2012 using Scale MP-2021 Covid 19 Endemic.
- *Retirement* - ages ranging from 55 - 75 for various subsidiary population groups.
- *Expected long-term rate of return on plan assets* - 4.75%.

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, 2023 and 2022. Had the valuations been performed as of December 31, 2022 and 2021, 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"). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Code and, therefore, believe that the Plan is qualified, and the related trust is tax exempt.

U.S. GAAP requires 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, 2023 and 2022, 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.

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, 2023 through October 4, 2024, the date the financial statements were available to be issued.

SUPPLEMENTAL INFORMATION

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Schedule SB, line 26a—Schedule of Active Participant Data as of January 1, 2023

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										
35-39	3									
40-44	5	16	3							
45-49	6	24 $11,974	23 $20,056	2						
50-54	5	39 $23,235	51 $35,764	20 $51,047	2					
55-59	7	30 $24,709	45 $47,882	39 $82,150	31 $99,814	2	2			
60-64	11	34 $28,468	59 $50,642	36 $100,563	17	12	11	1		
65-69	2	8	20 $54,509	6	1	7	7			
70+	2	4	3	2	2					

N-600

Schedule SB Attachment (Form 5500)—2023 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 2022), 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	5.00%
3rd Segment Rate	5.74%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2022), without regard to interest rate stabilization
1st Segment Rate	1.41%
2nd Segment Rate	3.09%
3rd Segment Rate	3.58%
Cash Balance Interest Crediting Rate	5.00%
Cash Balance Annuity Conversion Rate	Same as funding interest rates above
Optional Payment Form Election Percentage	Actives: 60% lump sum immediately 20% deferred lump sum at age 63 20% immediate life annuity Terminated Vesteds Eligible For Lump Sum: 80% lump sum at decrement age 20% life annuity at decrement age Other Terminated Vesteds: 40% single life annuity at decrement age 60% joint and 100% survivor annuity at decrement age 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

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Retirement Age	
Active Participants	See Tables 1–2
Terminated Vesteds (Cash Balance)	See Tables 1–2
Terminated Vesteds (Annuity)	CBPS: Age 63; Non-CBPS: Age 65
Mortality Rates	
Healthy and Disabled	2023 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2022-22
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: 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. All others: 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 $265,000.
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. 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).

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Expected Return on Assets	
2021 Plan Year	5.25%; limited to 6.11%
2022 Plan Year	5.35%; limited to 5.92%
2023 Plan Year	6.70%; limited to 5.74%
Trust Expenses Included in Target Normal Cost	$1,627,110. 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, 2023

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, 2023

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 (Loss)
Series of transactions								
* Bank of America, N.A.	Temporary Overnight Deposit							
	365 purchases	$ 12,217,274	$ -	$ -	$ -	$ 12,217,274	$ 12,217,274	$ -
	363 sales		14,160,061			14,160,061	14,160,061	
Fidelity (FIMM)	Treasury Only Portfolio Institutional Class							
	1,027 purchases	38,220,891		-	-	38,220,891	38,220,891	-
	656 sales		30,159,339			30,159,339	30,159,339	
U.S. Treasury Prin Strip	Zr CPN due 2/15/28							
	4 purchases	8,501,247		-	-	8,501,247	8,501,247	
	4 sales		6,024,176			6,244,770	6,024,176	(220,594)
U.S. Treasury Strip	Zr CPN due 11/15/34							
	14 purchases	7,307,687		-	-	7,307,687	7,307,687	
	8 sales		1,900,912			2,033,745	1,900,912	(132,832)

* 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

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

▶ **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 2023			
2	Assets:			
	a Market value		2a	154,859,588
	b Actuarial value		2b	170,345,546
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	656	77,445,308	77,445,308
	b For terminated vested participants	1,233	53,919,542	53,919,542
	c For active participants	600	38,760,928	38,988,167
	d Total	2,489	170,125,778	170,353,017
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	5.16%
6	Target normal cost			
	a Present value of current plan year accruals		6a	0
	b Expected plan-related expenses		6b	1,627,110
	c Target normal cost		6c	1,627,110

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 Kerry A. Magnuson

Signature of actuary

09/23/2024
Date

KERRY A. MAGNUSON
Type or print name of actuary

2305787
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	2,794,494
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	2,794,494
10	Interest on line 9 using prior year's actual return of -16.35 %	0	-456,900
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 5.33 %		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	2,337,594

Part III Funding Percentages

14	Funding target attainment percentage	14	98.62 %
15	Adjusted funding target attainment percentage	15	98.62 %
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	110.16 %
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
09/13/2024	1,750,000	0			
		Totals ► 18(b)	1,750,000	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	1,606,586

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:	2nd segment:	3rd segment:	
4.75 %	5.00 %	5.74 %	☐ 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 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	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**	1,627,110
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	2,345,065	214,763
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**	1,841,873

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	1,841,873	1,841,873

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**	1,606,586
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	1,606,586
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	1,606,586
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Schedule SB, line 19—Discounted Employer Contributions

Year applied for contributions: 2023

Date	Amount	Days to Discount to 1/1/2023 at 5.16%	Interest Adjusted Contribution
September 13, 2024	$ 1,750,000	621	$ 1,606,586
Total Contribution	$ 1,750,000		$ 1,606,586

Schedule SB Attachment (Form 5500)—2023 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	35.00%
All Others	62.50	65.00%
Weighted Average Retirement Age =	62.83	

Schedule SB Attachment (Form 5500)—2023 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 2022), 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	5.00%
3rd Segment Rate	5.74%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2022), without regard to interest rate stabilization
1st Segment Rate	1.41%
2nd Segment Rate	3.09%
3rd Segment Rate	3.58%
Cash Balance Interest Crediting Rate	5.00%
Cash Balance Annuity Conversion Rate	Same as funding interest rates above
Optional Payment Form Election Percentage	Actives: 60% lump sum immediately 20% deferred lump sum at age 63 20% immediate life annuity Terminated Vesteds Eligible For Lump Sum: 80% lump sum at decrement age 20% life annuity at decrement age Other Terminated Vesteds: 40% single life annuity at decrement age 60% joint and 100% survivor annuity at decrement age 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 (Cash Balance)	See Tables 1–2
Terminated Vesteds (Annuity)	CBPS: Age 63; Non-CBPS: Age 65
Mortality Rates	
Healthy and Disabled	2023 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2022-22
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: 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. All others: 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 $265,000.
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. 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).

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
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Expected Return on Assets	
2021 Plan Year	5.25%; limited to 6.11%
2022 Plan Year	5.35%; limited to 5.92%
2023 Plan Year	6.70%; limited to 5.74%
Trust Expenses Included in Target Normal Cost	$1,627,110. 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, 2023

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). The following plans were consolidated to form the Océ Employees' Cash Accumulation Plan: ▪ Archer Management Services, Inc. Cash Accumulation Plan ▪ Arkwright Incorporated Cash Accumulation Plan ▪ Océ Printing Systems USA, Inc. Cash Accumulation Plan ▪ 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). 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. 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. 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. 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). 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. 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. 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: 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. 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. 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. 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. 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): a. Frozen accrued benefit at December 31, 2006. 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): a. Frozen accrued benefit at December 31, 2006 reduced by 6% per year from age 65. 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): 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): 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. 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): 1. Cash accumulation account. 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): 1. Cash accumulation account. 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): 1. Cash accumulation account. 2. Accrued benefit calculated on the earlier of the date of death or December 31, 2015. 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.

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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: 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; 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 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. 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.

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Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Plan Changes Since the Prior Year

The January 1, 2023 valuation reflects 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 $245,000 in 2022 to $265,000 in 2023.

The January 1, 2022 valuation reflects 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 $230,000 in 2021 to $245,000 in 2022.

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.

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.

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
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Schedule SB, line 24—Change in Actuarial Assumptions

- The unlimited expected return on assets was changed from 5.35% to 6.70%.

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)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
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Schedule SB, line 26a—Schedule of Active Participant Data as of January 1, 2023

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										
35-39	3									
40-44	5	16	3							
45-49	6	24 $11,974	23 $20,056	2						
50-54	5	39 $23,235	51 $35,764	20 $51,047	2					
55-59	7	30 $24,709	45 $47,882	39 $82,150	31 $99,814	2	2			
60-64	11	34 $28,468	59 $50,642	36 $100,563	17	12	11	1		
65-69	2	8	20 $54,509	6	1	7	7			
70+	2	4	3	2	2					

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Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Schedule SB, line 26b—Schedule Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	3,145,102	6,186,295	6,922,022	16,253,419
2024	2,965,057	4,264,976	6,823,684	14,053,718
2025	3,066,485	4,158,027	6,713,940	13,938,452
2026	3,411,326	4,150,177	6,594,518	14,156,021
2027	3,433,519	3,983,557	6,464,137	13,881,212
2028	3,288,877	4,021,240	6,321,268	13,631,386
2029	3,281,644	4,017,431	6,169,204	13,468,280
2030	3,145,943	3,849,691	6,004,592	13,000,226
2031	2,947,014	3,732,669	5,820,899	12,500,582
2032	2,820,011	3,701,398	5,625,716	12,147,124
2033	2,672,479	3,556,746	5,420,533	11,649,758
2034	2,602,277	3,461,891	5,202,701	11,266,869
2035	2,415,422	3,273,644	4,971,703	10,660,769
2036	2,174,074	3,115,976	4,728,090	10,018,140
2037	2,053,457	3,032,977	4,472,812	9,559,247
2038	1,930,114	2,833,610	4,207,282	8,971,006
2039	1,871,497	2,715,078	3,933,389	8,519,964
2040	1,747,509	2,624,913	3,653,422	8,025,844
2041	1,675,765	2,512,134	3,369,965	7,557,865
2042	1,555,173	2,335,362	3,085,790	6,976,326
2043	1,459,797	2,218,397	2,803,748	6,481,942
2044	1,391,430	2,080,758	2,526,684	5,998,871
2045	1,319,782	1,979,789	2,257,396	5,556,967
2046	1,233,654	1,868,237	1,998,539	5,100,431
2047	1,150,556	1,713,079	1,752,525	4,616,161
2048	1,072,694	1,587,088	1,521,492	4,181,274
2049	992,248	1,458,032	1,307,197	3,757,477
2050	909,623	1,339,103	1,110,952	3,359,679
2051	827,827	1,208,475	933,624	2,969,926
2052	745,805	1,084,345	775,594	2,605,745
2053	666,182	961,855	636,750	2,264,786
2054	588,398	845,677	516,521	1,950,597
2055	514,327	739,324	413,945	1,667,596
2056	444,276	639,021	327,729	1,411,026
2057	379,164	545,974	256,352	1,181,489
2058	319,499	461,072	198,150	978,720
2059	265,948	384,867	151,410	802,225
2060	218,563	317,573	114,439	650,575
2061	177,285	259,090	85,633	522,008
2062	141,949	209,060	63,520	414,529
2063	112,171	166,911	46,787	325,868
2064	87,499	131,916	34,295	253,710
2065	67,381	103,260	25,089	195,730
2066	51,233	80,096	18,382	149,711

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2067	38,472	61,594	13,543	113,608
2068	28,537	46,977	10,074	85,589
2069	20,919	35,547	7,595	64,061
2070	15,160	26,692	5,815	47,667
2071	10,867	19,890	4,524	35,281
2072	7,709	14,706	3,568	25,982

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
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Schedule SB, line 32—Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 2,345,065	January 1, 2023	15	$ 214,763

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
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Schedule SB, line 19—Discounted Employer Contributions

Year applied for contributions: 2023

Date	Amount	Days to Discount to 1/1/2023 at 5.16%	Interest Adjusted Contribution
September 13, 2024	$ 1,750,000	621	$ 1,606,586
Total Contribution	$ 1,750,000		$ 1,606,586

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
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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	35.00%
All Others	62.50	65.00%
Weighted Average Retirement Age =	62.83	

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
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Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
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Schedule SB, Part V—Summary of Plan Provisions

Effective Date	January 1, 2003 (amended and restated January 1, 2014). The following plans were consolidated to form the Océ Employees' Cash Accumulation Plan: ▪ Archer Management Services, Inc. Cash Accumulation Plan ▪ Arkwright Incorporated Cash Accumulation Plan ▪ Océ Printing Systems USA, Inc. Cash Accumulation Plan ▪ 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). 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. 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. 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. 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). 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. 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. 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: 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. 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. 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. 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. 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): a. Frozen accrued benefit at December 31, 2006. 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): a. Frozen accrued benefit at December 31, 2006 reduced by 6% per year from age 65. 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): 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): 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. 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): 1. Cash accumulation account. 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): 1. Cash accumulation account. 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): 1. Cash accumulation account. 2. Accrued benefit calculated on the earlier of the date of death or December 31, 2015. 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: 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; 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 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. 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, 2023 valuation reflects 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 $245,000 in 2022 to $265,000 in 2023.

The January 1, 2022 valuation reflects 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 $230,000 in 2021 to $245,000 in 2022.

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.

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.

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2023

EMPLOYER ID NO: 46-1382783, PLAN #001

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Money Market Funds		
*	BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT	$ 22,209	$ 22,209
	FIMM TRSY ONLY PRT INSTL	9,714,269	9,714,269
		9,736,478	9,736,478
	Registered Investment Companies		
	CREDIT SUISSE COMMODITY	6,757,569	6,454,352
	HARTFORD SCHRODERS EMERG	1,627,739	1,465,060
	ISHARES CORE S&P MID-CAP	3,694,456	5,695,987
	ISHARES TR CORE MSCI EAF	3,899,669	4,495,013
	ISHARES TR RUSSELL 2000	1,226,094	1,658,467
	SPDR S&P 500 ETF TRUST	3,596,992	10,601,314
	VANGUARD FTSE EMERGING	1,044,997	971,933
		21,847,516	31,342,126
	Debt Instruments		
	ABBOTT LABORATORIES GLB 04.900% NOV 30 2046	203,267	179,494
	ABBVIE INC GLB 03.200% NOV 21 2029	305,650	262,066
	ABBVIE INC GLB 04.250% NOV 21 2049	137,555	120,712
	ABBVIE INC GLB 04.875% NOV 14 2048	487,503	464,678
	AEP TEXAS INC SER G GLB 04.150% MAY 01 2049	202,348	169,732
	AEP TEXAS INC SER H GLB 03.450% JAN 15 2050	9,170	7,234
	AERCAP IRELAND CAP/GLOBA COMPANY GUARNT GLB 03.300% JAN 30 2032	150,399	143,769
	ALPHABET INC GLB 01.100% AUG 15 2030	106,736	116,155
	ALPHABET INC GLB 02.050% AUG 15 2050	53,414	47,234
	ALPHABET INC GLB 02.250% AUG 15 2060	11,292	12,457
	ALTRIA GROUP INC COMPANY GUARNT GLB 04.000% FEB 04 2061	38,382	29,300
	AMAZON.COM INC GLB 02.700% JUN 03 2060	54,349	36,570
	AMAZON.COM INC GLB 03.250% MAY 12 2061	168,868	125,378
	AMAZON.COM INC GLB 03.800% DEC 05 2024	732,811	682,865
	AMAZON.COM INC GLB 04.100% APR 13 2062	144,830	128,724
	AMAZON.COM INC GLB 04.800% DEC 05 2034	81,927	72,384
	AMERICAN INTL GROUP GLB 04.375% JUN 30 2050	127,793	112,057
	AMERICAN TOWER CORP GLB 01.875% OCT 15 2030	229,462	196,980
	AMGEN INC - 04.950% OCT 01 2041	86,030	81,353
	AMGEN INC GLB 03.375% FEB 21 2050	197,717	160,685
	AMGEN INC GLB 04.200% FEB 22 2052	40,352	33,990
	AMGEN INC GLB 04.663% JUN 15 2051	151,141	114,064
	AMGEN INC GLB 05.250% MAR 02 2033	333,188	338,808
	AMGEN INC GLB 05.650% MAR 02 2053	158,206	163,804
	AMGEN INC GLB 06.400% FEB 01 2039	271,937	244,871
	ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 03.500% JUN 01 2030	635,594	581,659
	ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 04.000% APR 13 2028	214,224	212,502
	ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 04.439% OCT 06 2048	293,915	286,555
	ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 05.550% JAN 23 2049	266,139	253,368
	ANTHEM INC GLB 03.125% MAY 15 2050	64,633	47,044
	APPALACHIAN POWER CO SER Z GLB 03.700% MAY 01 2050	49,705	37,554
	APPLE INC GLB 02.400% AUG 20 2050	63,367	42,795
	APPLE INC GLB 02.650% FEB 08 2051	150,366	120,425
	APPLE INC GLB 02.700% AUG 05 2051	95,449	69,115
	APPLE INC GLB 02.850% AUG 05 2061	82,034	65,236
	APPLE INC GLB 02.950% SEP 11 2049	372,344	269,140
	APPLE INC GLB 03.750% SEP 12 2047	46,841	42,853
	APPLE INC GLB 03.950% AUG 08 2052	63,304	57,084
	ASTRAZENECA FINANCE LLC COMPANY GUARNT GLB 02.250% MAY 28 2031	13,983	12,090
	ASTRAZENECA PLC GLB 03.000% MAY 28 2051	152,214	120,077
	ASTRAZENECA PLC GLB 04.000% SEP 18 2042	78,639	59,293
	AT&T INC GLB 03.550% SEP 15 2055	613,781	538,620
	AT&T INC GLB 03.650% JUN 01 2051	203,442	192,913
	AT&T INC GLB 03.800% DEC 01 2057	21,392	22,401
	AT&T INC GLB 04.500% MAR 09 2048	557,383	450,929
	AT&T INC GLB 04.750% MAY 15 2046	121,725	117,910
	AT&T INC GLB 05.400% FEB 15 2034	117,612	121,941

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	BANK OF NEW YORK MELLON SER MTN 03.950% NOV 18 2025	$ 15,033	$ 14,741
	BANK OF NY MELLON CORP SER J 01.900% JAN 25 2029	187,010	168,194
	BARCLAYS PLC GLB VAR%MAR 10 2032	109,006	90,982
	BAT CAPITAL CORP COMPANY GUARNT GLB 03.984% SEP 25 2050	196,936	155,674
	BECTON DICKINSON AND CO - 03.700% JUN 06 2027	135,790	137,687
	BECTON DICKINSON AND CO - 04.685% DEC 15 2044	76,609	74,077
	BECTON DICKINSON AND CO GLB 03.794% MAY 20 2050	36,855	34,366
	BERKSHIRE HATHAWAY ENERG GLB 02.850% MAY 15 2051	3,044	3,393
	BERKSHIRE HATHAWAY FIN COMPANY GUARNT 05.750% JAN 15 2040	180,697	192,624
	BERKSHIRE HATHAWAY INC GLB 03.125% MAR 15 2026	452,434	437,490
	BERKSHIRE HATHAWAY INC GLB 04.500% FEB 11 2043	92,661	87,862
	BOEING CO - 06.875% MAR 15 2039	90,222	74,638
	BOEING CO GLB 03.625% FEB 01 2031	187,965	176,761
	BOEING CO GLB 03.650% MAR 01 2047	68,395	55,630
	BOEING CO GLB 03.750% FEB 01 2050	119,463	109,102
	BOEING CO GLB 05.805% MAY 01 2050	325,700	254,729
	BP CAP MARKETS AMERICA COMPANY GUARNT 02.772% NOV 10 2050	85,693	63,833
	BP CAP MARKETS AMERICA COMPANY GUARNT 04.234% NOV 06 2028	141,818	129,273
	BP CAP MARKETS AMERICA COMPANY GUARNT GLB 02.939% JUN 04 2051	45,644	34,796
	BP CAP MARKETS AMERICA COMPANY GUARNT GLB 03.937% SEP 21 2028	84,857	83,292
	BRIGHTHOUSE FINANCIAL IN GLB 03.850% DEC 22 2051	47,045	33,051
	BRISTOL-MYERS SQUIBB CO GLB 02.550% NOV 13 2050	484,111	343,899
	BROADCOM INC COMPANY GUARNT GLB 04.150% NOV 15 2030	321,741	291,751
	BROADCOM INC COMPANY GUARNT GLB 04.300% NOV 15 2032	379,782	345,762
	BURLINGTN NORTH SANTA FE - 04.150% DEC 15 2048	193,186	172,329
	BURLINGTN NORTH SANTA FE - 04.700% SEP 01 2045	64,825	62,471
	BURLINGTN NORTH SANTA FE - 07.950% AUG 15 2030	53,760	47,333
	BURLINGTN NORTH SANTA FE GLB 05.200% APR 15 2054	84,954	88,835
	BURLINGTON RESOURCES FIN COMPANY GUARNT GLB 07.400% DEC 01 2031	155,776	134,169
	CALIFORNIA ST GO BDS TAXABLE APR09 07.550%APR01 2039	493,849	441,913
	CANADIAN NATL RESOURCES - 06.500% FEB 15 2037	126,156	122,484
	CARDINAL HEALTH INC GLB 04.368% JUN 15 2047	26,010	21,475
	CARRIER GLOBAL CORP GLB 02.722% FEB 15 2030	133,413	116,473
	CATERPILLAR INC GLB 02.600% APR 09 2030	138,674	118,423
	CATERPILLAR INC GLB 03.250% APR 09 2050	59,721	43,657
	CENTENE CORP GLB 02.500% MAR 01 2031	91,282	95,785
	CENTERPOINT ENERGY RES GLB 04.400% JUL 01 2032	158,458	150,567
	CHARTER COMM OPT LLC/CAP GLB 03.700% APR 01 2051	130,070	104,472
	CHARTER COMM OPT LLC/CAP GLB 03.850% APR 01 2061	58,740	37,590
	CHARTER COMM OPT LLC/CAP GLB 05.500% APR 01 2063	19,701	16,749
	CHARTER COMM OPT LLC/CAP GLB 06.484% OCT 23 2045	205,248	172,545
	CHEVRON USA INC COMPANY GUARNT GLB 02.343% AUG 12 2050	61,343	44,878
	CHICAGO ILL WTR RV TAXABLE SECOND B TAXABLE NOV10 06.742%NOV01 2040	67,082	68,744
	CIGNA CORP GLB 03.400% MAR 15 2050	375,963	271,381
	CIGNA CORP GLB 03.400% MAR 15 2051	9,098	7,428
	CISCO SYSTEMS INC - 05.500% JAN 15 2040	35,941	32,026
	CITIGROUP INC GLB VAR%JAN 25 2033	30,141	29,912
	CITIGROUP INC GLB VAR%MAR 17 2033	112,055	112,617
	CITIGROUP INC GLB VAR%MAR 31 2031	329,185	272,956
	CITIGROUP INC GLB VAR%MAY 01 2032	147,642	121,175
	CITIGROUP INC GLB VAR%NOV 03 2032	26,151	28,904
	CITIGROUP INC SUBORDINATED 04.450% SEP 29 2027	328,482	322,311
	CITIGROUP INC SUBORDINATED 04.750% MAY 18 2046	76,534	67,323
	COCA-COLA CO/THE GLB 02.500% MAR 15 2051	4,419	3,374
	COCA-COLA CO/THE GLB 02.600% JUN 01 2050	56,649	38,171
	COCA-COLA CO/THE GLB 03.000% MAR 05 2051	103,409	79,675
	COMCAST CORP COMPANY GUARNT 06.500% NOV 15 2035	90,185	79,810
	COMCAST CORP COMPANY GUARNT GLB 02.450% AUG 15 2052	94,165	81,111
	COMCAST CORP COMPANY GUARNT GLB 02.800% JAN 15 2051	193,550	133,940
	COMCAST CORP COMPANY GUARNT GLB 03.450% FEB 01 2050	123,140	92,522
	COMCAST CORP COMPANY GUARNT GLB 03.969% NOV 01 2047	129,325	122,161
	COMCAST CORP COMPANY GUARNT GLB 03.999% NOV 01 2049	192,054	142,360

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	COMCAST CORP COMPANY GUARNT GLB 04.000% AUG 15 2047	$ 20,196	$ 16,901
	COMCAST CORP COMPANY GUARNT GLB 04.150% OCT 15 2028	225,308	222,057
	COMCAST CORP COMPANY GUARNT GLB 04.250% JAN 15 2033	164,609	160,590
	COMCAST CORP COMPANY GUARNT GLB 05.500% MAY 15 2064	75,381	79,274
	COMMONWEALTH EDISON 1ST MORTGAGE 05.900% MAR 15 2036	136,089	130,036
	COMMONWEALTH EDISON 1ST MORTGAGE GLB 03.800% OCT 01 2042	88,312	74,647
	COMMONWEALTH EDISON CO 1ST MORTGAGE SER 130 GLB 03.125% MAR 15 2051	38,892	31,993
	CON EDISON CO OF NY INC GLB 03.200% DEC 01 2051	13,113	14,203
	CON EDISON CO OF NY INC GLB 03.700% NOV 15 2059	111,203	86,171
	CONAGRA BRANDS INC GLB 05.400% NOV 01 2048	23,573	24,279
	CONOCOPHILLIPS COMPANY COMPANY GUARNT GLB 03.800% MAR 15 2052	46,717	40,574
	CONSOLIDATED EDISON SER 07-A 06.300% AUG 15 2037	230,551	192,087
	CONSTELLATION BRANDS INC GLB 04.900% MAY 01 2033	84,999	85,666
	COREBRIDGE FINANCIAL INC GLB 05.750% JAN 15 2034	64,875	66,761
	CORNING INC GLB 05.450% NOV 15 2079	65,219	48,486
	CSX CORP - 04.750% MAY 30 2042	104,623	94,796
	CSX CORP - 05.500% APR 15 2041	32,915	31,261
	CSX CORP GLB 03.250% JUN 01 2027	187,222	183,114
	CSX CORP GLB 04.650% MAR 01 2068	139,458	128,974
	CVS HEALTH CORP GLB 01.875% FEB 28 2031	209,455	177,233
	CVS HEALTH CORP GLB 05.050% MAR 25 2048	92,689	75,170
	CVS HEALTH CORP GLB 05.125% JUL 20 2045	457,321	374,894
	DALLAS FORT WORTH TEX INTL ARPT REV C TAXABLE NOV21 02.843%NOV01 2046	140,351	105,358
	DC WTR & SWR AUTH PUB UTIL RV PUB A TAXABLE OCT10 05.522%OCT01 2044	181,618	192,523
	DEERE & COMPANY - 03.900% JUN 09 2042	87,690	81,121
	DEERE & COMPANY GLB 03.750% APR 15 2050	5,409	4,391
	DIAGEO CAPITAL PLC COMPANY GUARNT GLB 02.375% OCT 24 2029	198,192	179,892
	DIAGEO CAPITAL PLC COMPANY GUARNT GLB 05.300% OCT 24 2027	199,704	206,164
	DISCOVERY COMMUNICATIONS COMPANY GUARNT GLB 03.625% MAY 15 2030	415,127	426,633
	DISCOVERY COMMUNICATIONS COMPANY GUARNT GLB 03.950% MAR 20 2028	212,957	228,413
	DISCOVERY COMMUNICATIONS COMPANY GUARNT GLB 04.650% MAY 15 2050	100,133	80,709
	DOMINION RESOURCES INC NOTES 07.000% JUN 15 2038	120,628	107,273
	DOMINION RESOURCES INC SER E 06.750% DEC 15 2032	106,202	90,957
	DOW CHEMICAL CO/THE GLB 03.600% NOV 15 2050	190,194	147,468
	DOWDUPONT INC - 05.319% NOV 15 2038	8,996	10,293
	DOWDUPONT INC - 05.419% NOV 15 2048	111,931	94,012
	DTE ELECTRIC CO - 02.850% OCT 01 2026	381,957	373,516
	DTE ELECTRIC CO 1ST MORTGAGE SER C 02.625% MAR 01 2031	4,534	4,381
	DTE ELECTRIC CO GENL REF MORT SER B 03.650% MAR 01 2052	29,693	23,694
	DTE ENERGY CO GLB STEP% NOV 01 2024	50,003	49,415
	DUKE ENERGY CAROLINAS 1ST MORTGAGE GLB 03.550% MAR 15 2052	24,826	19,226
	DUKE ENERGY CORP - 04.200% JUN 15 2049	10,863	8,159
	DUKE ENERGY CORP GLB 05.000% AUG 15 2052	112,420	107,803
	DUKE ENERGY OHIO INC 1ST MORTGAGE GLB 05.650% APR 01 2053	6,992	7,361
	DUKE ENERGY PROGRESS LLC 1ST MORTGAGE GLB 03.600% SEP 15 2047	256,706	200,174
	ELI LILLY & CO GLB 04.875% FEB 27 2053	69,852	72,812
	ENBRIDGE ENERGY PARTNERS COMPANY GUARNT 05.500% SEP 15 2040	111,775	108,630
	ENERGY TRANSFER OPERATNG GLB 05.000% MAY 15 2050	62,164	58,235
	ENERGY TRANSFER PARTNERS - 06.000% JUN 15 2048	246,531	247,619
	ENERGY TRANSFER PARTNERS - 06.125% DEC 15 2045	63,643	55,547
	ENTERGY LOUISIANA LLC 1ST MORTGAGE 02.350% JUN 15 2032	85,645	79,165
	ENTERGY TEXAS INC 1ST MORTGAGE 05.000% SEP 15 2052	44,742	42,907
	ENTERPRISE PRODUCTS OPER COMP GUARNT SER D GLB 06.875% MAR 01 2033	55,017	51,726
	ENTERPRISE PRODUCTS OPER COMPANY GUARNT 03.200% FEB 15 2052	15,570	14,639
	ENTERPRISE PRODUCTS OPER COMPANY GUARNT 04.200% JAN 31 2050	294,769	248,035
	ENTERPRISE PRODUCTS OPER COMPANY GUARNT 04.800% FEB 01 2049	38,389	33,177
	ENTERPRISE PRODUCTS OPER COMPANY GUARNT 05.100% FEB 15 2045	31,198	29,544
	ENTERPRISE PRODUCTS OPER COMPANY GUARNT GLB 04.900% MAY 15 2046	31,406	28,728
	EVERSOURCE ENERGY GLB 03.375% MAR 01 2032	37,077	35,467
	EVERSOURCE ENERGY GLB 03.450% JAN 15 2050	79,244	57,870
	EXELON CORP GLB 04.050% APR 15 2030	11,157	9,564
	EXELON CORP GLB 04.700% APR 15 2050	55,888	45,119

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	EXELON GENERATION CO LLC GLB 03.250% JUN 01 2025	$ 444,172	$ 432,291
	EXXON MOBIL CORPORATION GLB 03.095% AUG 16 2049	44,836	33,532
	EXXON MOBIL CORPORATION GLB 03.452% APR 15 2051	160,410	133,989
	FEDEX CORP COMPANY GUARNT 05.100% JAN 15 2044	280,468	247,829
	FEDEX CORP COMPANY GUARNT GLB 05.250% MAY 15 2050	98,983	84,940
	FLORIDA POWER & LIGHT 1ST MORTGAGE 03.800% DEC 15 2042	43,386	38,835
	FLORIDA POWER & LIGHT CO 1ST MORTGAGE 04.050% OCT 01 2044	135,159	114,014
	FLORIDA POWER & LIGHT CO 1ST MORTGAGE GLB 03.990% MAR 01 2049	26,651	21,488
	FORD MOTOR CREDIT CO LLC GLB 07.122% NOV 07 2033	50,152	53,963
	FOX CORP GLB 05.576% JAN 25 2049	55,351	38,759
	FRANCE TELECOM GLB 09.000% MAR 01 2031	112,955	111,154
	GENERAL ELEC CAP CORP SER MTNA GLB 06.750% MAR 15 2032	97,067	96,874
	GENERAL MOTORS CO GLB 05.600% OCT 15 2032	24,952	25,614
	GENERAL MOTORS CO GLB 05.950% APR 01 2049	80,751	68,781
	GENERAL MOTORS FINL CO GLB 06.100% JAN 07 2034	124,802	128,764
	GEORGIA POWER CO SER A GLB 03.250% MAR 15 2051	83,685	61,787
	GILEAD SCIENCES INC GLB 02.800% OCT 01 2050	20,964	17,328
	GILEAD SCIENCES INC GLB 04.150% MAR 01 2047	258,263	240,204
	GOLDMAN SACHS GROUP INC GLB VAR%JAN 27 2032	262,726	222,588
	GOLDMAN SACHS GROUP INC GLB VAR%JUL 21 2032	339,947	357,613
	GOLDMAN SACHS GROUP INC GLB VAR%OCT 21 2032	559,258	467,415
	HALLIBURTON COMPANY GLB 04.750% AUG 01 2043	61,926	51,746
	HCA INC COMPANY GUARNT 03.500% SEP 01 2030	113,357	117,954
	HCA INC COMPANY GUARNT GLB 03.500% JUL 15 2051	149,712	123,681
	HOME DEPOT INC GLB 03.350% APR 15 2050	377,812	269,286
	HONEYWELL INTERNATIONAL GLB 01.750% SEP 01 2031	3,879	4,180
	HONEYWELL INTERNATIONAL GLB 02.700% AUG 15 2029	89,661	83,256
	HP ENTERPRISE CO GLB STEP% OCT 15 2045	103,298	102,785
	HSBC HOLDINGS PLC GLB 04.950% MAR 31 2030	118,174	94,310
	HSBC HOLDINGS PLC GLB VAR%AUG 11 2033	123,450	125,771
	HSBC HOLDINGS PLC GLB VAR%AUG 18 2031	502,931	410,553
	HSBC HOLDINGS PLC GLB VAR%MAY 24 2027	171,703	155,987
	HSBC HOLDINGS PLC GLB VAR%MAY 24 2032	45,000	37,629
	HSBC HOLDINGS PLC GLB VAR%NOV 22 2032	107,436	91,563
	IBM CORP GLB 03.300% MAY 15 2026	213,858	194,080
	IBM CORP GLB 04.250% MAY 15 2049	186,258	162,556
	INDIANA MICHIGAN POWER GLB 05.625% APR 01 2053	86,896	89,538
	ING US INC COMPANY GUARNT GLB 05.700% JUL 15 2043	45,057	39,316
	INTEL CORP GLB 03.050% AUG 12 2051	38,120	31,849
	INTEL CORP GLB 03.100% FEB 15 2060	232,386	162,799
	INTEL CORP GLB 03.200% AUG 12 2061	4,999	3,457
	INTEL CORP GLB 05.700% FEB 10 2053	84,993	92,234
	INTERCONTINENTALEXCHANGE GLB 01.850% SEP 15 2032	209,974	183,941
	JOHNSON & JOHNSON GLB 03.500% JAN 15 2048	5,497	4,226
	JOHNSON & JOHNSON GLB 03.625% MAR 03 2037	104,919	94,006
	JPMORGAN CHASE & CO GLB VAR%APR 22 2042	215,184	170,482
	JPMORGAN CHASE & CO GLB VAR%JAN 23 2049	84,291	62,464
	JPMORGAN CHASE & CO GLB VAR%JAN 25 2033	448,394	433,558
	JPMORGAN CHASE & CO GLB VAR%JUN 01 2034	163,439	167,518
	JPMORGAN CHASE & CO GLB VAR%NOV 08 2032	359,287	305,260
	JPMORGAN CHASE & CO GLB VAR%OCT 15 2030	360,302	320,620
	JPMORGAN CHASE & CO SUBORDINATED GLB 03.875% SEP 10 2024	95,084	93,937
	JPMORGAN CHASE & CO SUBORDINATED GLB VAR%MAY 13 2031	953,630	805,346
	KIMCO REALTY CORP COMPANY GUARNT GLB 02.700% OCT 01 2030	70,168	60,593
	KIMCO REALTY CORP COMPANY GUARNT GLB 03.700% OCT 01 2049	50,090	37,523
	KINDER MORGAN INC COMP GUARNT SER GMTN 07.750% JAN 15 2032	235,024	222,165
	KINDER MORGAN INC COMPANY GUARNT GLB 05.200% MAR 01 2048	142,660	105,364
	KINDER MORGAN INC/DELAWA COMPANY GUARNT 05.550% JUN 01 2045	80,270	77,227
	KRAFT HEINZ FOODS CO COMPANY GUARNT GLB 04.375% JUN 01 2046	192,747	197,100
	KRAFT HEINZ FOODS CO COMPANY GUARNT GLB 05.500% JUN 01 2050	50,675	51,725
	KROGER CO GLB 03.950% JAN 15 2050	112,947	82,129
	KROGER CO GLB 04.650% JAN 15 2048	59,395	53,758

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	L3HARRIS TECH INC GLB 05.600% JUL 31 2053	75,563	80,153
	LLOYDS BANKING GROUP PLC SUBORDINATED GLB 04.582% DEC 10 2025	168,416	156,606
	LOCKHEED MARTIN CORP GLB 04.090% SEP 15 2052	156,228	115,982
	LOCKHEED MARTIN CORP GLB 04.500% MAY 15 2036	33,628	32,728
	LOCKHEED MARTIN CORP GLB 04.750% FEB 15 2034	44,853	45,960
	LOCKHEED MARTIN CORP GLB 05.200% FEB 15 2055	17,863	18,975
	LOCKHEED MARTIN CORP GLB 05.250% JAN 15 2033	23,952	26,564
	LOCKHEED MARTIN CORP SER B GLB 06.150% SEP 01 2036	73,715	73,958
	LOEWS CORP GLB 04.125% MAY 15 2043	84,637	79,894
	LOS ANGELES CA CMNTY CLG DIST GO BDS LT E TAXABLE JUL10 06.750%AUG01 2049	216,461	174,559
	LOWE'S COS INC GLB 03.000% OCT 15 2050	106,467	88,772
	LOWE'S COS INC GLB 04.050% MAY 03 2047	161,481	127,996
	LOWE'S COS INC GLB 04.250% APR 01 2052	45,814	42,484
	LOWE'S COS INC GLB 05.750% JUL 01 2053	90,406	95,696
	LYB INT FINANCE III COMPANY GUARNT GLB 03.625% APR 01 2051	272,795	215,279
	MAGELLAN MIDSTREAM PARTN COMPANY GUARNT GLB 03.950% MAR 01 2050	69,015	53,672
	MASS INSTITUTE OF TECH - 03.885% JUL 01 2116	45,000	35,489
	MASS INSTITUTE OF TECH - 04.678% JUL 01 2114	125,296	119,214
	MCDONALD'S CORP SER MTN 03.700% JAN 30 2026	224,123	221,193
	MCDONALD'S CORP SER MTN GLB 04.200% APR 01 2050	84,894	75,216
	MCDONALD'S CORP SER MTN GLB 04.450% MAR 01 2047	85,006	77,763
	MCDONALD'S CORP SER MTN GLB 04.450% SEP 01 2048	166,197	153,627
	MEMORIAL SLOAN-KETTERING - 04.125% JUL 01 2052	90,146	78,529
	MERCK & CO INC GLB 01.700% JUN 10 2027	83,208	82,559
	MERCK & CO INC GLB 02.450% JUN 24 2050	74,401	62,955
	MERCK & CO INC GLB 02.750% DEC 10 2051	9,631	10,358
	MERCK & CO INC GLB 03.700% FEB 10 2045	27,813	25,589
	MERCK & CO INC GLB 04.000% MAR 07 2049	88,088	74,988
	META PLATFORMS INC GLB 04.950% MAY 15 2033	25,275	25,861
	META PLATFORMS INC GLB 05.600% MAY 15 2053	130,391	141,582
	METLIFE INC - 04.875% NOV 13 2043	131,338	112,457
	METLIFE INC GLB 04.050% MAR 01 2045	68,072	56,231
	METLIFE INC GLB 04.550% MAR 23 2030	23,738	25,154
	METLIFE INC GLB 05.375% JUL 15 2033	154,064	161,911
	MICROSOFT CORP GLB 02.525% JUN 01 2050	8,143	6,862
	MICROSOFT CORP GLB 02.675% JUN 01 2060	81,103	56,284
	MICROSOFT CORP GLB 02.921% MAR 17 2052	146,231	114,957
	MICROSOFT CORP GLB 03.041% MAR 17 2062	202,690	153,066
	MIDAMERICAN ENERGY CO 1ST MORTGAGE 04.250% MAY 01 2046	32,031	26,170
	MIDAMERICAN ENERGY CO 1ST MORTGAGE 04.800% SEP 15 2043	164,639	155,488
	MIDAMERICAN ENERGY HLDGS GLB 06.125% APR 01 2036	35,917	37,996
	MONDELEZ INTERNATIONAL GLB 01.500% FEB 04 2031	197,525	171,391
	MORGAN STANLEY GLB VAR%APR 22 2042	165,794	127,192
	MORGAN STANLEY GLB VAR%OCT 18 2033	148,455	145,830
	MORGAN STANLEY SER MTN GLB VAR%APR 01 2031	149,200	119,844
	MORGAN STANLEY SER MTN GLB VAR%APR 28 2032	241,648	200,664
	MORGAN STANLEY SER MTN GLB VAR%FEB 13 2032	287,643	231,945
	MORGAN STANLEY SER MTN VAR%OCT 20 2032	386,050	356,883
	MPLX LP GLB 04.700% APR 15 2048	114,228	103,682
	MPLX LP GLB 04.950% SEP 01 2032	158,338	156,840
	MPLX LP GLB 05.500% FEB 15 2049	26,227	24,277
	NETFLIX,INC GLB 04.875% APR 15 2028	84,469	86,162
	NEVADA POWER CO GENL REF MORT 05.375% SEP 15 2040	38,146	34,913
	NEVADA POWER CO GENL REF MORT 05.450% MAY 15 2041	173,337	144,403
	NEW YORK NYC MUN WFA WTR-SS RV REV TAXABLE SEP10 05.440%JUN15 2043	90,000	95,203
	NISOURCE FINANCE CORP GLB 04.375% MAY 15 2047	282,164	213,709
	NISOURCE INC GLB 03.600% MAY 01 2030	29,889	27,947
	NORFOLK SOUTHERN CORP GLB 02.900% AUG 25 2051	73,802	54,745
	NORFOLK SOUTHERN CORP GLB 03.050% MAY 15 2050	54,710	39,243
	NORFOLK SOUTHERN CORP GLB 03.700% MAR 15 2053	56,075	59,713
	NORTHERN STATES PWR-MINN 1ST MORTGAGE 03.400% AUG 15 2042	45,712	39,822
	NORTHERN STATES PWR-MINN 1ST MORTGAGE 03.600% SEP 15 2047	82,594	67,045

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2023

EMPLOYER ID NO: 46-1382783, PLAN #001

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	NORTHERN STATES PWR-MINN 1ST MORTGAGE GLB 02.900% MAR 01 2050	$ 100,922	$ 77,375
	NORTHROP GRUMMAN CORP GLB 03.250% JAN 15 2028	334,152	305,917
	NORTHROP GRUMMAN CORP GLB 05.250% MAY 01 2050	21,566	20,675
	NVIDIA CORP GLB 03.700% APR 01 2060	59,924	50,452
	NXP BV/NXP FDG/NXP USA COMPANY GUARNT GLB 04.400% JUN 01 2027	76,881	76,041
	NXP BV/NXP FDG/NXP USA COMPANY GUARNT GLB 05.000% JAN 15 2033	60,906	60,221
	NY & PRESBYTERIAN HOSPIT - 03.563% AUG 01 2036	24,999	21,149
	NY & PRESBYTERIAN HOSPIT SER 2019 03.954% AUG 01 2119	55,000	40,862
	ORACLE CORP GLB 03.850% APR 01 2060	162,194	116,542
	ORACLE CORP GLB 03.850% JUL 15 2036	90,516	78,569
	ORACLE CORP GLB 03.950% MAR 25 2051	9,717	11,796
	ORACLE CORP GLB 04.000% JUL 15 2046	24,937	20,112
	ORACLE CORP GLB 04.375% MAY 15 2055	35,998	25,036
	ORACLE CORP GLB 04.500% JUL 08 2044	293,946	236,137
	ORACLE CORP GLB 05.550% FEB 06 2053	28,445	30,130
	PACIFIC GAS & ELECTRIC 1ST MORTGAGE GLB 06.950% MAR 15 2034	129,675	143,075
	PACIFIC GAS AND ELEC COM 1ST MORTGAGE GLB 04.950% JUL 01 2050	463,761	394,266
	PECO ENERGY CO 1ST MORTGAGE GLB 04.375% AUG 15 2052	130,151	117,454
	PECO ENERGY CO 1ST REF MORT GLB 04.150% OCT 01 2044	60,060	51,155
	PEPSICO INC GLB 01.625% MAY 01 2030	259,243	230,315
	PEPSICO INC GLB 02.625% JUL 29 2029	234,547	216,722
	PEPSICO INC GLB 02.750% OCT 21 2051	66,434	49,991
	PEPSICO INC GLB 04.200% JUL 18 2052	11,986	11,155
	PFIZER INC GLB 02.700% MAY 28 2050	94,692	76,976
	PFIZER INC GLB 04.125% DEC 15 2046	290,011	254,439
	PFIZER INVESTMENT ENTER COMPANY GUARNT GLB 05.300% MAY 19 2053	108,501	112,741
	PHILIP MORRIS INTL INC GLB 04.250% NOV 10 2044	121,188	98,715
	PIEDMONT NATURAL GAS CO GLB 03.350% JUN 01 2050	91,980	65,990
	PLAINS ALL AMER PIPELINE GLB 04.700% JUN 15 2044	92,427	79,809
	PLAINS ALL AMER PIPELINE GLB 06.650% JAN 15 2037	62,251	59,026
	PNC FINANCIAL SERVICES GLB VAR%OCT 20 2034	43,000	47,825
	PORT AUTH N Y & N J CONSOLIDATED TAXABLE OCT12 04.458%OCT01 2062	225,785	182,492
	PRES & FELLOWS OF HARVAR - 03.150% JUL 15 2046	126,784	98,161
	PRINCIPAL FINANCIAL GRP COMPANY GUARNT GLB 02.125% JUN 15 2030	105,155	105,750
	PROCTER & GAMBLE CO/THE GLB 01.200% OCT 29 2030	89,880	78,723
	PROCTER & GAMBLE CO/THE GLB 02.300% FEB 01 2032	18,064	17,698
	PROGRESS ENERGY INC - 06.000% DEC 01 2039	73,010	68,442
	PROGRESS ENERGY INC 1ST MORTGAGE 05.650% APR 01 2040	321,785	300,611
	PRUDENTIAL FINANCIAL INC JR SUBORDINATED GLB VAR%OCT 01 2050	382,957	345,420
	PRUDENTIAL FINANCIAL INC SER MTN 03.700% MAR 13 2051	86,767	71,398
	PUB SVC ELEC & GAS SER MTN 03.650% SEP 01 2042	48,401	41,769
	PUBLIC SERVICE COLORADO 1ST MORTGAGE SER 36 GLB 02.700% JAN 15 2051	59,912	40,865
	QUALCOMM INC GLB 01.650% MAY 20 2032	11,164	12,258
	QUALCOMM INC GLB 04.800% MAY 20 2045	94,145	89,548
	RAYTHEON TECH CORP GLB 02.820% SEP 01 2051	38,394	26,580
	RESOLUTION FUNDING CORP PRINCIPAL STRIPS ZERO% APR 15 2030	1,047,929	1,098,317
	RESOLUTION FUNDING CORP PRINCIPAL STRIPS ZERO% JAN 15 2030	1,022,640	1,001,403
	RIO TINTO FIN USA LTD COMPANY GUARNT GLB 02.750% NOV 02 2051	66,481	44,624
	ROGERS COMMUNICATIONS IN 7.50% SNR NTS DUE 2038	132,332	115,695
	RTX CORP GLB 06.400% MAR 15 2054	52,004	58,106
	SAN DIEGO G & E 1ST MORTGAGE 05.350% APR 01 2053	59,272	60,964
	SEMPRA ENERGY - 06.000% OCT 15 2039	117,997	105,632
	SEMPRA ENERGY GLB 04.000% FEB 01 2048	80,351	70,122
	SHELL INTERNATIONAL FIN COMPANY GUARNT GLB 02.875% MAY 10 2026	144,235	139,623
	SHELL INTERNATIONAL FIN COMPANY GUARNT GLB 03.250% APR 06 2050	28,856	22,639
	SHELL INTERNATIONAL FIN COMPANY GUARNT GLB 04.000% MAY 10 2046	43,741	39,181
	SOUTHERN CAL EDISON 1ST MORTGAGE GLB 03.650% FEB 01 2050	130,495	101,071
	SOUTHERN CAL EDISON 1ST MORTGAGE GLB 05.300% MAR 01 2028	84,915	87,332
	SOUTHERN CAL EDISON 1ST MORTGAGE SER 20A GLB 02.950% FEB 01 2051	4,409	3,409
	SOUTHERN CAL EDISON 1ST REF MORT SER 13-A 03.900% MAR 15 2043	43,770	36,970
	SOUTHERN CALIF GAS CO 1ST MORTGAGE 04.450% MAR 15 2044	18,875	14,746
	SOUTHERN CALIF GAS CO 1ST MORTGAGE GLB 05.875% DEC 01 2053	89,807	97,225

OCÉ Employees' Cash Accumulation Plan

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

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EMPLOYER ID NO: 46-1382783, PLAN #001

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	SOUTHERN CO GLB 04.400% JUL 01 2046	$ 235,830	$ 207,566
	SOUTHERN CO SER A GLB 03.700% APR 30 2030	488,200	462,305
	STARBUCKS CORP GLB 03.500% NOV 15 2050	131,543	101,321
	STATE OF ISRAEL GLB 03.875% JUL 03 2050	91,350	57,866
	SYNCHRONY FINANCIAL GLB 02.875% OCT 28 2031	135,095	112,369
	TAMPA ELECTRIC CO GLB 04.450% JUN 15 2049	40,866	34,513
	TARGET CORP GLB 02.650% SEP 15 2030	160,460	138,950
	TELEFONICA EMISIONES SAU COMPANY GUARNT GLB 05.213% MAR 08 2047	59,927	55,730
	TEXAS INSTRUMENTS INC GLB 02.700% SEP 15 2051	48,026	34,106
	TEXAS ST GO TAXABLE TRANS COMM HWY TAXABLE DEC19 03.211%APR01 2044	55,000	44,784
	TIME WARNER CABLE INC GLB 06.550% MAY 01 2037	191,138	177,721
	TIME WARNER CABLE INC GLB 06.750% JUN 15 2039	148,122	121,391
	TIME WARNER CABLE INC GLB 07.300% JUL 01 2038	73,454	59,945
	T-MOBILE USA INC COMPANY GUARNT 03.500% APR 15 2031	221,134	237,523
	T-MOBILE USA INC COMPANY GUARNT GLB 03.400% OCT 15 2052	156,852	149,968
	T-MOBILE USA INC COMPANY GUARNT GLB 04.500% APR 15 2050	116,690	97,589
	T-MOBILE USA INC COMPANY GUARNT GLB 05.650% JAN 15 2053	131,621	141,083
	TOTAL CAPITAL INTL SA COMPANY GUARNT GLB 03.461% JUL 12 2049	48,330	39,637
	U.S. TREASURY NOTE 2.000% JUN 30 2024	2,703,406	2,741,582
	U.S. TREASURY NOTE 3.625% MAY 15 2026	3,638,014	3,653,283
	U.S. TREASURY NOTE 4.500% NOV 15 2033	575,047	599,657
	U.S. TREASURY PRIN STRIP ZERO% FEB 15 2028	2,256,478	2,257,243
	U.S. TREASURY PRIN STRIP ZERO% MAY 15 2037	5,549,123	5,818,790
	U.S. TREASURY STRIP ZERO% FEB 15 2042	433,588	445,145
	U.S. TREASURY STRIP ZERO% MAY 15 2051	288,450	293,612
	U.S. TREASURY STRIP ZERO% NOV 15 2034	5,273,943	5,288,738
	U.S. TREASURY STRIP ZERO% NOV 15 2043	1,159,860	1,170,850
	U.S. TREASURY STRIP ZERO% NOV 15 2051	154,636	171,376
	UNION PACIFIC CORP - 04.250% APR 15 2043	32,173	25,723
	UNION PACIFIC CORP - 04.375% NOV 15 2065	124,922	98,879
	UNION PACIFIC CORP - 04.750% DEC 15 2043	74,964	59,196
	UNION PACIFIC CORP GLB 02.950% MAR 10 2052	32,408	28,505
	UNION PACIFIC CORP GLB 03.750% FEB 05 2070	49,977	38,774
	UNION PACIFIC CORP GLB 03.799% OCT 01 2051	59,908	46,173
	UNION PACIFIC CORP GLB 04.500% JAN 20 2033	47,850	50,372
	UNITED PARCEL SERVICE - 03.750% NOV 15 2047	90,526	89,226
	UNITED PARCEL SERVICE - 04.875% NOV 15 2040	133,390	115,407
	UNITED TECHNOLOGIES CORP GLB 03.750% NOV 01 2046	71,771	55,791
	UNITED TECHNOLOGIES CORP GLB 04.150% MAY 15 2045	46,277	38,582
	UNITED TECHNOLOGIES CORP GLB 04.500% JUN 01 2042	97,775	86,546
	UNITED TECHNOLOGIES CORP GLB 04.625% NOV 16 2048	61,645	45,783
	UNITEDHEALTH GROUP INC GLB 02.900% MAY 15 2050	346,036	246,019
	UNITEDHEALTH GROUP INC GLB 03.250% MAY 15 2051	81,840	71,841
	UNITEDHEALTH GROUP INC GLB 03.850% JUN 15 2028	121,345	107,674
	UNITEDHEALTH GROUP INC GLB 04.450% DEC 15 2048	159,675	137,811
	UNITEDHEALTH GROUP INC GLB 05.050% APR 15 2053	387,364	395,636
	UNITEDHEALTH GROUP INC GLB 05.200% APR 15 2063	61,543	63,568
	UNIVERSITY CALIF REVS GEN REV BDS AD TAXABLE MAR12 04.858%MAY15 2112	190,000	178,864
	UNIVERSITY VA UNIV REVS TAXABLE GEN OID TAXABLE APR09 06.200%SEP01 2039	265,238	226,844
	US BANCORP SUBORDINATED GLB VAR%NOV 03 2036	290,686	279,760
	USD AMERICA MOVIL SA 4.375% JUL 16 2042	100,292	95,010
	USD BHP FINANCE USA 5.000% SEP 30 2043	290,218	242,662
	USD CAN NATURAL RES 5.850% FEB 01 2035	9,296	10,204
	USD CANADIAN NATL RR 3.650% FEB 03 2048	64,684	54,210
	USD CANADIAN PACIFIC 3.100% DEC 02 2051	27,895	21,047
	USD CENOVUS ENERGY 3.750% FEB 15 2052	71,712	55,358
	USD CENOVUS ENERGY 5.400% JUN 15 2047	63,548	51,153
	USD CHILE 2.550% JUL 27 2033	190,937	194,305
	USD CHILE 3.500% JAN 25 2050	45,260	30,357
	USD CHILE 3.500% JAN 31 2034	65,970	66,809
	USD CHILE 5.330% JAN 05 2054	22,537	24,846
	USD ENBRIDGE INC 6.700% NOV 15 2053	14,980	17,514

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2023

EMPLOYER ID NO: 46-1382783, PLAN #001

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	USD INDONESIA (REP) 3.550% MAR 31 2032	$ 41,451	$ 41,605
	USD INDONESIA (REP) 3.850% OCT 15 2030	389,148	333,288
	USD INDONESIA (REP) 4.300% MAR 31 2052	50,700	45,097
	USD KFW ZERO% APR 18 2036	69,518	77,984
	USD PANAMA 4.300% APR 29 2053	169,963	123,597
	USD PANAMA 6.700% JAN 26 2036	150,482	123,650
	USD PANAMA 6.853% MAR 28 2054	28,047	28,033
	USD PHILIPPINES(REP) 3.200% JUL 06 2046	10,265	7,725
	USD PHILIPPINES(REP) 6.375% OCT 23 2034	393,213	333,922
	USD REPUBLIC OF PERU 2.783% JAN 23 2031	151,740	156,728
	USD RIO TINTO FINANC 4.125% AUG 21 2042	66,693	58,616
	USD SHELL INTL FIN 3.625% AUG 21 2042	53,470	42,395
	USD TELEFONICA EMIS 7.045% JUN 20 2036	107,421	100,890
	USD UNITED MEXICAN 6.050% JAN 11 2040	48,960	40,332
	USD UNITED MEXICAN SER MTN 4.750% MAR 08 2044	555,344	475,626
	USD URUGUAY 4.125% NOV 20 2045	159,026	149,736
	USD URUGUAY 5.100% JUN 18 2050	90,100	100,284
	USD WASTE CONNECTION 4.200% JAN 15 2033	44,609	43,778
	VALERO ENERGY CORP GLB 04.000% JUN 01 2052	62,840	50,261
	VERIZON COMMUNICATIONS GLB 02.550% MAR 21 2031	408,484	358,353
	VERIZON COMMUNICATIONS GLB 02.850% SEP 03 2041	151,226	122,382
	VERIZON COMMUNICATIONS GLB 02.875% NOV 20 2050	149,730	109,045
	VERIZON COMMUNICATIONS GLB 03.550% MAR 22 2051	46,032	42,445
	VERIZON COMMUNICATIONS GLB 03.875% MAR 01 2052	10,125	8,136
	VERIZON COMMUNICATIONS GLB 04.000% MAR 22 2050	477,411	321,333
	VIACOM INC GLB 06.875% APR 30 2036	45,080	50,863
	VIACOMCBS INC GLB 04.950% MAY 19 2050	30,574	36,597
	VIRGINIA ELEC & POWER CO GLB 02.950% NOV 15 2051	47,740	44,400
	VIRGINIA ELEC & POWER CO SER B GLB 04.200% MAY 15 2045	21,615	17,136
	VISA INC GLB 04.300% DEC 14 2045	84,185	74,836
	VODAFONE GROUP PLC GLB 04.250% SEP 17 2050	7,117	8,328
	VODAFONE GROUP PLC GLB 05.125% JUN 19 2059	122,488	96,233
	VODAFONE GROUP PLC GLB 05.625% FEB 10 2053	53,451	55,740
	WALMART INC GLB 02.650% SEP 22 2051	244,463	175,063
	WALMART INC GLB 04.500% APR 15 2053	14,958	14,642
	WALT DISNEY COMPANY/THE COMPANY GUARNT GLB 02.000% SEP 01 2029	214,775	195,285
	WALT DISNEY COMPANY/THE COMPANY GUARNT GLB 03.800% MAY 13 2060	69,197	53,164
	WARNERMEDIA HOLDINGS INC COMPANY GUARNT GLB 05.391% MAR 15 2062	43,336	47,383
	WEC ENERGY GROUP INC - 01.800% OCT 15 2030	197,035	167,399
	WELLS FARGO & COMPANY GLB VAR%APR 24 2034	145,962	148,904
	WELLS FARGO & COMPANY GLB VAR%OCT 23 2034	70,000	76,303
	WELLS FARGO & COMPANY SER MTN GLB VAR%APR 04 2031	33,854	29,023
	WELLS FARGO & COMPANY SER MTN GLB VAR%JUL 25 2033	240,870	243,888
	WELLS FARGO & COMPANY SER MTN VAR%MAR 02 2033	260,462	240,884
	WELLS FARGO & COMPANY SUBD SER GMTN GLB 04.900% NOV 17 2045	121,093	100,327
	WELLS FARGO & COMPANY SUBORDINATED SER MTN 04.400% JUN 14 2046	544,097	421,490
	WELLS FARGO & COMPANY SUBORDINATED SER MTN 04.650% NOV 04 2044	40,695	35,230
	WESTERN GAS PARTNERS LP GLB 05.500% AUG 15 2048	62,296	66,829
	WESTPAC BANKING CORP SUBORDINATED GLB VAR%NOV 15 2035	150,466	150,757
	WILLIAMS COMPANIES INC GLB 03.500% OCT 15 2051	54,050	43,961
	WILLIAMS PARTNERS LP GLB 04.850% MAR 01 2048	35,199	31,914
	WILLIAMS PARTNERS LP GLB 04.900% JAN 15 2045	195,667	159,376
	WISCONSIN POWER & LIGHT - 03.950% SEP 01 2032	54,352	52,198
	WYETH INC COMPANY GUARNT 05.950% APR 01 2037	203,132	170,965
		85,455,083	78,687,768

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2023

EMPLOYER ID NO: 46-1382783, PLAN #001

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Common Stock		
	1ST CTZNS BNCSHS INC A	$ 18,013	$ 43,988
	3I GROUP PLC SHS	65,147	114,417
	A N S Y S INC COM	153,495	177,811
	ABBVIE INC SHS	108,989	113,283
	ABM INDUSTRIES INC COM	15,350	15,153
	ACADEMY SPORTS AND	17,299	25,542
	ACCENTURE PLC SHS	87,313	172,648
	ACORN HOLDCO INC REG SHS	8,461	4,397
	ADAPTIVE BIOTCHNLGS CORP	21,382	4,420
	ADMA BIOLOGICS INC SHS	8,392	9,447
	ADVANCE AUTO PARTS INC	32,358	34,482
	ADVANCED DRAIN SYS INC	22,475	28,691
	ADVANCED ENERGY INDS INC	17,701	19,388
	AERCAP HOLDINGS N.V. SHS	140,223	232,101
	AIA GROUP LTD	52,083	58,315
	ALCON SA ACT NOM	195,352	227,798
	ALIBABA GROUP HOLDING LT	100,265	56,117
	ALIGN TECH INC DEL COM	130,910	121,108
	ALLSTATE CORP DEL COM	141,282	182,254
	ALPHABET INC SHS CL A	70,924	234,679
	ALPHABET INC SHS CL C	54,129	189,974
	AMAZON COM INC COM	140,924	383,041
	AMDOCS LIMITED	56,284	77,519
	AMER EXPRESS COMPANY	158,101	180,221
	AMERICAN AXLE&MFG HLDGS	7,254	7,277
	AMERICAN WTR WKS CO INC	97,365	108,760
	AMICUS THERAPEUTICS INC	16,232	21,626
	AMN ELEC POWER CO	132,584	128,571
	ANALOG DEVICES INC COM	156,365	185,852
*	AON PLC REG SHS	84,230	183,634
	API GROUP CORP REG SHS	39,826	70,342
	APTARGROUP INC	44,512	51,426
	APTIV PLC SHS	72,977	77,249
	ARCH CAPITAL GRP LTD BM	81,826	168,593
	ARES MANAGEMENT	107,749	163,277
	ARM HLDGS PLC	30,979	42,757
	ARMSTRONG WORLD INDS INC	16,883	24,383
	ASE TECHNOLOGY	69,770	94,072
	ASGN INC	27,566	37,218
	ASHLAND INC	31,270	32,038
	ASM INTERNATIONAL-NY REG	104,671	125,127
	ASML HLDG NV NY REG SHS	30,834	105,969
	ASPEN TECH INC	97,382	108,314
	ASSURED GUARANTY LTD	10,082	22,000
	ASTRAZENECA PLC SPND ADR	53,463	63,309
	ATKORE INC	9,129	22,720
	AUTODESK INC DEL PV$0.01	86,074	214,506
	AVANTOR INC	32,677	37,327
	AXIS CAPITAL HOLDINGS	41,378	40,863
	AXON ENTERPRISE INC	116,203	143,890
	AXONICS INC	16,729	25,016
	AXSOME THERAPEUTICS INC.	12,876	16,873
	AZEK CO INC	17,745	21,688
	AZENTA INC	16,829	14,787
	BAE SYS PLC SPN ADR	65,717	116,735
	BAKER HUGHES CO	51,589	69,146
	BCE INC	59,470	40,995
	BEACON ROOFING SUPPLY	9,923	25,584
	BERRY GLOBAL GROUP INC	60,437	75,746
	BHP GROUP LTD	53,568	64,211
	BILL HOLDINGS INC	13,203	13,789

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2023

EMPLOYER ID NO: 46-1382783, PLAN #001

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	BIO TECHNE CORP COM STK	$ 146,066	$ 152,468
	BIOLIFE SOLUTIONS INC	23,441	11,667
	BLACK HILLS CORP	24,388	22,497
	BLOCK INC	118,242	85,549
	BLUEPRINT MEDICINES CORP	13,478	21,400
	BNP PARIBAS SPONSORD ADR	71,906	88,274
	BOEING COMPANY	250,381	396,985
	BOISE CASCADE CO DEL	7,506	25,872
	BOOT BARN HOLDINGS INC	14,713	15,045
	BOWLERO CORP REG SHS	9,166	8,850
	BOX INC CL A	26,052	30,322
	BRIDGESTONE CORP ADR	76,193	82,056
	BRINKS CO	50,310	73,790
	BRITISH AMN TOBACO SPADR	66,315	46,132
	BROOKLINE BANCORP INC	17,991	13,768
	BROWN & BROWN INC FLA	73,060	152,886
	BRP GROUP INC CL A	27,590	30,674
	BUNZL PLC ADR	55,597	81,389
	BURBERRY GROP PLC-SP ADR	52,157	38,450
	BURLINGTON STORES INC	15,260	18,087
	CABOT CORP	26,284	45,925
	CADENCE DESIGN SYS INC	71,857	146,807
	CALLAWAY GOLF CO DEL COM	19,393	13,982
	CALLON PETROLEUM CO	22,572	12,442
	CARLISLE COS INC	108,969	222,450
	CARREFOUR SA	60,498	54,842
	CARTER HOLDINGS INC	20,974	20,894
	CBRE GROUP INC	128,116	202,285
	CELANESE CORP DEL SER A	10,040	15,848
	CHAMPIONX	22,267	24,244
	CHARLES RIVER LABS INTL	200,239	217,488
	CHART INDS INC	20,596	23,721
	CHENIERE ENERGY	127,275	133,837
	CHEVRON CORP	113,994	118,433
	CHUBB LTD	94,126	166,562
	CHURCH&DWIGHT CO INC	108,774	125,292
	CIE FINANCIERE RICHEMONT	36,210	59,246
	CIE GENERALE DES	48,244	53,503
	CIENA CORP	22,063	27,096
	CIGNA GROUP/THE	170,299	263,516
	CITIGROUP INC COM NEW	101,722	103,909
	CITIZENS FINL GROUP INC	90,680	101,839
	CNO FINL GROUP INC	24,070	37,414
	COCA COLA FEMSA SP ADR	59,347	96,060
	COCA-COLA EUROPACIFIC	69,696	75,416
	COLUMBIA SPORTSWEAR CO	32,135	32,134
	COMCAST CORP NEW CL A	189,595	251,217
	COMMSCOPE HLDG CO INC	17,935	4,030
	COMPAGNIE DE SAINT-UNSP	57,226	76,656
	CONFLUENT INC	17,014	17,573
	CONMED CORP COM	24,874	24,749
	CONOCOPHILLIPS	132,707	238,640
	COPART INC COM	123,143	229,516
	CORE AND MAIN INC	14,172	24,084
	COSTAR GROUP INC COM	153,024	176,353
	CROWDSTRIKE HLDGS INC	130,660	212,171
	CROWN HLDGS INC	12,625	16,945
	CULLEN FRST BKRS PV$0.01	4,836	5,099
	CUSHMAN AND WAKEFIELD	7,175	8,003
	CYBER-ARK SOFTWARE LTD	14,853	31,543
	CYTOKINETICS INC SHS	9,340	26,633
	DAVIDE CAMPARI MILANO NV	59,279	58,293

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	DEERE CO	$ 13,482	$ 44,386
	DEUTSCHE POST AG SHS	61,579	75,362
	DEUTSCHE TELE AG SPN ADR	56,665	72,438
	DEVON ENERGY CORP NEW	95,822	134,541
	DIAGEO PLC SPSD ADR NEW	173,196	169,840
	DISCOVER FINL SVCS	27,603	43,836
	DISNEY (WALT) CO COM STK	246,824	193,221
	DNB BANK ASA SHS ADR	64,468	63,457
	DOMINION ENERGY INC	180,032	125,772
	DONALDSON CO INC	68,077	75,022
	DOUBLEVERIFY HOLDINGS	16,160	19,751
	DUKE ENERGY CORP NEW	161,124	181,465
	DUN AND BRADSTREET HLDGS	97,893	77,419
	DUPONT DE NEMOURS INC	125,146	126,627
	DYCOM INDS INC	15,692	24,859
	DYNAVAX TECHNOLOGIES	17,013	18,048
	EAST WEST BANCORP INC	16,233	23,456
	EATON CORP PLC	37,367	120,651
	ELEMENT SOLUTIONS INC	22,179	40,680
	ELF BEAUTY INC SHS	9,161	42,292
	ENEL SOCIETA PER AZIONI	53,611	61,489
	ENERGIZER HOLDINGS INC	17,305	13,844
	ENSIGN GROUP INC	45,422	76,078
	ENSTAR GROUP LTD	26,893	39,443
	ENTEGRIS INC MINNESOTA	124,928	165,471
	EOG RESOURCES INC	56,042	97,002
	EQUIFAX INC	129,766	155,298
	ERSTE GROUP BK SP ADR	61,709	66,123
	ESSENT GROUP LTD	19,001	25,315
	ESSILORLUXOTTICA SA	63,658	71,047
	EURONET WORLDWIDE INC	144,505	138,229
	EVERCORE INC	15,895	28,223
	EVOLENT HEALTH INC SHS	14,346	23,550
	EXPEDITORS INTL WASH INC	47,631	109,392
	F N B CORP	65,077	88,321
	FACTSET RESH SYS INC	43,002	107,336
	FERRARI NV	82,201	129,619
	FIFTH THIRD BANCORP	101,165	125,199
	FIRST HAWAIIAN INC SHS	32,620	37,170
	FIRST HORIZON CORP	10,528	12,333
	FIRSTENERGY CORP	144,338	126,807
	FIVE BELOW INC	16,775	26,432
	FLOOR AND DECOR HLDGS	116,433	140,900
	FLOWSERVE CORP	14,197	15,210
	FLYWIRE CORP	28,230	23,057
	FOOT LOCKER INC N.Y. COM	41,933	33,517
	FORMFACTOR INC	11,790	14,390
	FOX FACTORY HLDG CORP	15,196	11,741
	FREEPORT-MCMORAN INC	81,432	106,170
	FRONTDOOR INC	8,987	8,453
	FTI CONSULTING INC COM	25,117	35,250
	GATES INDL CORP PLC	63,026	54,512
	GENERAC HLDGS INC	15,972	13,958
	GENL DYNAMICS CORP COM	155,074	177,355
	GENTHERM INC	9,668	12,933
	GLAUKOS CORP SHS	13,466	19,237
	GLENCORE PLC	38,067	33,951
	GLOBANT S A	99,285	127,557
	GRANITE CONST INC DEL	25,614	38,399
	GRAPHIC PACKAGING HLDG C	88,039	114,450
	GREIF INC CL A	13,434	20,661

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2023

EMPLOYER ID NO: 46-1382783, PLAN #001

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	GSK PLC SHS ADR	$ 75,696	$ 70,970
	GXO LOGISTICS INC REG	20,349	20,794
	HAEMONETICS CORP MASS	18,414	23,943
	HANESBRANDS INC	42,227	16,631
	HASHICORP INC	17,267	15,059
	HDFC BANK LTD ADR	52,864	76,036
	HEALTHEQUITY INC SHS	18,444	20,354
	HEICO CORP NEW COM	86,838	120,916
	HILLENBRAND INC	10,198	10,718
	HONEYWELL INTL INC DEL	105,727	171,543
	HOPE BANCORP INC SHS	26,142	24,631
	HORACE MANN EDUCTRS NEW	33,515	33,289
	HSBC HLDG PLC SP ADR	60,877	71,634
	HUBSPOT INC	136,576	179,387
	HUNTNGTN BANCSHS INC MD	16,513	18,508
	HUNTSMAN CORP	68,061	62,549
	HYSTER-YALE MATLS HNDLNG	3,162	3,483
	IBERDROLA S A ADR	93,621	107,362
	ICF INTL INC	19,351	33,522
	ICON PLC	23,972	40,479
	ICU MEDICAL INC	53,026	39,497
	IDEX CORP DELAWARE COM	37,912	46,462
	IDEXX LAB INC DEL $0.10	91,240	147,088
	ILLINOIS TOOL WORKS INC	74,329	143,019
	ILLUMINA INC COM	165,241	89,671
	INFINEON TECHS AG SPDADR	51,185	87,215
	INSMED INC	18,129	21,600
	INTESA SANPAOLO SPON ADR	47,291	60,425
	INTL GAME TECH PLC	26,652	41,608
	INTUITIVE SURGICAL INC	44,986	87,039
	IONIS PHARMACEUTICALS	12,784	13,406
	IRHYTHM TECHNOLOGIES INC	18,525	18,411
	ITRON INC	21,661	21,218
	JACOBS SOLUTIONS INC REG	145,137	192,104
	JAMES RIV GROUP HLDGS	16,078	8,334
	JAMF HLDG CORP	33,323	21,726
	JANUS HENDERSON GROUP	4,600	5,216
	JEFFERIES FINL GROUP INC	44,042	50,795
	JELD WEN HLDG INC	39,619	46,086
	JFROG LTD	21,411	32,845
	JOHNSON AND JOHNSON COM	100,694	125,705
	JPMORGAN CHASE & CO	153,168	285,428
	JULIUS BAER GROUP ADR	52,794	51,448
	KBR INC	19,293	33,135
	KDDI CORP SHS	71,699	73,033
	KEMPER CORP DEL	69,712	58,307
	KENNAMETAL INC	11,216	10,316
	KENVUE INC	138,909	129,546
	KEURIG DR PEPPER INC	178,148	189,624
	KEYCORP NEW COM	100,972	109,051
	KKR & CO INC CL A	195,368	308,368
	KLA CORP	68,407	116,260
	KNIGHT-SWIFT	85,102	95,526
	KOMATSU NEW NEW SPNSDADR	98,033	92,885
	KOPPERS HLDGS INC	16,792	30,066
	KRATOS DEFNS & SEC SOLTN	12,808	17,531
	L3HARRIS TECHNOLOGIES	141,998	155,438
	LABORATORY CP AMER HLDGS	76,595	83,415
	LAMB WESTON HOLDINGS INC	17,826	29,941
	LIBERTY MEDIA CORP REG	67,780	98,672
	LIONS GATE ENTERTAINMENT	22,771	14,327
	LIVE NATION ENT INC	124,598	126,922

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2023

EMPLOYER ID NO: 46-1382783, PLAN #001

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	LIVERAMP HLDGS INC	$ 20,481	$ 22,425
	LKQ CORP	145,437	166,739
	LOEWS CORP	64,240	94,434
	LONZA GROUP AG SHS	33,544	47,814
	LOWE'S COMPANIES INC	135,277	178,040
	LULULEMON ATHLETICA INC	97,452	146,740
	LUMENTUM HOLDINGS INC	21,066	17,351
	MAKITA CORP SPOND ADR	43,048	43,500
	MARRIOTT INTL INC NEW A	69,478	101,254
	MARSH & MCLENNAN COS INC	74,323	148,355
	MASONITE INTERNATIONAL	20,393	23,620
	MASTEC INC FLA	128,108	112,898
	MATSON INC	15,585	34,853
	MAXIMUS INC	14,997	18,617
	MCKESSON CORPORATION COM	73,098	201,396
	MERCADOLIBRE INC	37,590	97,435
	MERCEDES-BENZ GROUP AG	70,072	62,495
	META PLATFORMS INC	199,625	535,541
	MICRON TECHNOLOGY INC	47,177	67,675
	MICROSOFT CORP	70,070	352,726
	MILLERKNOLL INC	27,055	28,681
	MITSUBISHI UFJ FINL GRP	49,066	75,217
	MODIVCARE INC	26,609	10,118
	MONGODB INC CL A	125,768	142,689
	MONOLITHIC PWR SYSTEMS	64,592	185,449
	MONRO INC	11,300	6,308
	MONSTER BEVERAGE SHS	91,316	204,631
	MONTROSE ENVIRONMENTAL	22,799	18,475
	MORGAN STANLEY	139,723	164,773
	MRC GLOBAL INC	15,628	12,551
	MSCI INC	142,088	184,402
	MUENCHENER RUECK-UNSPON	44,504	72,049
	MYR GROUP INC DEL	20,495	21,984
	MYRIAD GENETICS INC	16,178	14,470
	NASDAQ OMX GRP INC	64,828	129,652
	NATIONAL GRID PLC SHS	54,677	60,443
	NCR ATLEOS CORP	12,862	15,497
	NCR VOYIX CORP	20,297	21,797
	NESTLE S A REP RG SH ADR	218,381	254,039
	NETFLIX COM INC	196,553	301,866
	NEUROCRINE BIOSCNCE INC	16,336	21,609
	NIPPON TELG&TEL SPDN ADR	110,574	114,853
	NN GROUP NV -	11,693	9,120
	NOMAD FOODS LTD SHS	22,519	23,611
	NORTHROP GRUMMAN CORP	87,871	141,378
	NORTHWESTERN ENE GR INC	17,819	16,692
	NOV INC	32,651	32,590
	NOVARTIS ADR	172,123	203,455
	NOVO NORDISK A S ADR	118,646	242,900
	NUTANIX INC	18,350	25,371
	NVIDIA	40,543	515,029
	NXP SEMICONDUCTORS N.V.	61,395	91,183
	OLD DOMINION FGHT LINES	97,516	150,377
	OLD NATL BANCORP IND	85,971	90,919
	OLIN CORP $1 NEW	14,634	45,804
	OLLIES BARGAIN OUTLET	17,855	21,325
	OMNICELL INC	24,885	12,719
	ON HLDG AG NAMEN-AKT	47,139	43,530
	ON SEMICONDUCTOR CRP COM	78,291	118,863
	ONTO INNOVATION INC	5,686	23,547
	OPENLANE INC	28,602	14,070
	ORACLE CORP $0.01 DEL	118,678	278,546

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2023

EMPLOYER ID NO: 46-1382783, PLAN #001

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	ORION SA	$ 16,169	$ 21,713
	PACCAR INC	67,495	77,827
	PAGERDUTY INC REG SHS	24,615	20,164
	PALOMAR HOLDINGS INC REG	17,871	18,870
	PAPA JOHNS INTL INC	23,933	22,259
	PAR TECHNLGY CRP$.02 DEL	29,885	17,460
	PATTERSON UTI ENERGY INC	22,725	23,285
	PAYPAL HOLDINGS INC SHS	106,901	62,208
	PEPSICO INC	88,261	107,848
	PERFORMANCE FOOD GROUP	22,005	35,405
	PFIZER INC	265,533	172,308
	PHREESIA INC REG SHS	22,531	17,941
	PIONEER NATURAL RES CO	32,818	44,526
	PLANET FITNESS INC CL A	115,933	114,683
	PNC FINCL SERVICES GROUP	74,852	90,742
	POOL CORPORATION	18,836	44,656
	PORTLAND GEN ELEC CO	25,176	24,964
	PRIMO WTR CORP NPV	24,732	30,190
	PRIVIA HEALTH GROUP INC	16,452	13,426
	PROGRESSIVE CRP OHIO	121,465	202,604
	PTC INC SHS	20,811	45,490
	PURE STORAGE INC SHS	12,377	16,903
	QIAGEN NV REG SHS	18,944	19,283
	QUALCOMM INC	47,794	120,911
	RADIAN GROUP INC	13,415	19,043
	RANGE RESOURCES CORP DEL	8,825	24,078
	RB GLOBAL INC	7,803	9,833
	RECKITT BENCKISER GROUP	91,677	72,767
	RECRUIT HOLDINGS CO.LTD.	50,890	67,117
	REGENERON PHARMACTCLS	59,680	149,309
	REGIONS FINL CORP	49,899	61,842
	RELX PLC	65,785	86,855
	REPLIGEN CORP COM	122,103	121,904
	REPUBLIC SERVICES INC	138,218	238,295
	RESIDEO TECHNOLOGIES INC	32,871	39,936
	REYNOLDS CONSUMER	156,936	146,063
	RH	31,684	37,309
	RIO TINTO PLC SPNSRD ADR	117,572	127,103
	ROCHE HLDG LTD SPN ADR	217,979	214,518
	ROGERS CORP	19,022	15,848
	ROLLINS INC	72,370	95,725
	ROPER TECHNOLOGIES INC	88,260	106,853
	RTX CORP	125,579	127,640
	RYAN SPECIALTY HOLDINGS	20,915	27,877
	SAIA INC	57,778	64,418
	SALESFORCE INC	135,922	232,879
	SANDOZ GROUP AG	4,552	6,018
	SANOFI ADR	145,832	140,139
	SAP SE SHS	79,675	103,884
	SAREPTA THERAPEUTICS INC	8,800	9,161
	SCHNEIDER ELEC SE ADR	42,247	107,173
	SCHNEIDER NATL INC WIS	14,825	15,550
	SCIENCE APPLICATIONS	15,194	21,507
	SEI INVT CO PA PV $0.01	77,046	84,267
	SHELL PLC	110,081	165,619
	SHIFT4 PMTS INC CL A	11,784	15,240
	SHOPIFY INC CL A	104,117	141,311
	SIEMENS AG ADR	171,872	218,697
	SILGAN HLDGS INC COM	14,690	15,249
	SIMMONS 1ST NTL A $5	10,388	9,305
	SITEONE LANDSCAPE SUPPLY	82,051	87,912

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	SKYLINE CORP	$ 10,780	$ 23,763
	SKYWARD SPECIALTY	17,261	28,595
	SMC CORP JAPAN	42,940	57,432
	SMURFIT KAPPA GROUP PLC	48,777	45,273
	SOFTBANK CORP-UNSP ADR	92,703	100,682
	SONIC HEALTHCARE LTD SHS	58,301	51,286
	SONY GROUP CORP	60,434	96,678
	SOUTHERN COMPANY	135,347	168,078
	SOUTHWEST GAS HOLDINGS	34,570	33,322
	SPIRE INC	60,677	62,091
	SPRINGWORKS THERAPEUTICS	8,711	11,570
	SPROUT SOCIAL INC REG	17,542	20,214
	SPX TECHNOLOGIES INC REG	14,787	33,333
	SS AND C TECHNOLOGIES	31,025	37,338
	STARBUCKS CORP	81,368	116,940
	STEEL DYNAMICS INC COM	7,181	19,841
	STERIS PLC REG SHS	98,531	96,954
	STIFEL FINANCIAL CORP	17,459	32,501
	SUNOPTA INC	13,116	10,869
	SVENSKA HANDELSBANKEN AB	64,862	68,490
	SYNAPTICS INC	22,532	20,420
	SYNDAX PHARMACEUTICALS	9,788	9,854
	SYNOPSYS INC	36,039	60,244
	TAIWAN S MANUFCTRING ADR	60,979	132,392
	TARGA RESOURCES CORP	17,865	21,196
	TARGET CORP COM	167,172	157,232
	TEGNA INC	13,286	10,450
	TELEDYNE TECH INC	86,717	98,184
	TELEFLEX INC	70,977	70,065
	TENCENT HOLDINGS LTD ADR	80,202	65,188
	TERADYNE INC	108,793	116,985
	TEREX CORP DEL NEW COM	10,103	21,720
	TESCO PLC	8,815	9,151
	TESLA INC	323,811	358,805
	TETRA TECHNOLOGIES INC	7,653	9,447
	THERMO FISHER SCIENTIFIC	97,465	95,542
	TOKIO MARINE HOLDINGS	79,785	104,440
	TOKYO ELECTRON LTD SHS	43,818	84,043
	TOTALENERGIES SE	65,713	88,066
	TOYOTA MOTOR CORP ADR	82,213	89,123
	TRADEWEB MKTS INC CL A	93,368	127,959
	TRANSDIGM GROUP INC	86,606	141,624
	TRANSMEDICS GROUP INC	9,484	13,734
	TREEHOUSE FOODS INC COM	19,259	17,160
	TRI POINTE HOMES INC	12,046	29,488
	TRINSEO PLC REG SHS	12,909	3,599
	TRIUMPH BANCORP INC SHS	19,821	32,072
	U S PHYSICAL THERAPY INC	19,161	20,863
	ULTRAGENYX	18,669	14,059
	UNILEVER PLC NEW ADR	82,860	80,137
	UNION PACIFIC CORP	120,005	195,514
	UNITED BKSHRS INC W.V.	14,023	15,846
	UNTD OVERSEAS BK SPN ADR	97,768	91,018
	UPM-KYMMENE OYJ-UNSPON	49,933	56,927
	VAIL RESORTS INC	84,604	70,018
	VALERO ENERGY CORP NEW	51,559	79,040
	VALLEY NATL BANCORP N J	35,660	38,260
	VARONIS SYSTEMS INC SHS	14,193	25,628
	VEOLIA ENVIRONNEMENT ADR	52,107	64,043
	VERADIGM INC	8,280	7,763
	VERINT SYSTEMS INC	6,367	6,163
	VERISIGN INC	43,496	43,664

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2023

EMPLOYER ID NO: 46-1382783, PLAN #001

(a)	(b and c) Identity of Issue, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	VERRA MOBILITY CORP	$ 21,023	$ 33,163
	VERTEX PHARMCTLS INC	90,428	185,135
	VESTAS WIND SYTS AS ADR	45,641	74,122
	VIRTU FINL INC SHS CL A	15,348	13,270
	VISA INC CL A SHRS	136,333	378,549
	VOLVO AB-A SHS-UNSPON	34,812	49,762
	VULCAN MATERIALS CO	206,928	273,093
	WABASH NATL CORP COM	14,063	20,265
	WAFD INC	21,274	25,874
	WASTE CONNECTIONS INC	62,250	70,157
	WENDYS CO	41,925	38,999
	WEST PHARMACTL SVCS INC	131,429	158,102
	WESTERN ALLIANCE	5,220	12,171
	WEX INC	21,423	23,930
	WEYERHAEUSER CO	67,385	78,059
	WHITE MTNS INS GRP LTD	37,580	54,180
	WILLSCOT MOBILE MINI	55,414	62,567
	WOODSIDE ENERGY GROUP	60,051	48,739
	WORKDAY INC CL A	41,189	84,474
	XINYI GLASS HOLDI-UNSP	44,545	19,665
	YUM BRANDS INC	40,995	78,135
	YUM CHINA HOLDINGS INC	98,677	99,116
	ZIMMER BIOMET HOLDI	124,465	128,759
	ZUORA INC CL A	22,822	13,075
	ZURICH INSURANCE GROUP	71,935	94,636
	ZURN ELKAY WATER	18,551	19,911
		27,707,681	36,875,061
	Real Estate Investment Trusts		
	ALEXANDER & BALDWIN INC	8,310	6,847
	ANNALY CAPITAL MGMT INC	176,134	124,936
	BOSTON PPTYS INC	110,685	118,026
	CHATHAM LODGING TR	15,146	9,519
	CUBESMART COM	67,022	71,750
	DIGITALBRIDGE GROUP INC	17,573	17,593
	FRANKLIN STR PPTYS CORP	17,146	5,018
	GAMING AND LEISURE	90,105	97,762
	KITE REALTY GROUP TR SHS	22,420	33,924
	PEBBLEBROOK HOTEL TRUST	35,330	41,324
	PHYSICIANS RLTY TR	35,891	30,693
	PROLOGIS INC	207,141	234,075
	RAYONIER INC REIT	8,528	9,589
	RYMAN HOSPITALITY PPTYS	11,954	23,003
		823,385	824,059
	Total investments, at fair value	$ 145,570,143	$ 157,465,492

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

Schedule SB Attachment (Form 5500)—2023 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Schedule SB, line 32—Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 2,345,065	January 1, 2023	15	$ 214,763

Schedule SB Attachment (Form 5500)—2023 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 5.35% to 6.70%.

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.