

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
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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.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan PANDUIT 401(K) AND PROFIT SHARING PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 10/28/1966
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) PANDUIT CORP. 18900 PANDUIT DRIVE TINLEY PARK, IL 60487
2b	Employer Identification Number (EIN) 36-2601300
2c	Plan Sponsor's telephone number 708-532-1800
2d	Business code (see instructions) 335900

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2024	PATTI LIOTA
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor ADMINISTRATIVE COMMITTEE 18900 PANDUIT DRIVE TINLEY PARK, IL 60487	3b Administrator's EIN 36-2881289 3c Administrator's telephone number 708-532-1800
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 2412
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 a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 1515 6a(2) 1472 6b 73 6c 745 6d 2290 6e 9 6f 2299 6g(1) 2395 6g(2) 2281 6h 36
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: 2G 2F 2J 2K 2S 2T 3H 2E 3D 2R 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) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) ☐ DCG (Individual Plan Information) – Number Attached _____ (5) ☐ MEP (Multiple-Employer Retirement Plan Information)	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) – Number Attached <u>0</u> (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 PANDUIT 401(K) AND PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 PANDUIT CORP.	D Employer Identification Number (EIN) 36-2601300	

Part I	Service Provider Information (see instructions)
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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).. ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65 71	RECORDKEEPER	63401	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
COL SM CAP VAL II I - COLUMBIA MGT PO BOX 219104 KANSAS CITY, MO 64121-9104	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
DODGE & COX INCOME I - SS&C GIDS, 2000 CROWN COLONY DRIVE QUINCY, MA 02169	0.08%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
TRP NEW HORIZONS - T. ROWE PRICE S 52-2269240	0.15%	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>PANDUIT 401(K) AND PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>PANDUIT CORP.</u>	D Employer Identification Number (EIN) <u>36-2601300</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)
(Complete as many entries as needed to report all interests in DFEs)	

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TRP RETIRE 2030 F</u>				
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>				
c EIN-PN <u>38-7010946-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>54453354</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TRP RETIRE 2055 F</u>				
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>				
c EIN-PN <u>35-6941728-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6568815</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TRP NEW HORIZONS A</u>				
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>				
c EIN-PN <u>52-6559833-014</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>59577369</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TRP RETIRE 2045 F</u>				
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>				
c EIN-PN <u>32-6199848-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>11444633</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TRP RETIRE 2050 F</u>				
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>				
c EIN-PN <u>30-6303214-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>15255523</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TRP RETIRE 2060 F</u>				
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>				
c EIN-PN <u>47-1088316-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4077365</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TRP RETIRE 2020 F</u>				
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>				
c EIN-PN <u>36-7594871-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>14795957</u>		

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIRE 2010 F

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 32-6199795-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4329314
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a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIRE 2025 F

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 37-6495447-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 20055114
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a Name of MTIA, CCT, PSA, or 103-12 IE: NT TIPS INDEX NL 3

b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, INC.

c EIN-PN 45-6138589-091	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1280196
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a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIRE 2040 F

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 35-6941729-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 38647019
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a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIRE 2035 F

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 36-7595013-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 22929057
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a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIRE 2005 F

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 61-6434302-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1087019
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a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIRE 2015 F

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 35-6941654-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1351696
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

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 PANDUIT 401(K) AND PROFIT SHARING PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 PANDUIT CORP.	D Employer Identification Number (EIN) 36-2601300	

Part I	Asset and Liability Statement
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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	392	557
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	18216782	21903562
(2) U.S. Government securities	1c(2)	107729	441178
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	24763
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	487398	1775939
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	4522051	4626281
(9) Value of interest in common/collective trusts	1c(9)	215528869	255852431
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	197347850	242823543
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	139389902	111157889

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	575600973	638606143
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	575600973	638606143

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	16521085	
(B) Participants	2a(1)(B)	17194631	
(C) Others (including rollovers)	2a(1)(C)	2033656	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		35749372
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	931227	
(B) U.S. Government securities	2b(1)(B)	1643	
(C) Corporate debt instruments	2b(1)(C)	453	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	212059	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1145382
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	4268	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	8064590	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		8068858
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	8145875	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	7808494	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		337381
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	120911	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		39934653
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		45133448
c Other income	2c		3203081
d Total income. Add all income amounts in column (b) and enter total	2d		133693086

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	70615689	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		70615689
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		9017
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	3600	
(3) Recordkeeping fees.....	2i(3)	59610	
(4) IQPA audit fees.....	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	0	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		63210
j Total expenses. Add all expense amounts in column (b) and enter total	2j		70687916

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		63005170
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

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) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

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

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ 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**

(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.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?	☒		10076
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
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.		☒	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

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

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.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan PANDUIT 401(K) AND PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 PANDUIT CORP.	D Employer Identification Number (EIN) 36-2601300	

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.....	
2	Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107	
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	

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
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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
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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) 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) 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)	14a 14b 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 b The corresponding number for the second preceding plan year	15a 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 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	16a 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
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b): a Enter the percentage of plan assets held as: Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____% b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20. a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation: _____	

Part VII	IRS Compliance Questions
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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 <u>06 / 30 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q702438A</u> .	

Financial Statements and Report of
Independent Certified Public
Accountants

Panduit 401(k) and Profit Sharing Plan

December 31, 2023 and 2022

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Plan Administrative Committee
Panduit 401(k) and Profit Sharing Plan

Scope and nature of the ERISA Section 103(a)(3)(C) audit

We have performed audits of the financial statements of Panduit 401(k) and Profit Sharing 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 year ended December 31, 2023, 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 year ended December 31, 2023, stating that the certified investment information, as described in Note C 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).

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 schedule required by ERISA

The supplemental schedule of assets (held at the end of year) as of December 31, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audit of the 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 schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is 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 schedule 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

Chicago, Illinois
July 24, 2024

Panduit 401(k) and Profit Sharing Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31,

	2023	2022
ASSETS		
Investments, at fair value	\$ 526,450,935	\$ 435,028,221
Investments, at contract value	107,528,926	136,050,701
Receivables		
Company contributions	12,311,350	10,977,899
Notes receivable from participants	4,626,281	4,522,050
Total receivables	16,937,631	15,499,949
Total assets	650,917,492	586,578,871
NET ASSETS AVAILABLE FOR BENEFITS	\$ 650,917,492	\$ 586,578,871

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

Panduit 401(k) and Profit Sharing Plan

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year ended December 31, 2023

Investment income	
Net appreciation in fair value of investments	\$ 88,240,236
Interest and dividends	8,955,707
Interest income on notes receivable from participants	<u>212,059</u>
Total Investment income	<u>97,408,002</u>
Contributions	
Participant	15,143,472
Roth	2,051,159
Company profit sharing	11,917,844
Company match	6,458,550
Rollover	<u>2,033,656</u>
Total contributions	<u>37,604,681</u>
Total investment income and contributions	135,012,683
Benefits paid to participants	70,610,852
Administrative expenses	<u>63,210</u>
Total benefit payments and administrative expenses	<u>70,674,062</u>
NET INCREASE	64,338,621
Net assets available for benefits at beginning of year	<u>586,578,871</u>
Net assets available for benefits at end of year	<u><u>\$ 650,917,492</u></u>

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

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS

December 31, 2023 and 2022

NOTE A - DESCRIPTION OF THE PLAN

The following description of the Panduit 401(k) and Profit Sharing Plan formerly known as the Panduit Corp. Employees' Profit Sharing Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan established to enable eligible employees of Panduit Corp. (the Company) to share in a portion of the Company's profits and to defer receipt of and receive a match on a portion of their compensation for the principal purpose of providing benefits at the time of retirement, disability or death. New employees must have completed at least six months of service to become eligible. Temporary employees and nonresident aliens are not eligible for participation. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Contributions

Participants can contribute up to 75% of their annual pre-tax compensation. Employees of the Company are automatically enrolled in the Plan if they are newly eligible employees or were active participants in the Plan from January 1, 2015. Automatically enrolled participants are subject to an initial pre-tax deferral contribution of 5%. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants may also contribute Roth 401(k) contributions to the Plan.

The Company matches dollar-for-dollar employee deferrals up to 3% of their compensation, and 50% of participant deferrals greater than 3% but not greater than 5%. If any participant contributes 5% or more of his or her compensation, the Company will match a maximum of 4% of the participant's compensation. The Company may also make profit-sharing contributions on a discretionary basis. In order to share in the Company's profit-sharing contributions, a participant must be actively employed on the last day of the Plan year. Contributions are subject to certain limitations. The Company made a discretionary profit-sharing contribution of 7.49% related to 2023 and 7.16% related to 2022 of the participant's eligible compensation. No additional discretionary contributions were made for years ended December 31, 2023 and 2022.

Participant Accounts

Each participant's account is credited with the participant's contributions and company matching contributions, and allocations of (1) the Company's profit-sharing contribution, if any, and (2) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on the number of participants in the Plan, as defined. Investment fees are generally assessed as a percentage of assets invested and are deducted directly from participant's investment returns. Transaction-based fees for optional services such as loans are charged directly to participant accounts. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their contributions and company matching contributions plus actual earnings thereon, as defined by the Plan. For profit-sharing contributions received, a participant is 100% vested after three years of credited service. In the event of death, disability or retirement at designated ages, as defined, participants become fully vested.

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

Investment Options

Upon enrollment in the Plan, participants may direct contributions in a variety of investment choices, as more fully described in the Plan agreement. Participants may change their investment options at any time.

Notes Receivable from Participants

Participants may borrow from their fund accounts up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balances. Loan terms range from one to five years, unless utilized for a principal residence, in which the terms can be extended. The loans are collateralized by the balance in the participant's account and bear interest at the prime rate at the time the loan is issued. Principal and interest are paid through payroll deductions. Participants may have one loan outstanding at a time.

Payment of Benefits

Generally, upon termination of service for any reason, participants may elect to receive a lump-sum cash distribution or installment payments, or to defer payment of their vested account balance until a later date. Upon attainment of age 59½, subject to certain limitations as defined, a participant may make withdrawals from his or her vested account. Participants may also make hardship withdrawals starting at a minimum of \$500 from their accounts from amounts which have vested, been a deferral contribution or are from rollover contributions. These payments and withdrawals are subject to certain conditions and elections, as defined in the Plan agreement. Distributions from the Plan are subject to federal income tax rules and regulations.

Expenses

Certain administrative expenses of the Plan are paid by Fidelity Management Trust Company (Fidelity) out of the assets of the Plan and constitute a charge on the respective investment funds or on the individual participants' accounts. Certain other plan expenses can be paid by the Plan from the forfeitures balance, or by the Company.

Forfeited Accounts

At December 31, 2023, unallocated forfeited non-vested participant accounts approximated \$25,175. Forfeited non-vested accounts will be used to reduce current or future company contributions and to pay administrative expenses. During the year ended December 31, 2023, \$526,941 was used to reduce company contributions and \$0 was used to reduce administrative expenses, respectively.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared under the accrual method of accounting.

Investment contracts held by a defined-contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for that portion of the net assets available for benefits of a defined-contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan.

Investment Valuation and Income Recognition

Except for certain investments in the Plan's stable value investment option (see Note F), the Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid

Panduit 401(k) and Profit Sharing Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2023 and 2022

to transfer a liability in an orderly transaction between market participants at the measurement date. See Note D for 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 (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid balance plus any accrued but unpaid interest. Delinquent loans are reclassified as distributions based on the terms of the Plan agreement. No allowance for credit losses has been recorded as of December 31, 2023 and 2022.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Payment of Benefits

Benefits are recorded when paid.

NOTE C - INFORMATION CERTIFIED BY THE TRUSTEE AND CUSTODIAN

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, Fidelity, the Plan's trustee, have certified that the following data included in the accompanying financial statements and supplemental schedule are complete and accurate:

- Investments and notes receivable from participants, as shown in the statements of net assets available for benefits as of December 31, 2023 and 2022.
- Investment income and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2023.
- Schedule H, line 4i - schedule of assets as of December 31, 2023, except for the underlying investments for the Stable Value Fund.

NOTE D - FAIR VALUE MEASUREMENTS

That framework provides a fair value hierarchy that prioritizes the inputs using valuation techniques used to measure fair value. The fair value 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 as follows:

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 the following:

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

- 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The 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 or 2022.

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

Collective funds - An investment formed from the pooling of investments by institutional investors. The funds allow for daily liquidity with no additional days' notice required for redemption for participant-directed transactions. The collective trusts are valued as NAV as the practical expedient. Redemption of the collective funds are generally permitted daily and there are no unfunded commitments.

Self-directed Brokerage - The self-directed brokerage account is comprised of corporate bonds and stocks and are valued at the daily published closing price.

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.

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31:

	2023			
	Level 1	Level 2	Level 3	Total
Self-directed brokerage	\$ 3,940,071	\$ -	\$ -	\$ 3,940,071
Shares of registered investment companies	263,029,470	-	-	263,029,470
Total assets in the fair value hierarchy	<u>\$ 266,969,541</u>	<u>\$ -</u>	<u>\$ -</u>	266,969,541
Collective Trusts valued at NAV				<u>259,481,394</u>
Total assets, at fair value				<u>\$ 526,450,935</u>

	2022			
	Level 1	Level 2	Level 3	Total
Self-directed brokerage	\$ -	\$ 557,894	\$ -	\$ 557,894
Shares of registered investment companies	215,602,257	-	-	215,602,257
Money market collective trust fund	3,339,209	-	-	3,339,209
Total assets in the fair value hierarchy	<u>\$ 218,941,466</u>	<u>\$ 557,894</u>	<u>\$ -</u>	219,499,360
Investments valued at NAV				<u>215,528,861</u>
Total assets, at fair value				<u>\$ 435,028,221</u>

NOTE E - RELATED-PARTY TRANSACTIONS

The Plan's investments are held and invested by Fidelity, as the trustee. Certain investment assets are issued by Fidelity or an affiliate thereof and these transactions qualify as a party-in-interest. Fidelity also performs administrative and record-keeping services for the Plan.

Certain investments are held by Galliard, a custodian of some plan investments. As Galliard performs record-keeping and valuation services for the Plan in relation to these, these investments and associated transactions qualify as a party-in-interest.

Certain employees of the Company served as trustee and administrators of the Plan. These employees did not receive compensation from the Plan for their services as trustee and administrators. The Company may also pay certain administrative costs of the Plan.

Notes receivable from participants are also considered party-in-interest transactions.

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

NOTE F - PANDUIT STABLE VALUE FUND

The Panduit Stable Value Fund (the Fund) is a unitized custom fund that is comprised of the security-backed synthetic contracts with Mass Mutual Life Insurance, Prudential Ins. Co of America, Pacific Life Insurance, State Street Bank and Trust (the Synthetics) and the Wells Fargo Black Rock Short Term Investment Fund and the Wells Fargo Stable Value Fund (the collective trusts). The purpose of the Fund is to provide a stated rate of return that insulates participants' accounts from daily fluctuations in the market.

The Synthetics invest in various bonds and wrapper contracts which enable withdrawals to be made at contract value rather than at the fair value of the underlying assets. Contract crediting rates for the Synthetics are reset at least quarterly, as specified in the respective contract, and will have an interest crediting rate not less than zero percent.

The SAGIC is invested in a MassMutual Diversified Bond Separate Investment Account (SIA), a commingled separate account created for the purpose of backing the SAGIC. The SIA consists primarily of assets attributable to contract holder deposits in the SAGIC, and the assets of the SIA are segregated from MassMutual's General Investment Account and are to be used solely to satisfy the claims of the contract holder. Any insufficiency of the SIA is subject to claim against MassMutual's General Investment Account. The SAGIC contract was terminated during 2022.

Following are the components of this fund that are reported at contract value:

	2023	2022
Synthetics	\$ 107,528,926	\$ 77,267,320
SAGIC	-	58,783,381
Total investment, at contract value	<u>\$ 107,528,926</u>	<u>\$ 136,050,701</u>

Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. Contract value represents contributions plus credited interest less participant withdrawals and administrative expenses.

Contract value is the relevant measurement attribute for that portion of the Fund's net assets available for benefits attributable to the Synthetics. There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rates are reviewed on a periodic basis for resetting.

Certain events limit the ability of the Plan to transact at contract value with the issuers. Such events include the following:

- Amendments to the Plan documents (including complete or partial plan termination or merger with another plan);
- Changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions;
- Bankruptcy of the Plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan; or
- The failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA.

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

The Plan Administrator does not believe that any events which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

NOTE G - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per financial statements	\$ 650,917,492	\$ 586,578,871
Company profit-sharing contribution receivable	<u>(12,311,350)</u>	<u>(10,977,899)</u>
Net assets available for benefits per Form 5500	<u>\$ 638,606,142</u>	<u>\$ 575,600,972</u>

The following is a reconciliation of net increase for the year ended December 31, 2023, per the financial statements to Form 5500:

Net increase per financial statements	\$ 64,338,621
Plus prior-year contribution receivable	10,977,899
Less current-year contribution receivable	<u>(12,311,350)</u>
Net income per Form 5500	<u>\$ 63,005,170</u>

NOTE H - PLAN TERMINATION

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

NOTE I - TAX STATUS

The Plan adopted a volume submitter plan sponsored by Fidelity Management Research Company. The volume submitter plan has received an advisory letter from the Internal Revenue Service (IRS) dated June 30, 2020, as to the volume submitter plan's qualified status. The opinion letter has been relied upon by the Plan. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with applicable requirements of the Internal Revenue Code (IRC). The Plan has been amended since receiving the opinion letter; however, the Plan Administrator believes that the Plan is being operated, in all material respects, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified and the related trust is tax exempt.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or other applicable taxing authorities. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that, as of Plan's 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.

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

NOTE J - RISKS AND UNCERTAINTIES

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, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

NOTE K - SUBSEQUENT EVENTS

The Plan Administrator has evaluated the Plan's December 31, 2023 and 2022 financial statements for subsequent events through July 24, 2024, the date the financial statements were available to be issued. The Company is not aware of any subsequent events that would require recognition or disclosure in the financial statements.

SUPPLEMENTAL SCHEDULE

Panduit 401(k) and Profit Sharing Plan
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Shares of registered investment companies		
	Dodge & Cox	Dodge & Cox Income	**	\$ 16,970,598
	Columbia	Col Sm Cap Val II Y	**	9,622,317
	Diamond Hill	Diamond Hill Large Cap Fund	**	18,336,502
	American Century	American Century Growth R6 Fund	**	91,142,548
	American Funds	American Funds Europacific Growth R6 Fund	**	19,592,793
*	Fidelity Investments	Fidelity Extended Market Index Fund	**	7,888,334
*	Fidelity Investments	Fidelity 500 Index Fund	**	75,792,484
*	Fidelity Investments	Fidelity Total International Index Fund	**	2,898,362
*	Fidelity Investments	Fidelity US Government MMRK PRM	**	20,785,532
		Total Shares of registered investment companies		<u>263,029,470</u>
		Fidelity Investments Self-Brokeragelink		
*	Fidelity Investments Self-Brokeragelink	Brokeragelink	**	3,940,071
		Collective Trusts		
	T. Rowe Price	T. Rowe Price Retirement 2005 Fund	**	1,087,019
	T. Rowe Price	T. Rowe Price Retirement 2010 Fund	**	4,329,314
	T. Rowe Price	T. Rowe Price Retirement 2015 Fund	**	1,351,696
	T. Rowe Price	T. Rowe Price Retirement 2020 Fund	**	14,795,957
	T. Rowe Price	T. Rowe Price Retirement 2025 Fund	**	20,055,114
	T. Rowe Price	T. Rowe Price Retirement 2030 Fund	**	54,453,354
	T. Rowe Price	T. Rowe Price Retirement 2035 Fund	**	22,929,057
	T. Rowe Price	T. Rowe Price Retirement 2040 Fund	**	38,647,019
	T. Rowe Price	T. Rowe Price Retirement 2045 Fund	**	11,444,633
	T. Rowe Price	T. Rowe Price Retirement 2050 Fund	**	15,255,523
	T. Rowe Price	T. Rowe Price Retirement 2055 Fund	**	6,568,815
	T. Rowe Price	T. Rowe Price Retirement 2060 Fund	**	4,077,365
	T. Rowe Price	T. Rowe Price New Horizons Fund	**	59,577,369
	Northern Trust	NT TIPS Index NL 3	**	1,280,196
	Wells Fargo	Wells Fargo Short Term Investment Fund S, 5.59%	**	3,628,963
		Total Collective Trust		<u>259,481,394</u>
		Total investments at fair value		<u>526,450,935</u>
		Fully benefit-responsive investment contracts		
*	Prudential Insurance Company of America	Fixed maturity synthetic GIC, 2.34%	**	1,769,151
	Pacific LifeCorp	Fixed maturity synthetic GIC, 2.91%	**	1,703,550
	Massachusetts Mutual Life Insurance Company	Fixed maturity synthetic GIC, 2.03%	**	1,527,208
	State Street	Fixed maturity synthetic GIC, 1.95%	**	2,198,199
		Bonds included within the synthetic investment contracts held		
		Fannie Mae Pool (4.09 % Maturity 01/01/2041)	**	2,736
		Otis Worldwide Corp (2.06 % Maturity 04/05/2025)	**	193,261
		Fannie Mae Pool (2.91 % Maturity 05/01/2047)	**	67,020
		Marathon Oil Corp (4.4 % Maturity 07/15/2027)	**	159,171
		Canadian Natural Resources Ltd (3.85 % Maturity 06/01/2027)	**	107,299
		REALTY INCOME CORP (4.13 % Maturity 10/15/2026)	**	59,404
		DBJPM 2016-C3 Mortgage Trust (2.63 % Maturity 08/10/2049)	**	204,981
		Truist Bank (3.8 % Maturity 10/30/2026)	**	241,250
		GNMA (6.09 % Maturity 10/20/2065)	**	85,342
		Freddie Mac Non Gold Pool (7.28 % Maturity 09/01/2046)	**	18,717
		Fiserv Inc (3.85 % Maturity 06/01/2025)	**	78,757
		Freddie Mac Non Gold Pool (5.08 % Maturity 06/01/2045)	**	14,470
		MS State Higher Ed Asst Co (6.13 % Maturity 10/25/2035)	**	147,861
		Freddie Mac Non Gold Pool (6 % Maturity 09/01/2042)	**	7,439
		Fannie Mae Pool (4.24 % Maturity 03/01/2042)	**	2,522
		Ginnie Mae I pool (6 % Maturity 07/15/2037)	**	731
		Freddie Mac Gold Pool (5.5 % Maturity 06/01/2033)	**	1,146
		Fannie Mae Pool (6.5 % Maturity 10/01/2036)	**	5,167
		Washington State Housing Finance Commission (5.5 % Maturity 12/01/2053)	**	171,774
		United States Treasury Note/Bond (4.88 % Maturity 11/30/2025)	**	705,319
		United States Int Dev Finance Corp (3.6 % Maturity 03/15/2035)	**	217,395
		Toyota Auto Receivables 2022-D Owner Trust (5.3 % Maturity 09/15/2027)	**	156,168
		Towd Point Mortgage Trust 2023-1 (3.75 % Maturity 01/25/2063)	**	236,559
		Towd Point Mortgage Trust 2021-1 (2.25 % Maturity 11/25/2061)	**	137,256
		Toronto-Dominion Bank/The (4.69 % Maturity 09/15/2027)	**	40,508
		Toronto-Dominion Bank/The (1.2 % Maturity 06/03/2026)	**	183,870
		SBA Small Business Investment Cos (1.67 % Maturity 03/10/2031)	**	133,799
		SBA Small Business Investment Cos (5.17 % Maturity 03/10/2033)	**	606,815
		Santander Drive Auto Receivables Trust 2023-2 (5.21 % Maturity 07/15/2027)	**	185,052
		North Texas Higher Education Authority Inc (6.04 % Maturity 09/25/2061)	**	116,622
		Nelnet Student Loan Trust 2021-A (1.36 % Maturity 04/20/2062)	**	125,438
		NTT Finance Corp (1.16 % Maturity 04/03/2026)	**	185,114
		Morgan Stanley (5.05 % Maturity 01/28/2027)	**	20,453
		Morgan Stanley (2.63 % Maturity 02/18/2026)	**	146,651
		Missouri Higher Education Loan Authority (6.04 % Maturity 08/25/2061)	**	59,676
		MMAF Equipment Finance LLC 2022-A (3.2 % Maturity 01/13/2028)	**	150,825

Panduit 401(k) and Profit Sharing Plan

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

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Lowe's Cos Inc (3.35 % Maturity 04/01/2027)	**	\$ 48,612
		Louisiana Local Govt Env Fac. & Comm Dev Auth (4.15 % Maturity 02/01/2031)	**	150,236
		Kentucky Higher Education Student Loan Corp (6.48 % Maturity 11/25/2050)	**	330,240
		John Deere Owner Trust 2023 (5.01 % Maturity 11/15/2027)	**	301,282
		JPMCC Commercial Mortgage Sec Trust 2022-NLP (5.96 % Maturity 04/15/2037)	**	175,681
		Hyundai Auto Receivables Trust 2023-A (4.58 % Maturity 04/15/2027)	**	443,433
		General Motors Financial Co Inc (2.4 % Maturity 10/15/2028)	**	232,374
		Ford Credit Auto Owner Trust 2023-REV1 (4.85 % Maturity 08/15/2035)	**	417,405
		Fannie Mae Pool (4.5 % Maturity 10/01/2052)	**	922,454
		Fannie Mae Pool (2.5 % Maturity 01/01/2052)	**	240,849
		Fannie Mae Pool (2 % Maturity 12/01/2051)	**	29,319
		Fannie Mae Pool (4.14 % Maturity 08/01/2028)	**	1,024,407
		Freddie Mac Pool (2 % Maturity 12/01/2051)	**	101,521
		Evergy Missouri West Inc (5.15 % Maturity 12/15/2027)	**	201,799
		DLLMT 2023-1 LLC (5.34 % Maturity 03/22/2027)	**	120,101
		DLLAA 2023-1 LLC (5.64 % Maturity 02/22/2028)	**	274,833
		Citigroup Inc (3.29 % Maturity 03/17/2026)	**	68,822
		Citigroup Inc (1.28 % Maturity 11/03/2025)	**	43,393
		Carmax Auto Owner Trust 2023-3 (5.28 % Maturity 05/15/2028)	**	187,456
		Capital One Financial Corp (2.64 % Maturity 03/03/2026)	**	58,019
		CAMB Commercial Mortgage Trust 2019-LIFE (6.73 % Maturity 12/15/2037)	**	224,131
		Baxter International Inc (1.92 % Maturity 02/01/2027)	**	120,169
		Bank of Nova Scotia/The (5.25 % Maturity 06/12/2028)	**	112,059
		Bank of New York Mellon Corp (4.41 % Maturity 07/24/2026)	**	20,176
		BX Commercial Mortgage Trust BX 2022-CSMO A (7.48 % Maturity 06/15/2027)	**	155,838
		BX Trust 2022-IND (6.85 % Maturity 04/15/2037)	**	211,675
		AT&T Inc (2.25 % Maturity 02/01/2032)	**	50,198
		Corebridge Global Funding (5.9 % Maturity 09/19/2028)	**	83,833
		MMAF Equipment Finance LLC 2020-A (0.97 % Maturity 04/09/2027)	**	198,153
		Boeing Co/The (5.04 % Maturity 05/01/2027)	**	137,400
		Fannie Mae Pool (3 % Maturity 04/01/2050)	**	52,696
		Halliburton Co (2.92 % Maturity 03/01/2030)	**	91,048
		Freddie Mac Pool (2.5 % Maturity 01/01/2035)	**	73,118
		Fannie Mae Pool (3 % Maturity 12/01/2049)	**	59,179
		Fannie Mae Pool (3 % Maturity 11/01/2049)	**	247,997
		Fannie Mae Pool (2.5 % Maturity 11/01/2034)	**	153,243
		Agilent Technologies Inc (2.75 % Maturity 09/15/2029)	**	184,697
		Fannie Mae Pool (3 % Maturity 04/01/2047)	**	29,433
		Union Electric Co (3.5 % Maturity 03/15/2029)	**	191,605
		WRKCo Inc (3 % Maturity 09/15/2024)	**	89,075
		United States Small Business Administration (2.27 % Maturity 05/01/2036)	**	159,478
		Transcontinental Gas Pipe Line Co LLC (4 % Maturity 03/15/2028)	**	127,572
		AT&T Inc (6.81 % Maturity 06/12/2024)	**	60,435
		Fannie Mae Pool (4 % Maturity 08/01/2051)	**	178,732
		Fannie Mae Pool (4 % Maturity 11/01/2040)	**	69,149
		Fannie Mae Pool (2.95 % Maturity 12/01/2047)	**	94,350
		Commonwealth Edison Co (2.95 % Maturity 08/15/2027)	**	76,650
		UBS Commercial Mortgage Trust 2018-C10 (4.31 % Maturity 05/15/2051)	**	115,062
		Fannie Mae Pool (4 % Maturity 04/01/2041)	**	136,072
		Freddie Mac Non Gold Pool (3.01 % Maturity 12/01/2047)	**	51,845
		UDR Inc (3.5 % Maturity 01/15/2028)	**	172,620
		Towd Point Mortgage Trust 2017-6 (2.75 % Maturity 10/25/2057)	**	49,810
		Norfolk Southern Corp (3.15 % Maturity 06/01/2027)	**	76,685
		Roper Technologies Inc (3.85 % Maturity 12/15/2025)	**	39,293
		Entergy Mississippi LLC (2.85 % Maturity 06/01/2028)	**	92,608
		Black Hills Corp (3.95 % Maturity 01/15/2026)	**	159,133
		Towd Point Mortgage Trust 2017-1 (2.75 % Maturity 10/25/2056)	**	1,165
		Freddie Mac Non Gold Pool (7.21 % Maturity 10/01/2046)	**	32,223
		Enterprise Products Operating LLC (3.95 % Maturity 02/15/2027)	**	89,933
		Freddie Mac Non Gold Pool (5.85 % Maturity 08/01/2045)	**	17,720
		Edu Fund of South (6.25 % Maturity 04/25/2035)	**	17,418
		Fannie Mae Pool (3 % Maturity 09/01/2027)	**	11,068
		Fannie Mae Pool (4.23 % Maturity 02/01/2042)	**	6,951
		Fannie Mae Pool (4.19 % Maturity 02/01/2041)	**	7,299
		Ginnie Mae II pool (5.46 % Maturity 08/20/2059)	**	2,737
		Fannie Mae Pool (5.39 % Maturity 05/01/2034)	**	1,370
		Freddie Mac Gold Pool (5.5 % Maturity 02/01/2037)	**	12,916
		Enterprise Products Operating LLC (4.15 % Maturity 10/16/2028)	**	119,646
		World Omni Auto Receivables Trust 2020-B (0.63 % Maturity 05/15/2025)	**	4,472
		Wells Fargo & Co (5.57 % Maturity 07/25/2029)	**	125,549
		US Bancorp (4.55 % Maturity 07/22/2028)	**	110,665
		Truist Financial Corp (4.12 % Maturity 06/06/2028)	**	106,310
		Tennessee Housing Development Agency (6 % Maturity 01/01/2054)	**	168,086
		State Street Corp (5.82 % Maturity 11/04/2028)	**	230,398
		Royal Bank of Canada (4.88 % Maturity 01/12/2026)	**	20,503

Panduit 401(k) and Profit Sharing Plan

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

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Realty Income Corp (3 % Maturity 01/15/2027)	**	\$ 48,171
		HP Inc (4.75 % Maturity 01/15/2028)	**	102,362
		Fidelity National Information Services Inc (4.5 % Maturity 07/15/2025)	**	45,488
		Mitsubishi UFJ Financial Group Inc (2.34 % Maturity 01/19/2028)	**	187,297
		Mitsubishi UFJ Financial Group Inc (1.54 % Maturity 07/20/2027)	**	184,208
		Morgan Stanley (1.51 % Maturity 07/20/2027)	**	64,436
		Citigroup Inc (3.67 % Maturity 07/24/2028)	**	155,153
		Morgan Stanley (2.72 % Maturity 07/22/2025)	**	59,734
		Royal Bank of Canada (5.2 % Maturity 08/01/2028)	**	198,403
		Wells Fargo & Co (4.81 % Maturity 07/25/2028)	**	131,806
		JPMorgan Chase & Co (3.78 % Maturity 02/01/2028)	**	157,180
		ERP Operating LP (3.25 % Maturity 08/01/2027)	**	57,851
		Los Angeles Community College District/CA (1.81 % Maturity 08/01/2030)	**	172,633
		Citrus Community College District (1.83 % Maturity 08/01/2029)	**	136,186
		Desert Community College District (2.21 % Maturity 08/01/2030)	**	118,700
		Louisiana Local Govt Env Fac. & Comm Dev Auth (3.62 % Maturity 02/01/2027)	**	157,694
		Oklahoma Development Finance Authority (4.29 % Maturity 02/01/2032)	**	59,743
		Bank of Nova Scotia/The (4.75 % Maturity 02/02/2026)	**	91,593
		PSNH Funding LLC 3 (3.09 % Maturity 02/01/2026)	**	5,285
		Manufacturers & Traders Trust Co (4.7 % Maturity 01/27/2028)	**	248,116
		Mid-America Apartments LP (1.7 % Maturity 02/15/2031)	**	32,745
		Massachusetts School Building Authority (1.75 % Maturity 08/15/2030)	**	86,613
		Duke Energy Carolinas LLC (2.45 % Maturity 08/15/2029)	**	116,856
		Wells Fargo & Co (4.54 % Maturity 08/15/2026)	**	100,669
		CVS Health Corp (5.13 % Maturity 02/21/2030)	**	62,122
		Citigroup Inc (3.07 % Maturity 02/24/2028)	**	143,055
		JPMorgan Chase & Co (2.95 % Maturity 02/24/2028)	**	190,365
		Alabama Federal Aid Highway Finance Authority (1.86 % Maturity 09/01/2029)	**	79,081
		Sunnyvale School District (1.82 % Maturity 09/01/2029)	**	147,537
		Ryder System Inc (1.75 % Maturity 09/01/2026)	**	92,755
		Capital One Financial Corp (3.27 % Maturity 03/01/2030)	**	18,098
		Fiserv Inc (5.45 % Maturity 03/02/2028)	**	136,332
		American Express Co (2.55 % Maturity 03/04/2027)	**	170,211
		San Diego Gas & Electric Co (4.95 % Maturity 08/15/2028)	**	166,441
		BMW US Capital LLC (5.05 % Maturity 08/11/2028)	**	145,453
		Charles Schwab Corp/The (5.88 % Maturity 08/24/2026)	**	115,124
		Enbridge Inc (3.7 % Maturity 07/15/2027)	**	29,483
		Toronto-Dominion Bank/The (2.8 % Maturity 03/10/2027)	**	162,079
		HSBC Holdings PLC (4.29 % Maturity 09/12/2026)	**	198,409
		SBA Small Business Investment Cos (2.08 % Maturity 03/10/2030)	**	217,492
		Bank of Montreal (4.7 % Maturity 09/14/2027)	**	183,131
		Goldman Sachs Group Inc/The (3.62 % Maturity 03/15/2028)	**	174,663
		New York State Dormitory Authority (1.95 % Maturity 03/15/2029)	**	70,986
		Verizon Communications Inc (2.36 % Maturity 03/15/2032)	**	140,289
		Sabine Pass Liquefaction LLC (5 % Maturity 03/15/2027)	**	142,721
		Duke Energy Progress LLC (3.45 % Maturity 03/15/2029)	**	96,484
		Martin Marietta Materials Inc (2.5 % Maturity 03/15/2030)	**	124,455
		Gulfstream Natural Gas System LLC (4.6 % Maturity 09/15/2025)	**	49,754
		Lowe's Cos Inc (1.7 % Maturity 09/15/2028)	**	35,558
		Bank of Nova Scotia/The (1.3 % Maturity 09/15/2026)	**	91,490
		Corebridge Global Funding (0.9 % Maturity 09/22/2025)	**	111,707
		Verizon Communications Inc (2.1 % Maturity 03/22/2028)	**	218,686
		Oracle Corp (2.3 % Maturity 03/25/2028)	**	110,137
		Mondelez International Holdings Netherlands BV (1.25 % Maturity 09/24/2026)	**	182,759
		Rogers Communications Inc (3.2 % Maturity 03/15/2027)	**	48,224
		Guardian Life Global Funding (3.25 % Maturity 03/29/2027)	**	38,449
		Kimco Realty OP LLC (3.8 % Maturity 04/01/2027)	**	116,387
		Duke Energy Progress LLC (3.4 % Maturity 04/01/2032)	**	63,983
		University of Arkansas (3.33 % Maturity 04/01/2028)	**	67,913
		State of Texas (4 % Maturity 10/01/2029)	**	299,157
		United States Small Business Administration (4.48 % Maturity 04/01/2048)	**	419,888
		United States Small Business Administration (5.64 % Maturity 04/01/2026)	**	6,014
		United States Small Business Administration (2.85 % Maturity 10/01/2037)	**	68,232
		T-Mobile USA Inc (2.25 % Maturity 02/15/2026)	**	38,241
		SBA Small Business Investment Cos (5.69 % Maturity 09/10/2033)	**	591,952
		Guardian Life Global Funding (5.74 % Maturity 10/02/2028)	**	42,567
		Bank of Nova Scotia/The (3.45 % Maturity 04/11/2025)	**	49,310
		NNN REIT Inc (4.3 % Maturity 10/15/2028)	**	88,211
		Alexandria Real Estate Equities Inc (3.8 % Maturity 04/15/2026)	**	29,444
		JPMorgan Chase & Co (2.3 % Maturity 10/15/2025)	**	63,660
		Morgan Stanley (4.21 % Maturity 04/20/2028)	**	177,543
		PNC Financial Services Group Inc/The (4.76 % Maturity 01/26/2027)	**	263,385
		Morgan Stanley (1.16 % Maturity 10/21/2025)	**	38,590

Panduit 401(k) and Profit Sharing Plan

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

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Goldman Sachs Group Inc/The (1.95 % Maturity 10/21/2027)	**	\$ 183,795
		Nutrien Ltd (4.9 % Maturity 03/27/2028)	**	51,124
		Citigroup Inc (3.35 % Maturity 04/24/2025)	**	64,911
		KeyCorp (2.25 % Maturity 04/06/2027)	**	163,153
		Bank of America Corp (4.38 % Maturity 04/27/2028)	**	128,126
		Morgan Stanley (2.19 % Maturity 04/28/2026)	**	163,985
		Lennox International Inc (1.35 % Maturity 08/01/2025)	**	189,314
		L'Anse Creuse Public Schools (1.84 % Maturity 05/01/2029)	**	156,221
		American Express Co (6.34 % Maturity 10/30/2026)	**	10,306
		Royal Bank of Canada (3.63 % Maturity 05/04/2027)	**	29,187
		United States Small Business Administration (4.62 % Maturity 05/01/2048)	**	995,980
		T-Mobile USA Inc (2.63 % Maturity 04/15/2026)	**	76,531
		Nutrien Ltd (5.95 % Maturity 11/07/2025)	**	51,287
		PPG Industries Inc (1.2 % Maturity 03/15/2026)	**	185,633
		Oncor Electric Delivery Co LLC (4.3 % Maturity 05/15/2028)	**	238,555
		Southern Co Gas Capital Corp (3.88 % Maturity 11/15/2025)	**	97,948
		DuPont de Nemours Inc (4.49 % Maturity 11/15/2025)	**	49,927
		Ascension Health (2.53 % Maturity 11/15/2029)	**	269,094
		PeaceHealth Obligated Group (1.38 % Maturity 11/15/2025)	**	23,271
		Bank of New York Mellon Corp (5.8 % Maturity 10/25/2028)	**	230,576
		Northwestern Mutual Global Funding (3.3 % Maturity 04/04/2029)	**	46,451
		Northwestern Mutual Global Funding (4.35 % Maturity 09/15/2027)	**	39,975
		BNP Paribas SA (2.82 % Maturity 11/19/2025)	**	273,783
		Charles Schwab Corp (5.64 % Maturity 05/19/2029)	**	82,657
		Nucor Corp (3.95 % Maturity 05/23/2025)	**	19,765
		HSBC Holdings PLC (0.98 % Maturity 05/24/2025)	**	196,137
		Stanley Black & Decker Inc (3.4 % Maturity 03/01/2026)	**	166,320
		Astrazeneca Finance LLC (0.7 % Maturity 05/28/2024)	**	107,942
		Aon Corp / Aon Global Holdings PLC (2.85 % Maturity 05/28/2027)	**	28,450
		Healthpeak OP LLC (2.13 % Maturity 12/01/2028)	**	211,321
		Albemarle Corp (4.65 % Maturity 06/01/2027)	**	49,320
		Entergy Arkansas LLC (4 % Maturity 06/01/2028)	**	205,155
		Ingredion Inc (2.9 % Maturity 06/01/2030)	**	44,823
		AT&T Inc (2.3 % Maturity 06/01/2027)	**	32,583
		PNC Financial Services Group Inc/The (5.35 % Maturity 12/02/2028)	**	132,219
		Louisiana Local Govt Env Fac. & Comm Dev Auth (5.08 % Maturity 06/01/2031)	**	116,777
		Sherwin-Williams Co/The (4.25 % Maturity 08/08/2025)	**	40,204
		MidAmerican Energy Co (3.1 % Maturity 05/01/2027)	**	240,389
		Protective Life Global Funding (5.47 % Maturity 12/08/2028)	**	154,680
		MMAF Equipment Finance LLC 2020-A (1.4 % Maturity 08/09/2030)	**	89,461
		MMAF Equipment Finance LLC 2019-B (2.01 % Maturity 12/12/2024)	**	24,771
		US Bancorp (2.22 % Maturity 01/27/2028)	**	204,397
		State of Wisconsin (1.4 % Maturity 05/01/2029)	**	56,486
		Newmont Corp (2.8 % Maturity 10/01/2029)	**	129,006
		Daimler Truck Finance North America LLC (2 % Maturity 12/14/2026)	**	174,904
		Mutual of Omaha Cos Global Funding (5.45 % Maturity 12/12/2028)	**	112,679
		Roper Technologies Inc (3.8 % Maturity 12/15/2026)	**	176,359
		WEC Energy Group Inc (3.55 % Maturity 06/15/2025)	**	77,965
		East Ohio Gas Co/The (1.3 % Maturity 06/15/2025)	**	75,678
		CubeSmart LP (2.25 % Maturity 12/15/2028)	**	26,493
		Mercedes-Benz Auto Receivables Trust 2023-1 (4.51 % Maturity 11/15/2027)	**	448,062
		Ford Credit Auto Owner Trust 2023-A (4.65 % Maturity 02/15/2028)	**	299,552
		Bank of America Auto Trust 2023-1 (5.53 % Maturity 02/15/2028)	**	263,713
		Toyota Auto Receivables 2023-C Owner Trust (5.16 % Maturity 04/17/2028)	**	474,506
		Fifth Third Auto Trust 2023-1 (5.53 % Maturity 08/15/2028)	**	304,969
		GM Financial Consumer Automobile Rec Trust 2022-2 (3.1 % Maturity 02/16/2027)	**	186,555
		Wheels Fleet Lease Funding 1 LLC (5.8 % Maturity 04/18/2038)	**	221,098
		Fannie Mae Pool (4 % Maturity 02/01/2034)	**	91,385
		Fannie Mae Pool (4 % Maturity 02/01/2034)	**	64,472
		Fannie Mae Pool (2.5 % Maturity 10/01/2034)	**	105,306
		Freddie Mac Pool (2.5 % Maturity 11/01/2034)	**	133,321
		Fannie Mae Pool (2.5 % Maturity 12/01/2034)	**	61,474
		Fannie Mae Pool (2.5 % Maturity 12/01/2034)	**	37,143
		Fannie Mae Pool (2.5 % Maturity 12/01/2034)	**	113,622
		Freddie Mac Pool (2.5 % Maturity 01/01/2035)	**	211,546
		Freddie Mac Pool (2.5 % Maturity 02/01/2035)	**	98,821
		Bank of America Corp (1.32 % Maturity 06/19/2026)	**	216,615
		SLM Student Loan Trust 2003-10 (6.28 % Maturity 12/17/2068)	**	167,102
		Taubman Centers Commercial Mortgage Trust 2022-DPM (7.55 % Maturity 05/15/2037)	**	169,592
		Fannie Mae Pool (3 % Maturity 04/01/2031)	**	127,248
		Fannie Mae Pool (3 % Maturity 08/01/2031)	**	60,876
		State of California (3.05 % Maturity 04/01/2029)	**	71,053
		Carrier Global Corp (2.49 % Maturity 02/15/2027)	**	114,024
		Verizon Master Trust (3.67 % Maturity 01/22/2029)	**	489,835
		Ford Credit Auto Lease Trust 2023-A (4.94 % Maturity 03/15/2026)	**	499,535
		World Omni Auto Receivables Trust 2023-A (4.83 % Maturity 05/15/2028)	**	245,081

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

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Life 2021-BMR Mortgage Trust (6.18 % Maturity 03/15/2038)	**	\$ 265,158
		State of California (5.1 % Maturity 03/01/2029)	**	193,706
		Nissan Auto Receivables 2023-A Owner Trust (4.91 % Maturity 11/15/2027)	**	205,538
		Mercedes-Benz Auto Lease Trust 2023-A (4.74 % Maturity 01/15/2027)	**	194,601
		Toyota Auto Receivables 2023-B Owner Trust (4.71 % Maturity 02/15/2028)	**	235,172
		Enterprise Fleet Financing 2023-2 LLC (5.56 % Maturity 04/22/2030)	**	110,493
		Tesla Auto Lease Trust 2023-A (5.89 % Maturity 06/22/2026)	**	311,841
		Boston Properties LP (3.2 % Maturity 01/15/2025)	**	148,034
		Exelon Corp (5.15 % Maturity 03/15/2028)	**	61,788
		GM Financial Consumer Automobile Rec Trust 2023-2 (4.47 % Maturity 02/16/2028)	**	462,848
		Fannie Mae Pool (2.68 % Maturity 11/01/2047)	**	46,334
		Freddie Mac Non Gold Pool (4.98 % Maturity 05/01/2044)	**	26,982
		Freddie Mac Non Gold Pool (2.78 % Maturity 05/01/2047)	**	57,794
		Freddie Mac Non Gold Pool (5.93 % Maturity 07/01/2045)	**	53,182
		Freddie Mac Non Gold Pool (6.2 % Maturity 08/01/2045)	**	19,939
		Ginnie Mae II pool (2.63 % Maturity 10/20/2045)	**	26,667
		DLLMT 2021-1 LLC (1 % Maturity 07/21/2025)	**	71,378
		Enterprise Fleet Financing 2022-2 LLC (4.65 % Maturity 05/21/2029)	**	139,292
		Fannie Mae Pool (6.07 % Maturity 09/01/2040)	**	4,082
		Freddie Mac Non Gold Pool (6 % Maturity 11/01/2041)	**	5,606
		Ginnie Mae II pool (3.63 % Maturity 03/20/2042)	**	3,193
		JPMorgan Chase & Co (0.97 % Maturity 06/23/2025)	**	78,151
		ECMC Group Student Loan Trust 2021-1 (6.02 % Maturity 11/25/2070)	**	96,321
		Brazos Education Loan Authority Inc (6.05 % Maturity 11/25/2071)	**	210,098
		Toyota Auto Loan Extended Note Trust 2021-1 (1.07 % Maturity 02/27/2034)	**	331,820
		NXP BV / NXP Funding LLC / NXP USA Inc (4.4 % Maturity 06/01/2027)	**	69,386
		Freddie Mac Pool (2 % Maturity 12/01/2051)	**	57,365
		Freddie Mac Pool (2 % Maturity 12/01/2051)	**	54,255
		Freddie Mac Pool (2 % Maturity 12/01/2051)	**	37,693
		Fannie Mae Pool (2 % Maturity 12/01/2051)	**	144,207
		Ginnie Mae II pool (5.47 % Maturity 11/20/2059)	**	2
		Northstar Edu Fin Inc (6.15 % Maturity 12/26/2031)	**	28,509
		Fannie Mae Pool (4.5 % Maturity 01/01/2051)	**	138,663
		PHEAA Student Loan Trust 2014-2 (6.02 % Maturity 02/25/2043)	**	138,035
		Fannie Mae Pool (2.08 % Maturity 10/01/2026)	**	393,787
		Fannie Mae Pool (4.21 % Maturity 02/01/2028)	**	339,390
		Fannie Mae Pool (4.79 % Maturity 03/01/2028)	**	1,527,526
		CFCRE Commercial Mortgage Trust 2016-C6 (3.22 % Maturity 11/10/2049)	**	155,696
		Citigroup Commercial Mortgage Trust 2015-GC31 (3.76 % Maturity 06/10/2048)	**	101,362
		GS Mortgage Securities Trust 2014-GC26 (3.63 % Maturity 11/10/2047)	**	268,610
		UBS Commercial Mortgage Trust 2017-C3 (3.17 % Maturity 08/15/2050)	**	70,987
		Morgan Stanley BAML Trust 2017-C34 (3.28 % Maturity 11/15/2052)	**	150,684
		Wells Fargo Commercial Mortgage Trust 2017-C41 (3.47 % Maturity 11/15/2050)	**	188,503
		Seasoned Credit Risk Transfer Trust Series 2018-3 (3.5 % Maturity 08/25/2057)	**	184,311
		State of Utah (3.54 % Maturity 07/01/2025)	**	93,675
		METLIFE SECURITIZATION TRUST 2019-1 (3.75 % Maturity 04/25/2058)	**	31,954
		Fiserv Inc (3.2 % Maturity 07/01/2026)	**	97,894
		Seasoned Credit Risk Transfer Trust Series 2020-3 (2.5 % Maturity 05/25/2060)	**	120,237
		Freddie Mac Pool (2.5 % Maturity 11/01/2051)	**	109,662
		Fannie Mae Pool (2.5 % Maturity 10/01/2024)	**	8,735
		Freddie Mac Pool (2.5 % Maturity 01/01/2052)	**	238,068
		Towd Point Mortgage Trust 2022-4 (3.75 % Maturity 09/25/2062)	**	145,332
		Minnesota Housing Finance Agency (6 % Maturity 07/01/2053)	**	152,425
		DC Commercial Mortgage Trust 2023-DC (6.31 % Maturity 09/12/2040)	**	233,466
		Freddie Mac Gold Pool (5.5 % Maturity 12/01/2037)	**	2,071
		Freddie Mac Gold Pool (5.5 % Maturity 12/01/2034)	**	347
		Fannie Mae Pool (5.5 % Maturity 08/01/2035)	**	16,701
		Fannie Mae Pool (5.5 % Maturity 06/01/2037)	**	5,453
		Freddie Mac Gold Pool (3 % Maturity 06/01/2027)	**	5,025
		Fannie Mae Pool (5 % Maturity 08/01/2056)	**	79,125
		Freddie Mac Pool (3.5 % Maturity 08/01/2049)	**	3,485
		Freddie Mac Pool (3 % Maturity 12/01/2049)	**	322,920
		Fannie Mae Pool (3 % Maturity 04/01/2050)	**	42,754
		Fannie Mae Pool (3 % Maturity 04/01/2050)	**	129,461
		Freddie Mac Pool (3 % Maturity 04/01/2050)	**	72,999
		Discover Card Execution Note Trust (5.03 % Maturity 10/15/2027)	**	120,757
		AMEX Credit Account Master Trust 2023-1 (4.87 % Maturity 05/15/2028)	**	176,716
		BA Credit Card Trust (4.79 % Maturity 05/15/2028)	**	120,711
		Discover Card Execution Note Trust (4.93 % Maturity 06/15/2028)	**	262,640
		AMEX Credit Acct Mstr Tr (5.23 % Maturity 09/15/2028)	**	188,493
		Toronto-Dominion Bank/The (5.16 % Maturity 01/10/2028)	**	41,560
		Sumitomo Mitsui Financial Group Inc (2.17 % Maturity 01/14/2027)	**	186,776
		Iowa Finance Authority (4.45 % Maturity 08/01/2030)	**	153,520
		UBS Group AG (3.87 % Maturity 01/12/2029)	**	240,396
		Williams Cos Inc/The (3.9 % Maturity 01/15/2025)	**	80,166

Panduit 401(k) and Profit Sharing Plan

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

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Welltower OP LLC (2.05 % Maturity 01/15/2029)	**	\$ 53,373
		Florida Gas Transmission Co LLC (4.35 % Maturity 07/15/2025)	**	150,419
		NextEra Energy Capital Holdings Inc (1.88 % Maturity 01/15/2027)	**	97,517
		Federal Realty OP LP (3.25 % Maturity 07/15/2027)	**	218,406
		Healthpeak OP LLC (3.25 % Maturity 07/15/2026)	**	48,759
		Ventas Realty LP (4.13 % Maturity 01/15/2026)	**	119,307
		Oracle Corp (2.65 % Maturity 07/15/2026)	**	96,084
		Alexandria Real Estate Equities Inc (3.95 % Maturity 01/15/2028)	**	234,798
		Pacific Life Global Funding II (1.45 % Maturity 01/20/2028)	**	70,394
		Morgan Stanley (2.48 % Maturity 01/21/2028)	**	235,014
		Bank of America Corp (4.27 % Maturity 07/23/2029)	**	98,538
		Bank of America Corp (1.73 % Maturity 07/22/2027)	**	157,114
		Bank of America Corp (4.95 % Maturity 07/22/2028)	**	10,225
		JPMorgan Chase & Co (4.85 % Maturity 07/25/2028)	**	10,220
		Maryland Community Development Administration (6 % Maturity 09/01/2053)	**	341,821
		Goldman Sachs Group Inc/The (3.85 % Maturity 01/26/2027)	**	49,467
		Morgan Stanley (5.45 % Maturity 07/20/2029)	**	52,203
		Citigroup Inc (1.12 % Maturity 01/28/2027)	**	129,341
		JPMorgan Chase & Co (3.96 % Maturity 01/29/2027)	**	49,693
		Kimco Realty OP LLC (3.3 % Maturity 02/01/2025)	**	54,581
		AT&T Inc (1.65 % Maturity 02/01/2028)	**	89,813
		Palomar Community College District (1.47 % Maturity 08/01/2028)	**	120,300
		NYC Transitional Finance Auth Future Tax Sec Rev (3.45 % Maturity 02/01/2029)	**	72,654
		Santa Monica Community College District (3.81 % Maturity 08/01/2030)	**	107,513
		Texas Electric Market Stabilization Funding N LLC (4.27 % Maturity 08/01/2034)	**	162,102
		Marin Community College District (1.71 % Maturity 08/01/2031)	**	196,019
		Bank of Montreal (5.2 % Maturity 02/01/2028)	**	156,161
		Bank of Nova Scotia/The (1.95 % Maturity 02/02/2027)	**	55,775
		American Express Co (5.39 % Maturity 07/28/2027)	**	93,144
		Royal Bank of Canada (4.24 % Maturity 08/03/2027)	**	261,698
		JPMorgan Chase & Co (5.3 % Maturity 07/24/2029)	**	207,751
		FedEx Corp (3.1 % Maturity 08/05/2029)	**	187,749
		7-Eleven Inc (0.95 % Maturity 02/10/2026)	**	204,230
		Fifth Third Bancorp (4.77 % Maturity 07/28/2030)	**	29,950
		Huntington Bancshares Inc/OH (4.44 % Maturity 08/04/2028)	**	19,764
		Regions Financial Corp (1.8 % Maturity 08/12/2028)	**	77,783
		Stanford Health Care (3.31 % Maturity 08/15/2030)	**	139,874
		Frisco Independent School District (1.36 % Maturity 02/15/2027)	**	142,519
		Advocate Health & Hospitals Corp (3.83 % Maturity 08/15/2028)	**	113,530
		Federal Realty OP LP (1.25 % Maturity 02/15/2026)	**	37,117
		Phillips 66 (1.3 % Maturity 02/15/2026)	**	46,708
		McCormick & Co Inc/MD (0.9 % Maturity 02/15/2026)	**	198,727
		CVS Health Corp (1.3 % Maturity 08/21/2027)	**	232,326
		American Honda Finance Corp (5.13 % Maturity 07/07/2028)	**	105,287
		Goldman Sachs Group Inc/The (2.64 % Maturity 02/24/2028)	**	149,857
		Alabama Federal Aid Highway Finance Authority (1.55 % Maturity 09/01/2027)	**	40,958
		AT&T Inc (4.35 % Maturity 03/01/2029)	**	170,393
		County of Johnson KS (2 % Maturity 09/01/2030)	**	239,672
		DTE Electric Co (3 % Maturity 03/01/2032)	**	44,869
		MPLX LP (1.75 % Maturity 03/01/2026)	**	197,754
		Public Service Electric and Gas Co (3.65 % Maturity 09/01/2028)	**	273,582
		Williams Cos Inc/The (5.4 % Maturity 03/02/2026)	**	61,699
		Texas Natural Gas Securitization Finance Corp (5.1 % Maturity 04/01/2035)	**	466,266
		Wells Fargo & Co (3.35 % Maturity 03/02/2033)	**	62,091
		ConocoPhillips Co (2.4 % Maturity 03/07/2025)	**	15,666
		Metropolitan Life Global Funding I (1.88 % Maturity 01/11/2027)	**	156,836
		Bank of Montreal (2.65 % Maturity 03/08/2027)	**	47,516
		New York State Electric & Gas Corp (5.65 % Maturity 08/15/2028)	**	41,948
		Williams Cos Inc/The (5.3 % Maturity 08/15/2028)	**	41,800
		United States Small Business Administration (5.15 % Maturity 08/01/2048)	**	384,342
		Bank of America Corp (1.66 % Maturity 03/11/2027)	**	130,260
		Goldman Sachs Group Inc/The (1.54 % Maturity 09/10/2027)	**	191,461
		SBA Small Business Investment Cos (3.55 % Maturity 09/10/2028)	**	182,097
		SBA Small Business Investment Cos (3.11 % Maturity 03/10/2029)	**	155,845
		SBA Small Business Investment Cos (2.28 % Maturity 09/10/2029)	**	175,957
		SBA Small Business Investment Cos (1.03 % Maturity 09/10/2030)	**	244,657
		SBA Small Business Investment Cos (1.3 % Maturity 09/10/2031)	**	227,299
		SBA Small Business Investment Cos (2.94 % Maturity 03/10/2032)	**	833,287
		Prologis LP (4 % Maturity 09/15/2028)	**	29,637
		Warnermedia Holdings Inc (3.76 % Maturity 03/15/2027)	**	194,001
		Welltower OP LLC (3.63 % Maturity 03/15/2024)	**	100,394
		Mid-America Apartments LP (3.95 % Maturity 03/15/2029)	**	9,838
		WRKCo Inc (4.65 % Maturity 03/15/2026)	**	181,286
		Bank of America Corp (3.46 % Maturity 03/15/2025)	**	180,979
		Roper Technologies Inc (2.35 % Maturity 09/15/2024)	**	29,469
		New York State Dormitory Authority (1.54 % Maturity 03/15/2027)	**	111,187

Panduit 401(k) and Profit Sharing Plan

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

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Rewity Inc (1.9 % Maturity 09/15/2028)	**	\$ 69,782
		Xcel Energy Inc (1.75 % Maturity 03/15/2027)	**	82,593
		Sumitomo Mitsui Financial Group Inc (1.9 % Maturity 09/17/2028)	**	176,297
		Citigroup Inc (3.79 % Maturity 03/17/2033)	**	36,475
		HSBC Holdings PLC (2.01 % Maturity 09/22/2028)	**	179,299
		JPMorgan Chase & Co (1.47 % Maturity 09/22/2027)	**	209,349
		Wells Fargo & Co (3.53 % Maturity 03/24/2028)	**	212,098
		CVS Health Corp (4.3 % Maturity 03/25/2028)	**	99,567
		Interstate Power and Light Co (4.1 % Maturity 09/26/2028)	**	73,703
		Trane Technologies Financing Ltd (3.5 % Maturity 03/21/2026)	**	235,678
		Ingredion Inc (3.2 % Maturity 10/01/2026)	**	173,694
		Vulcan Materials Co (3.9 % Maturity 04/01/2027)	**	48,968
		Orlando Health Obligated Group (3.78 % Maturity 10/01/2028)	**	119,427
		Interstate Power and Light Co (3.6 % Maturity 04/01/2029)	**	182,101
		Georgia-Pacific LLC (1.75 % Maturity 09/30/2025)	**	85,582
		Sempre (3.3 % Maturity 04/01/2025)	**	68,883
		Mercedes-Benz Finance North America LLC (4.8 % Maturity 03/30/2028)	**	153,408
		Metropolitan Edison Co (5.2 % Maturity 04/01/2028)	**	91,899
		Kentucky Utilities Co (3.3 % Maturity 10/01/2025)	**	117,995
		Enbridge Inc (1.6 % Maturity 10/04/2026)	**	55,218
		Boeing Co/The (2.2 % Maturity 02/04/2026)	**	133,584
		Metropolitan Life Global Funding I (5.4 % Maturity 09/12/2028)	**	219,116
		Volkswagen Group of America Finance LLC (5.7 % Maturity 09/12/2026)	**	247,643
		General Motors Financial Co Inc (3.8 % Maturity 04/07/2025)	**	59,276
		General Motors Financial Co Inc (5 % Maturity 04/09/2027)	**	40,370
		Mitsubishi UFJ Financial Group Inc (1.64 % Maturity 10/13/2027)	**	182,878
		Monongahela Power Co (4.1 % Maturity 04/15/2024)	**	130,239
		Black Hills Corp (3.05 % Maturity 10/15/2029)	**	126,816
		BAE Systems PLC (3.4 % Maturity 04/15/2030)	**	186,258
		HP Inc (4 % Maturity 04/15/2029)	**	39,188
		Take-Two Interactive Software Inc (3.55 % Maturity 04/14/2025)	**	19,727
		Take-Two Interactive Software Inc (3.7 % Maturity 04/14/2027)	**	9,779
		NNN REIT Inc (3.5 % Maturity 10/15/2027)	**	95,179
		Amgen Inc (5.15 % Maturity 03/02/2028)	**	62,405
		Morgan Stanley (6.3 % Maturity 10/18/2028)	**	53,050
		CITIGROUP INC (4.08 % Maturity 04/23/2029)	**	184,496
		JPMorgan Chase & Co (1.58 % Maturity 04/22/2027)	**	148,181
		Bank of America Corp (1.2 % Maturity 10/24/2026)	**	46,541
		Wells Fargo & Co (3.91 % Maturity 04/25/2026)	**	29,622
		Fifth Third Bancorp (4.06 % Maturity 04/25/2028)	**	153,826
		JPMorgan Chase & Co (4.32 % Maturity 04/26/2028)	**	39,743
		Bank of America Corp (4.57 % Maturity 04/27/2033)	**	9,637
		Fifth Third Bancorp (6.36 % Maturity 10/27/2028)	**	104,944
		Norfolk Southern Corp (2.55 % Maturity 11/01/2029)	**	108,419
		Marathon Petroleum Corp (4.7 % Maturity 05/01/2025)	**	65,079
		Citigroup Inc (0.98 % Maturity 05/01/2025)	**	68,930
		State of Wisconsin (2.44 % Maturity 05/01/2030)	**	71,989
		Gulfstream Natural Gas System LLC (6.19 % Maturity 11/01/2025)	**	203,208
		Oklahoma Development Finance Authority (3.88 % Maturity 05/01/2032)	**	240,394
		Leland Stanford Junior University/The (3.09 % Maturity 05/01/2029)	**	141,290
		Capital One Financial Corp (1.88 % Maturity 11/02/2027)	**	117,388
		American Express Co (1.65 % Maturity 11/04/2026)	**	156,728
		Truist Financial Corp (4.26 % Maturity 07/28/2026)	**	79,803
		Oracle Corp (4.5 % Maturity 05/06/2028)	**	191,463
		US Bancorp (6.79 % Maturity 10/26/2027)	**	105,656
		DTE Electric Securitization Funding II LLC (5.97 % Maturity 03/01/2032)	**	164,346
		Coöperatieve Rabobank UA (3.65 % Maturity 04/06/2028)	**	240,585
		Capital One Financial Corp (4.93 % Maturity 05/10/2028)	**	39,614
		Masco Corp (3.5 % Maturity 11/15/2027)	**	172,046
		Coterra Energy Inc (3.9 % Maturity 05/15/2027)	**	43,794
		Weyerhaeuser Co (4.75 % Maturity 05/15/2026)	**	140,229
		United States Treasury Note/Bond (3.88 % Maturity 08/15/2033)	**	233,546
		AvalonBay Communities Inc (2.95 % Maturity 05/11/2026)	**	178,251
		Consumers Energy Co (3.8 % Maturity 11/15/2028)	**	77,587
		Kraft Heinz Foods Co (3.88 % Maturity 05/15/2027)	**	177,551
		CubeSmart LP (4 % Maturity 11/15/2025)	**	97,745
		OhioHealth Corp (2.3 % Maturity 11/15/2031)	**	105,743
		Kinder Morgan Inc (1.75 % Maturity 11/15/2026)	**	83,046
		Virginia Electric and Power Co (3.75 % Maturity 05/15/2027)	**	49,086
		Bank of New York Mellon Corp (2.05 % Maturity 01/26/2027)	**	187,732
		RTX Corp (4.13 % Maturity 11/16/2028)	**	39,306
		New York Life Global Funding (2.35 % Maturity 07/14/2026)	**	71,488
		CRH America Inc (3.88 % Maturity 05/18/2025)	**	196,598
		State Street Corp (2.35 % Maturity 11/01/2025)	**	107,667
		UBS Group AG (1.49 % Maturity 08/10/2027)	**	181,957
		KeyCorp (3.88 % Maturity 05/23/2025)	**	29,451

Panduit 401(k) and Profit Sharing Plan

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

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		WEC Energy Group Inc (5.6 % Maturity 09/12/2026)	**	\$ 103,501
		Baxter International Inc (1.32 % Maturity 11/29/2024)	**	212,117
		Dominion Energy South Carolina Inc (2.3 % Maturity 12/01/2031)	**	16,728
		Oklahoma Development Finance Authority (4.14 % Maturity 12/01/2033)	**	54,836
		Phillips 66 Co (4.95 % Maturity 12/01/2027)	**	70,934
		Equifax Inc (5.1 % Maturity 06/01/2028)	**	202,769
		Energy Transfer LP (6.05 % Maturity 12/01/2026)	**	134,260
		Enbridge Inc (4.25 % Maturity 12/01/2026)	**	29,716
		Rochester Gas and Electric Corp (3.1 % Maturity 06/01/2027)	**	312,234
		Interstate Power and Light Co (3.25 % Maturity 12/01/2024)	**	147,285
		Equifax Inc (2.6 % Maturity 12/01/2024)	**	39,032
		Leland Stanford Junior University/The (1.29 % Maturity 06/01/2027)	**	54,356
		Health Care Service Corp A Mutual Legal Reserve Co (1.5 % Maturity 06/01/2025)	**	76,044
		Wells Fargo & Co (2.39 % Maturity 06/02/2028)	**	211,245
		Canadian Pacific Railway Co (1.75 % Maturity 12/02/2026)	**	27,717
		CNH Industrial Capital LLC (3.95 % Maturity 05/23/2025)	**	167,720
		United States Small Business Administration (2.82 % Maturity 12/01/2035)	**	128,956
		Sherwin-Williams Co/The (2.95 % Maturity 08/15/2029)	**	74,569
		FMC Corp (3.2 % Maturity 10/01/2026)	**	76,332
		Bank of America Corp (1.53 % Maturity 12/06/2025)	**	144,355
		FMC Corp (5.15 % Maturity 05/18/2026)	**	80,411
		United States Small Business Administration (4.93 % Maturity 06/01/2048)	**	1,483,679
		Short-Term Investment Fund A S (5.56 % Maturity 01/31/3100)	**	871,498
		T-Mobile USA Inc (4.8 % Maturity 07/15/2028)	**	103,121
		GM Financial Revolving Receivables Trust 2021-1 (1.17 % Maturity 06/12/2034)	**	122,405
		Dragon 2012 LLC (1.97 % Maturity 03/12/2024)	**	4,154
		New York Life Global Funding (4.9 % Maturity 06/13/2028)	**	80,979
		United States Treasury Note/Bond (4.5 % Maturity 11/15/2033)	**	539,499
		Nutrien Ltd (4 % Maturity 12/15/2026)	**	58,751
		Marathon Petroleum Corp (5.13 % Maturity 12/15/2026)	**	182,450
		Ford Credit Auto Owner Trust (1.06 % Maturity 04/15/2033)	**	424,463
		Equifax Inc (5.1 % Maturity 12/15/2027)	**	40,493
		Nissan Auto Lease Trust 2023-A (4.91 % Maturity 01/15/2026)	**	474,269
		CarMax Auto Owner Trust 2023-1 (4.75 % Maturity 10/15/2027)	**	324,424
		Toyota Auto Receivables 2023-A Owner Trust (4.63 % Maturity 09/15/2027)	**	423,345
		Rexford Industrial Realty LP (5 % Maturity 06/15/2028)	**	70,280
		Hyundai Auto Receivables Trust 2023-B (5.48 % Maturity 04/17/2028)	**	224,302
		World Omni Auto Receivables Trust 2023-C (5.15 % Maturity 11/15/2028)	**	338,548
		ONE Gas Inc (5.1 % Maturity 04/01/2029)	**	102,335
		GM Financial Revolving Receivables Trust 2022-1 (5.91 % Maturity 10/11/2035)	**	104,421
		Americredit Automobile Receivables Trust 2023-1 (5.62 % Maturity 11/18/2027)	**	186,478
		United States Treasury Note/Bond (4.13 % Maturity 06/15/2026)	**	3,932,979
		Fannie Mae Pool (2.5 % Maturity 09/01/2034)	**	48,616
		Fannie Mae Pool (2.5 % Maturity 10/01/2034)	**	81,350
		Fannie Mae Pool (3 % Maturity 12/01/2034)	**	26,444
		Freddie Mac Pool (2.5 % Maturity 12/01/2034)	**	111,430
		Fannie Mae Pool (3 % Maturity 01/01/2035)	**	52,483
		Fannie Mae Pool (2.5 % Maturity 01/01/2035)	**	156,584
		Freddie Mac Pool (2.5 % Maturity 02/01/2035)	**	70,389
		BX Commercial Mortgage Trust 2021-VOLT (6.18 % Maturity 09/15/2036)	**	151,462
		BX Commercial Mortgage Trust 2022-PSB (7.81 % Maturity 08/15/2039)	**	405,577
		Digital Realty Trust LP (5.55 % Maturity 01/15/2028)	**	62,626
		Harley-Davidson Motorcycle Trust 2023-A (5.05 % Maturity 12/15/2027)	**	265,218
		BX Trust 2021-ARIA (6.38 % Maturity 10/15/2036)	**	333,341
		Fannie Mae Pool (2.5 % Maturity 11/01/2027)	**	56,614
		Ford Credit Auto Owner Trust 2020-REV1 (2.04 % Maturity 08/15/2031)	**	149,917
		Ford Credit Auto Owner Trust 2021-REV1 (1.37 % Maturity 10/17/2033)	**	212,793
		Verizon Master Trust (0.99 % Maturity 04/20/2028)	**	357,499
		BPR Trust 2022-OANA (7.26 % Maturity 04/15/2037)	**	232,416
		Ford Credit Auto Owner Trust 2022-REV1 (3.88 % Maturity 11/15/2034)	**	160,899
		Life 2022-BMR Mortgage Trust (6.66 % Maturity 05/15/2039)	**	343,225
		Santander Drive Auto Receivables Trust 2023-1 (4.88 % Maturity 04/15/2027)	**	314,003
		GM Financial Automobile Leasing Trust 2023-1 (5.16 % Maturity 04/20/2026)	**	420,631
		MHC Commercial Mortgage Trust 2021-MHC (6.28 % Maturity 04/15/2038)	**	283,771
		BX Trust 2021-RISE (6.22 % Maturity 11/15/2036)	**	99,525
		Verizon Master Trust (4.89 % Maturity 04/13/2028)	**	184,689
		Volkswagen Auto Loan Enhanced Trust 2023-1 (5.02 % Maturity 06/20/2028)	**	201,425
		GM Financial Automobile Leasing Trust 2023-3 (5.38 % Maturity 11/20/2026)	**	297,499
		Volkswagen Auto Lease Trust 2023-A (5.81 % Maturity 10/20/2026)	**	319,474
		GNMA (6.44 % Maturity 12/20/2066)	**	156,973
		Ginnie Mae I pool (6 % Maturity 07/15/2037)	**	5,636
		Government National Mortgage Association (6.16 % Maturity 01/20/2069)	**	200,538
		Parker-Hannifin Corp (2.7 % Maturity 06/14/2024)	**	59,288
		Parker-Hannifin Corp (3.65 % Maturity 06/15/2024)	**	69,442
		Carmax Auto Owner Trust 2022-3 (3.97 % Maturity 04/15/2027)	**	143,328
		World Omni Auto Lease Sec Trust 2023-A (5.07 % Maturity 09/15/2026)	**	185,388

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

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		State of Hawaii (4.77 % Maturity 10/01/2031)	**	\$ 433,798
		Fannie Mae Pool (2.71 % Maturity 11/01/2047)	**	70,061
		Freddie Mac Non Gold Pool (2.67 % Maturity 11/01/2047)	**	48,515
		Fannie Mae Pool (2.86 % Maturity 11/01/2047)	**	59,338
		Freddie Mac Non Gold Pool (2.99 % Maturity 11/01/2047)	**	72,247
		Fannie Mae Pool (7.23 % Maturity 06/01/2034)	**	24,158
		Fannie Mae Pool (3.46 % Maturity 11/01/2048)	**	56,452
		Fannie Mae Pool (3.96 % Maturity 02/01/2045)	**	10,515
		Freddie Mac Non Gold Pool (4.99 % Maturity 05/01/2045)	**	7,906
		Fannie Mae Pool (4.45 % Maturity 04/01/2045)	**	9,654
		Fannie Mae Pool (2.85 % Maturity 11/01/2049)	**	20,520
		Fannie Mae Pool (5.2 % Maturity 06/01/2045)	**	20,035
		Fannie Mae Pool (2.81 % Maturity 12/01/2049)	**	19,559
		Fannie Mae Pool (2.89 % Maturity 02/01/2050)	**	172,717
		Nelnet Student Loan Trust 2021-C (1.32 % Maturity 04/20/2062)	**	48,276
		Fannie Mae Pool (5.94 % Maturity 10/01/2034)	**	3,712
		Nelnet Student Loan Trust 2021-D (1.63 % Maturity 04/20/2062)	**	174,140
		Fannie Mae Pool (4.6 % Maturity 02/01/2040)	**	13,167
		Santander Retail Auto Lease Trust 2022-B (3.28 % Maturity 11/20/2025)	**	84,031
		Freddie Mac Non Gold Pool (2.58 % Maturity 06/01/2052)	**	338,296
		Fannie Mae Pool (4.59 % Maturity 04/01/2040)	**	3,419
		Enterprise Fleet Financing 2022-4 LLC (5.76 % Maturity 10/22/2029)	**	74,737
		DLLAD 2023-1 LLC (4.79 % Maturity 01/20/2028)	**	363,228
		Toyota Lease Owner Trust 2023-A (4.93 % Maturity 04/20/2026)	**	324,912
		Freddie Mac Non Gold Pool (6.03 % Maturity 11/01/2040)	**	1,860
		Freddie Mac Non Gold Pool (2.25 % Maturity 01/01/2047)	**	58,057
		Fannie Mae Pool (6 % Maturity 11/01/2041)	**	3,717
		Ginnie Mae II pool (2.75 % Maturity 10/20/2041)	**	4,611
		Ginnie Mae II pool (2.75 % Maturity 12/20/2041)	**	9,539
		Freddie Mac Non Gold Pool (4.15 % Maturity 02/01/2042)	**	1,035
		Ginnie Mae II pool (3.88 % Maturity 04/20/2042)	**	5,731
		Fannie Mae Pool (5.32 % Maturity 06/01/2042)	**	5,932
		Freddie Mac Non Gold Pool (5.97 % Maturity 07/01/2042)	**	7,282
		Virginia Housing Development Authority (3.13 % Maturity 11/25/2039)	**	185,868
		Commonwealth Edison Co (3.7 % Maturity 08/15/2028)	**	235,398
		Guardian Life Global Funding (1.1 % Maturity 06/23/2025)	**	188,811
		Petroleos Mexicanos (2.83 % Maturity 02/15/2024)	**	30,217
		Dell Equipment Finance Trust 2023-2 (5.65 % Maturity 01/22/2029)	**	101,343
		BMW Vehicle Owner Trust 2023-A (5.47 % Maturity 02/25/2028)	**	369,191
		Edsouth Indenture No 3 LLC (6.18 % Maturity 04/25/2039)	**	62,153
		Towd Point Mortgage Trust 2017-5 (5.76 % Maturity 02/25/2057)	**	6,894
		Anglo American Capital PLC (2.25 % Maturity 03/17/2028)	**	179,681
		Brazos Education Loan Authority (6.17 % Maturity 01/25/2072)	**	111,532
		Toyota Auto Loan Extended Note Trust 2020-1 (1.35 % Maturity 05/25/2033)	**	232,614
		SLM Student Loan Trust 2010-1 (5.85 % Maturity 03/25/2025)	**	14,256
		Toyota Auto Loan Extended Note Trust 2022-1 (3.82 % Maturity 04/25/2035)	**	252,799
		Chase Auto Owner Trust 2022-A (3.99 % Maturity 03/27/2028)	**	156,931
		GM Financial Automobile Leasing Trust 2023-2 (5.05 % Maturity 07/20/2026)	**	260,405
		Fannie Mae Pool (2 % Maturity 12/01/2051)	**	340,916
		Fannie Mae Pool (2 % Maturity 12/01/2051)	**	29,133
		Freddie Mac Multifam Struct PT Cert (5.17 % Maturity 01/25/2046)	**	6,078
		Navient Student Loan Trust 2021-1 (6.05 % Maturity 12/26/2069)	**	247,658
		Fannie Mae Pool (1.39 % Maturity 11/01/2028)	**	321,872
		BMW Vehicle Lease Trust 2023-1 (5.16 % Maturity 11/25/2025)	**	409,835
		Fannie Mae Pool (5.05 % Maturity 02/01/2029)	**	545,563
		Porsche Financial Auto Securitization Trust 2023-1 (4.81 % Maturity 09/22/2028)	**	119,982
		Fannie Mae Pool (4.17 % Maturity 06/01/2028)	**	518,661
		Fannie Mae Pool (4.71 % Maturity 03/01/2028)	**	1,118,951
		Fannie Mae Pool (5.09 % Maturity 01/01/2029)	**	529,661
		CSAIL 2015-C4 Commercial Mortgage Trust (3.54 % Maturity 11/15/2048)	**	222,133
		CSAIL 2016-C7 Commercial Mortgage Trust (3.5 % Maturity 11/15/2049)	**	161,899
		Citigroup Commercial Mortgage Trust 2015-GC29 (2.94 % Maturity 04/10/2048)	**	64,292
		JPMBB Commercial Mortgage Sec Trust 2014-C26 (3.49 % Maturity 01/15/2048)	**	141,750
		JPMBB Commercial Mortgage Securities Trust 2016-C4 (3.14 % Maturity 12/15/2049)	**	101,304
		JPMCC Commercial Mortgage Sec Trust 2017-JP5 (3.72 % Maturity 03/15/2050)	**	104,033
		Morgan Stanley BAML Trust 2014 C19 (3.53 % Maturity 12/15/2047)	**	190,896
		Wells Fargo Commercial Mortgage Trust 2015-P2 (3.81 % Maturity 12/15/2048)	**	116,180
		Wells Fargo Commercial Mortgage Trust 2016-BNK1 (2.65 % Maturity 08/15/2049)	**	148,742
		BANK 2017-BNK4 (3.63 % Maturity 05/15/2050)	**	184,710
		Wells Fargo Commercial Mortgage Trust 2017-C39 (3.16 % Maturity 09/15/2050)	**	141,122
		BANK 2017-BNK6 (3.25 % Maturity 07/15/2060)	**	99,623
		CD 2017-CD5 Mortgage Trust (3.17 % Maturity 08/15/2050)	**	172,770
		CGMS Commercial Mortgage Trust 2017-B1 (3.2 % Maturity 08/15/2050)	**	186,390
		Towd Point Mortgage Trust 2018-2 (3.25 % Maturity 03/25/2058)	**	75,167
		CHRISTUS Health (4.34 % Maturity 07/01/2028)	**	149,953
		Seasoned Credit Risk Transfer Trust Series 2019-3 (3.5 % Maturity 10/25/2058)	**	167,428

Panduit 401(k) and Profit Sharing Plan

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

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Towd Point Mortgage Trust 2019-4 (2.9 % Maturity 10/25/2059)	**	\$ 112,315
		Seasoned Credit Risk Transfer Trust Series 2020-2 (2 % Maturity 11/25/2059)	**	134,721
		Seasoned Credit Risk Transfer Trust (2 % Maturity 11/25/2060)	**	119,737
		Freddie Mac Pool (2.5 % Maturity 11/01/2051)	**	184,109
		San Diego Unified School District/CA (1.98 % Maturity 07/01/2031)	**	127,580
		Commonwealth of Massachusetts (5.31 % Maturity 01/01/2030)	**	122,136
		Towd Point Mortgage Trust 2022-1 (3.75 % Maturity 07/25/2062)	**	160,678
		City & County Honolulu HI Wastewater (1.37 % Maturity 07/01/2029)	**	301,429
		Indiana Housing & Community Development Authority (5.75 % Maturity 07/01/2054)	**	183,898
		GS Mortgage Securities Corp II (4.32 % Maturity 09/10/2038)	**	307,432
		COMM 2014-CR14 Mortgage Trust (4.24 % Maturity 02/10/2047)	**	32,613
		Freddie Mac Gold Pool (7 % Maturity 09/01/2031)	**	223
		Freddie Mac Gold Pool (5.5 % Maturity 06/01/2038)	**	2,977
		Freddie Mac Gold Pool (5.5 % Maturity 07/01/2038)	**	188
		Freddie Mac Gold Pool (5.5 % Maturity 11/01/2038)	**	2,374
		Freddie Mac REMICS (7 % Maturity 08/15/2029)	**	912
		Fannie Mae Pool (5.5 % Maturity 05/01/2035)	**	13,304
		Fannie Mae Pool (6.5 % Maturity 01/01/2037)	**	7,618
		Freddie Mac Pool (3 % Maturity 12/01/2049)	**	76,385
		Fannie Mae Pool (3 % Maturity 12/01/2049)	**	497,431
		Fannie Mae Pool (3 % Maturity 04/01/2050)	**	34,746
		Freddie Mac Pool (3 % Maturity 04/01/2050)	**	122,888
		Freddie Mac Pool (3 % Maturity 04/01/2050)	**	23,714
		Freddie Mac Pool (3 % Maturity 04/01/2050)	**	52,286
		Spire Missouri Inc (5.91 % Maturity 12/02/2024)	**	170,602
		BA Credit Card Trust (5 % Maturity 04/15/2028)	**	131,079
		Total investments at contract value		107,528,926
*	Participants	Loans to participants (interest rates ranging from 3.25% to 9.50%)		4,626,281
				<u>\$ 638,606,142</u>

* Indicates a party-in-interest investment.

** Not applicable for participant-directed investments.

Financial Statements and Report of
Independent Certified Public
Accountants

Panduit 401(k) and Profit Sharing Plan

December 31, 2023 and 2022

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Plan Administrative Committee
Panduit 401(k) and Profit Sharing Plan

Scope and nature of the ERISA Section 103(a)(3)(C) audit

We have performed audits of the financial statements of Panduit 401(k) and Profit Sharing 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 year ended December 31, 2023, 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 year ended December 31, 2023, stating that the certified investment information, as described in Note C 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).

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 schedule required by ERISA

The supplemental schedule of assets (held at the end of year) as of December 31, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audit of the 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 schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is 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 schedule 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

Chicago, Illinois
July 24, 2024

Panduit 401(k) and Profit Sharing Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31,

	2023	2022
ASSETS		
Investments, at fair value	\$ 526,450,935	\$ 435,028,221
Investments, at contract value	107,528,926	136,050,701
Receivables		
Company contributions	12,311,350	10,977,899
Notes receivable from participants	4,626,281	4,522,050
Total receivables	16,937,631	15,499,949
Total assets	650,917,492	586,578,871
NET ASSETS AVAILABLE FOR BENEFITS	\$ 650,917,492	\$ 586,578,871

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

Panduit 401(k) and Profit Sharing Plan

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year ended December 31, 2023

Investment income	
Net appreciation in fair value of investments	\$ 88,240,236
Interest and dividends	8,955,707
Interest income on notes receivable from participants	<u>212,059</u>
Total Investment income	<u>97,408,002</u>
Contributions	
Participant	15,143,472
Roth	2,051,159
Company profit sharing	11,917,844
Company match	6,458,550
Rollover	<u>2,033,656</u>
Total contributions	<u>37,604,681</u>
Total investment income and contributions	135,012,683
Benefits paid to participants	70,610,852
Administrative expenses	<u>63,210</u>
Total benefit payments and administrative expenses	<u>70,674,062</u>
NET INCREASE	64,338,621
Net assets available for benefits at beginning of year	<u>586,578,871</u>
Net assets available for benefits at end of year	<u><u>\$ 650,917,492</u></u>

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

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS

December 31, 2023 and 2022

NOTE A - DESCRIPTION OF THE PLAN

The following description of the Panduit 401(k) and Profit Sharing Plan formerly known as the Panduit Corp. Employees' Profit Sharing Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan established to enable eligible employees of Panduit Corp. (the Company) to share in a portion of the Company's profits and to defer receipt of and receive a match on a portion of their compensation for the principal purpose of providing benefits at the time of retirement, disability or death. New employees must have completed at least six months of service to become eligible. Temporary employees and nonresident aliens are not eligible for participation. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Contributions

Participants can contribute up to 75% of their annual pre-tax compensation. Employees of the Company are automatically enrolled in the Plan if they are newly eligible employees or were active participants in the Plan from January 1, 2015. Automatically enrolled participants are subject to an initial pre-tax deferral contribution of 5%. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants may also contribute Roth 401(k) contributions to the Plan.

The Company matches dollar-for-dollar employee deferrals up to 3% of their compensation, and 50% of participant deferrals greater than 3% but not greater than 5%. If any participant contributes 5% or more of his or her compensation, the Company will match a maximum of 4% of the participant's compensation. The Company may also make profit-sharing contributions on a discretionary basis. In order to share in the Company's profit-sharing contributions, a participant must be actively employed on the last day of the Plan year. Contributions are subject to certain limitations. The Company made a discretionary profit-sharing contribution of 7.49% related to 2023 and 7.16% related to 2022 of the participant's eligible compensation. No additional discretionary contributions were made for years ended December 31, 2023 and 2022.

Participant Accounts

Each participant's account is credited with the participant's contributions and company matching contributions, and allocations of (1) the Company's profit-sharing contribution, if any, and (2) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on the number of participants in the Plan, as defined. Investment fees are generally assessed as a percentage of assets invested and are deducted directly from participant's investment returns. Transaction-based fees for optional services such as loans are charged directly to participant accounts. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their contributions and company matching contributions plus actual earnings thereon, as defined by the Plan. For profit-sharing contributions received, a participant is 100% vested after three years of credited service. In the event of death, disability or retirement at designated ages, as defined, participants become fully vested.

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

Investment Options

Upon enrollment in the Plan, participants may direct contributions in a variety of investment choices, as more fully described in the Plan agreement. Participants may change their investment options at any time.

Notes Receivable from Participants

Participants may borrow from their fund accounts up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balances. Loan terms range from one to five years, unless utilized for a principal residence, in which the terms can be extended. The loans are collateralized by the balance in the participant's account and bear interest at the prime rate at the time the loan is issued. Principal and interest are paid through payroll deductions. Participants may have one loan outstanding at a time.

Payment of Benefits

Generally, upon termination of service for any reason, participants may elect to receive a lump-sum cash distribution or installment payments, or to defer payment of their vested account balance until a later date. Upon attainment of age 59½, subject to certain limitations as defined, a participant may make withdrawals from his or her vested account. Participants may also make hardship withdrawals starting at a minimum of \$500 from their accounts from amounts which have vested, been a deferral contribution or are from rollover contributions. These payments and withdrawals are subject to certain conditions and elections, as defined in the Plan agreement. Distributions from the Plan are subject to federal income tax rules and regulations.

Expenses

Certain administrative expenses of the Plan are paid by Fidelity Management Trust Company (Fidelity) out of the assets of the Plan and constitute a charge on the respective investment funds or on the individual participants' accounts. Certain other plan expenses can be paid by the Plan from the forfeitures balance, or by the Company.

Forfeited Accounts

At December 31, 2023, unallocated forfeited non-vested participant accounts approximated \$25,175. Forfeited non-vested accounts will be used to reduce current or future company contributions and to pay administrative expenses. During the year ended December 31, 2023, \$526,941 was used to reduce company contributions and \$0 was used to reduce administrative expenses, respectively.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared under the accrual method of accounting.

Investment contracts held by a defined-contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for that portion of the net assets available for benefits of a defined-contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan.

Investment Valuation and Income Recognition

Except for certain investments in the Plan's stable value investment option (see Note F), the Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid

Panduit 401(k) and Profit Sharing Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2023 and 2022

to transfer a liability in an orderly transaction between market participants at the measurement date. See Note D for 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 (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid balance plus any accrued but unpaid interest. Delinquent loans are reclassified as distributions based on the terms of the Plan agreement. No allowance for credit losses has been recorded as of December 31, 2023 and 2022.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Payment of Benefits

Benefits are recorded when paid.

NOTE C - INFORMATION CERTIFIED BY THE TRUSTEE AND CUSTODIAN

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, Fidelity, the Plan's trustee, have certified that the following data included in the accompanying financial statements and supplemental schedule are complete and accurate:

- Investments and notes receivable from participants, as shown in the statements of net assets available for benefits as of December 31, 2023 and 2022.
- Investment income and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2023.
- Schedule H, line 4i - schedule of assets as of December 31, 2023, except for the underlying investments for the Stable Value Fund.

NOTE D - FAIR VALUE MEASUREMENTS

That framework provides a fair value hierarchy that prioritizes the inputs using valuation techniques used to measure fair value. The fair value 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 as follows:

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 the following:

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

- 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The 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 or 2022.

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

Collective funds - An investment formed from the pooling of investments by institutional investors. The funds allow for daily liquidity with no additional days' notice required for redemption for participant-directed transactions. The collective trusts are valued as NAV as the practical expedient. Redemption of the collective funds are generally permitted daily and there are no unfunded commitments.

Self-directed Brokerage - The self-directed brokerage account is comprised of corporate bonds and stocks and are valued at the daily published closing price.

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.

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31:

	2023			
	Level 1	Level 2	Level 3	Total
Self-directed brokerage	\$ 3,940,071	\$ -	\$ -	\$ 3,940,071
Shares of registered investment companies	263,029,470	-	-	263,029,470
Total assets in the fair value hierarchy	<u>\$ 266,969,541</u>	<u>\$ -</u>	<u>\$ -</u>	266,969,541
Collective Trusts valued at NAV				<u>259,481,394</u>
Total assets, at fair value				<u>\$ 526,450,935</u>

	2022			
	Level 1	Level 2	Level 3	Total
Self-directed brokerage	\$ -	\$ 557,894	\$ -	\$ 557,894
Shares of registered investment companies	215,602,257	-	-	215,602,257
Money market collective trust fund	3,339,209	-	-	3,339,209
Total assets in the fair value hierarchy	<u>\$ 218,941,466</u>	<u>\$ 557,894</u>	<u>\$ -</u>	219,499,360
Investments valued at NAV				<u>215,528,861</u>
Total assets, at fair value				<u>\$ 435,028,221</u>

NOTE E - RELATED-PARTY TRANSACTIONS

The Plan's investments are held and invested by Fidelity, as the trustee. Certain investment assets are issued by Fidelity or an affiliate thereof and these transactions qualify as a party-in-interest. Fidelity also performs administrative and record-keeping services for the Plan.

Certain investments are held by Galliard, a custodian of some plan investments. As Galliard performs record-keeping and valuation services for the Plan in relation to these, these investments and associated transactions qualify as a party-in-interest.

Certain employees of the Company served as trustee and administrators of the Plan. These employees did not receive compensation from the Plan for their services as trustee and administrators. The Company may also pay certain administrative costs of the Plan.

Notes receivable from participants are also considered party-in-interest transactions.

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

NOTE F - PANDUIT STABLE VALUE FUND

The Panduit Stable Value Fund (the Fund) is a unitized custom fund that is comprised of the security-backed synthetic contracts with Mass Mutual Life Insurance, Prudential Ins. Co of America, Pacific Life Insurance, State Street Bank and Trust (the Synthetics) and the Wells Fargo Black Rock Short Term Investment Fund and the Wells Fargo Stable Value Fund (the collective trusts). The purpose of the Fund is to provide a stated rate of return that insulates participants' accounts from daily fluctuations in the market.

The Synthetics invest in various bonds and wrapper contracts which enable withdrawals to be made at contract value rather than at the fair value of the underlying assets. Contract crediting rates for the Synthetics are reset at least quarterly, as specified in the respective contract, and will have an interest crediting rate not less than zero percent.

The SAGIC is invested in a MassMutual Diversified Bond Separate Investment Account (SIA), a commingled separate account created for the purpose of backing the SAGIC. The SIA consists primarily of assets attributable to contract holder deposits in the SAGIC, and the assets of the SIA are segregated from MassMutual's General Investment Account and are to be used solely to satisfy the claims of the contract holder. Any insufficiency of the SIA is subject to claim against MassMutual's General Investment Account. The SAGIC contract was terminated during 2022.

Following are the components of this fund that are reported at contract value:

	2023	2022
Synthetics	\$ 107,528,926	\$ 77,267,320
SAGIC	-	58,783,381
Total investment, at contract value	<u>\$ 107,528,926</u>	<u>\$ 136,050,701</u>

Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. Contract value represents contributions plus credited interest less participant withdrawals and administrative expenses.

Contract value is the relevant measurement attribute for that portion of the Fund's net assets available for benefits attributable to the Synthetics. There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rates are reviewed on a periodic basis for resetting.

Certain events limit the ability of the Plan to transact at contract value with the issuers. Such events include the following:

- Amendments to the Plan documents (including complete or partial plan termination or merger with another plan);
- Changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions;
- Bankruptcy of the Plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan; or
- The failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA.

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

The Plan Administrator does not believe that any events which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

NOTE G - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per financial statements	\$ 650,917,492	\$ 586,578,871
Company profit-sharing contribution receivable	<u>(12,311,350)</u>	<u>(10,977,899)</u>
Net assets available for benefits per Form 5500	<u>\$ 638,606,142</u>	<u>\$ 575,600,972</u>

The following is a reconciliation of net increase for the year ended December 31, 2023, per the financial statements to Form 5500:

Net increase per financial statements	\$ 64,338,621
Plus prior-year contribution receivable	10,977,899
Less current-year contribution receivable	<u>(12,311,350)</u>
Net income per Form 5500	<u>\$ 63,005,170</u>

NOTE H - PLAN TERMINATION

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

NOTE I - TAX STATUS

The Plan adopted a volume submitter plan sponsored by Fidelity Management Research Company. The volume submitter plan has received an advisory letter from the Internal Revenue Service (IRS) dated June 30, 2020, as to the volume submitter plan's qualified status. The opinion letter has been relied upon by the Plan. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with applicable requirements of the Internal Revenue Code (IRC). The Plan has been amended since receiving the opinion letter; however, the Plan Administrator believes that the Plan is being operated, in all material respects, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified and the related trust is tax exempt.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or other applicable taxing authorities. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that, as of Plan's 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.

Panduit 401(k) and Profit Sharing Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

NOTE J - RISKS AND UNCERTAINTIES

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, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

NOTE K - SUBSEQUENT EVENTS

The Plan Administrator has evaluated the Plan's December 31, 2023 and 2022 financial statements for subsequent events through July 24, 2024, the date the financial statements were available to be issued. The Company is not aware of any subsequent events that would require recognition or disclosure in the financial statements.

SUPPLEMENTAL SCHEDULE

Panduit 401(k) and Profit Sharing Plan

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

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Shares of registered investment companies		
	Dodge & Cox	Dodge & Cox Income	**	\$ 16,970,598
	Columbia	Col Sm Cap Val II Y	**	9,622,317
	Diamond Hill	Diamond Hill Large Cap Fund	**	18,336,502
	American Century	American Century Growth R6 Fund	**	91,142,548
	American Funds	American Funds Europacific Growth R6 Fund	**	19,592,793
*	Fidelity Investments	Fidelity Extended Market Index Fund	**	7,888,334
*	Fidelity Investments	Fidelity 500 Index Fund	**	75,792,484
*	Fidelity Investments	Fidelity Total International Index Fund	**	2,898,362
*	Fidelity Investments	Fidelity US Government MMRK PRM	**	20,785,532
		Total Shares of registered investment companies		<u>263,029,470</u>
		Fidelity Investments Self-Brokeragelink		
*	Fidelity Investments Self-Brokeragelink	Brokeragelink	**	3,940,071
		Collective Trusts		
	T. Rowe Price	T. Rowe Price Retirement 2005 Fund	**	1,087,019
	T. Rowe Price	T. Rowe Price Retirement 2010 Fund	**	4,329,314
	T. Rowe Price	T. Rowe Price Retirement 2015 Fund	**	1,351,696
	T. Rowe Price	T. Rowe Price Retirement 2020 Fund	**	14,795,957
	T. Rowe Price	T. Rowe Price Retirement 2025 Fund	**	20,055,114
	T. Rowe Price	T. Rowe Price Retirement 2030 Fund	**	54,453,354
	T. Rowe Price	T. Rowe Price Retirement 2035 Fund	**	22,929,057
	T. Rowe Price	T. Rowe Price Retirement 2040 Fund	**	38,647,019
	T. Rowe Price	T. Rowe Price Retirement 2045 Fund	**	11,444,633
	T. Rowe Price	T. Rowe Price Retirement 2050 Fund	**	15,255,523
	T. Rowe Price	T. Rowe Price Retirement 2055 Fund	**	6,568,815
	T. Rowe Price	T. Rowe Price Retirement 2060 Fund	**	4,077,365
	T. Rowe Price	T. Rowe Price New Horizons Fund	**	59,577,369
	Northern Trust	NT TIPS Index NL 3	**	1,280,196
	Wells Fargo	Wells Fargo Short Term Investment Fund S, 5.59%	**	3,628,963
		Total Collective Trust		<u>259,481,394</u>
		Total investments at fair value		<u>526,450,935</u>
		Fully benefit-responsive investment contracts		
*	Prudential Insurance Company of America	Fixed maturity synthetic GIC, 2.34%	**	1,769,151
	Pacific LifeCorp	Fixed maturity synthetic GIC, 2.91%	**	1,703,550
	Massachusetts Mutual Life Insurance Company	Fixed maturity synthetic GIC, 2.03%	**	1,527,208
	State Street	Fixed maturity synthetic GIC, 1.95%	**	2,198,199
		Bonds included within the synthetic investment contracts held		
		Fannie Mae Pool (4.09 % Maturity 01/01/2041)	**	2,736
		Otis Worldwide Corp (2.06 % Maturity 04/05/2025)	**	193,261
		Fannie Mae Pool (2.91 % Maturity 05/01/2047)	**	67,020
		Marathon Oil Corp (4.4 % Maturity 07/15/2027)	**	159,171
		Canadian Natural Resources Ltd (3.85 % Maturity 06/01/2027)	**	107,299
		REALTY INCOME CORP (4.13 % Maturity 10/15/2026)	**	59,404
		DBJPM 2016-C3 Mortgage Trust (2.63 % Maturity 08/10/2049)	**	204,981
		Truist Bank (3.8 % Maturity 10/30/2026)	**	241,250
		GNMA (6.09 % Maturity 10/20/2065)	**	85,342
		Freddie Mac Non Gold Pool (7.28 % Maturity 09/01/2046)	**	18,717
		Fiserv Inc (3.85 % Maturity 06/01/2025)	**	78,757
		Freddie Mac Non Gold Pool (5.08 % Maturity 06/01/2045)	**	14,470
		MS State Higher Ed Asst Co (6.13 % Maturity 10/25/2035)	**	147,861
		Freddie Mac Non Gold Pool (6 % Maturity 09/01/2042)	**	7,439
		Fannie Mae Pool (4.24 % Maturity 03/01/2042)	**	2,522
		Ginnie Mae I pool (6 % Maturity 07/15/2037)	**	731
		Freddie Mac Gold Pool (5.5 % Maturity 06/01/2033)	**	1,146
		Fannie Mae Pool (6.5 % Maturity 10/01/2036)	**	5,167
		Washington State Housing Finance Commission (5.5 % Maturity 12/01/2053)	**	171,774
		United States Treasury Note/Bond (4.88 % Maturity 11/30/2025)	**	705,319
		United States Int Dev Finance Corp (3.6 % Maturity 03/15/2035)	**	217,395
		Toyota Auto Receivables 2022-D Owner Trust (5.3 % Maturity 09/15/2027)	**	156,168
		Towd Point Mortgage Trust 2023-1 (3.75 % Maturity 01/25/2063)	**	236,559
		Towd Point Mortgage Trust 2021-1 (2.25 % Maturity 11/25/2061)	**	137,256
		Toronto-Dominion Bank/The (4.69 % Maturity 09/15/2027)	**	40,508
		Toronto-Dominion Bank/The (1.2 % Maturity 06/03/2026)	**	183,870
		SBA Small Business Investment Cos (1.67 % Maturity 03/10/2031)	**	133,799
		SBA Small Business Investment Cos (5.17 % Maturity 03/10/2033)	**	606,815
		Santander Drive Auto Receivables Trust 2023-2 (5.21 % Maturity 07/15/2027)	**	185,052
		North Texas Higher Education Authority Inc (6.04 % Maturity 09/25/2061)	**	116,622
		Nelnet Student Loan Trust 2021-A (1.36 % Maturity 04/20/2062)	**	125,438
		NTT Finance Corp (1.16 % Maturity 04/03/2026)	**	185,114
		Morgan Stanley (5.05 % Maturity 01/28/2027)	**	20,453
		Morgan Stanley (2.63 % Maturity 02/18/2026)	**	146,651
		Missouri Higher Education Loan Authority (6.04 % Maturity 08/25/2061)	**	59,676
		MMAF Equipment Finance LLC 2022-A (3.2 % Maturity 01/13/2028)	**	150,825

Panduit 401(k) and Profit Sharing Plan

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

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Lowe's Cos Inc (3.35 % Maturity 04/01/2027)	**	\$ 48,612
		Louisiana Local Govt Env Fac. & Comm Dev Auth (4.15 % Maturity 02/01/2031)	**	150,236
		Kentucky Higher Education Student Loan Corp (6.48 % Maturity 11/25/2050)	**	330,240
		John Deere Owner Trust 2023 (5.01 % Maturity 11/15/2027)	**	301,282
		JPMCC Commercial Mortgage Sec Trust 2022-NLP (5.96 % Maturity 04/15/2037)	**	175,681
		Hyundai Auto Receivables Trust 2023-A (4.58 % Maturity 04/15/2027)	**	443,433
		General Motors Financial Co Inc (2.4 % Maturity 10/15/2028)	**	232,374
		Ford Credit Auto Owner Trust 2023-REV1 (4.85 % Maturity 08/15/2035)	**	417,405
		Fannie Mae Pool (4.5 % Maturity 10/01/2052)	**	922,454
		Fannie Mae Pool (2.5 % Maturity 01/01/2052)	**	240,849
		Fannie Mae Pool (2 % Maturity 12/01/2051)	**	29,319
		Fannie Mae Pool (4.14 % Maturity 08/01/2028)	**	1,024,407
		Freddie Mac Pool (2 % Maturity 12/01/2051)	**	101,521
		Evergy Missouri West Inc (5.15 % Maturity 12/15/2027)	**	201,799
		DLLMT 2023-1 LLC (5.34 % Maturity 03/22/2027)	**	120,101
		DLLAA 2023-1 LLC (5.64 % Maturity 02/22/2028)	**	274,833
		Citigroup Inc (3.29 % Maturity 03/17/2026)	**	68,822
		Citigroup Inc (1.28 % Maturity 11/03/2025)	**	43,393
		Carmax Auto Owner Trust 2023-3 (5.28 % Maturity 05/15/2028)	**	187,456
		Capital One Financial Corp (2.64 % Maturity 03/03/2026)	**	58,019
		CAMB Commercial Mortgage Trust 2019-LIFE (6.73 % Maturity 12/15/2037)	**	224,131
		Baxter International Inc (1.92 % Maturity 02/01/2027)	**	120,169
		Bank of Nova Scotia/The (5.25 % Maturity 06/12/2028)	**	112,059
		Bank of New York Mellon Corp (4.41 % Maturity 07/24/2026)	**	20,176
		BX Commercial Mortgage Trust BX 2022-CSMO A (7.48 % Maturity 06/15/2027)	**	155,838
		BX Trust 2022-IND (6.85 % Maturity 04/15/2037)	**	211,675
		AT&T Inc (2.25 % Maturity 02/01/2032)	**	50,198
		Corebridge Global Funding (5.9 % Maturity 09/19/2028)	**	83,833
		MMAF Equipment Finance LLC 2020-A (0.97 % Maturity 04/09/2027)	**	198,153
		Boeing Co/The (5.04 % Maturity 05/01/2027)	**	137,400
		Fannie Mae Pool (3 % Maturity 04/01/2050)	**	52,696
		Halliburton Co (2.92 % Maturity 03/01/2030)	**	91,048
		Freddie Mac Pool (2.5 % Maturity 01/01/2035)	**	73,118
		Fannie Mae Pool (3 % Maturity 12/01/2049)	**	59,179
		Fannie Mae Pool (3 % Maturity 11/01/2049)	**	247,997
		Fannie Mae Pool (2.5 % Maturity 11/01/2034)	**	153,243
		Agilent Technologies Inc (2.75 % Maturity 09/15/2029)	**	184,697
		Fannie Mae Pool (3 % Maturity 04/01/2047)	**	29,433
		Union Electric Co (3.5 % Maturity 03/15/2029)	**	191,605
		WRKCo Inc (3 % Maturity 09/15/2024)	**	89,075
		United States Small Business Administration (2.27 % Maturity 05/01/2036)	**	159,478
		Transcontinental Gas Pipe Line Co LLC (4 % Maturity 03/15/2028)	**	127,572
		AT&T Inc (6.81 % Maturity 06/12/2024)	**	60,435
		Fannie Mae Pool (4 % Maturity 08/01/2051)	**	178,732
		Fannie Mae Pool (4 % Maturity 11/01/2040)	**	69,149
		Fannie Mae Pool (2.95 % Maturity 12/01/2047)	**	94,350
		Commonwealth Edison Co (2.95 % Maturity 08/15/2027)	**	76,650
		UBS Commercial Mortgage Trust 2018-C10 (4.31 % Maturity 05/15/2051)	**	115,062
		Fannie Mae Pool (4 % Maturity 04/01/2041)	**	136,072
		Freddie Mac Non Gold Pool (3.01 % Maturity 12/01/2047)	**	51,845
		UDR Inc (3.5 % Maturity 01/15/2028)	**	172,620
		Towd Point Mortgage Trust 2017-6 (2.75 % Maturity 10/25/2057)	**	49,810
		Norfolk Southern Corp (3.15 % Maturity 06/01/2027)	**	76,685
		Roper Technologies Inc (3.85 % Maturity 12/15/2025)	**	39,293
		Entergy Mississippi LLC (2.85 % Maturity 06/01/2028)	**	92,608
		Black Hills Corp (3.95 % Maturity 01/15/2026)	**	159,133
		Towd Point Mortgage Trust 2017-1 (2.75 % Maturity 10/25/2056)	**	1,165
		Freddie Mac Non Gold Pool (7.21 % Maturity 10/01/2046)	**	32,223
		Enterprise Products Operating LLC (3.95 % Maturity 02/15/2027)	**	89,933
		Freddie Mac Non Gold Pool (5.85 % Maturity 08/01/2045)	**	17,720
		Edu Fund of South (6.25 % Maturity 04/25/2035)	**	17,418
		Fannie Mae Pool (3 % Maturity 09/01/2027)	**	11,068
		Fannie Mae Pool (4.23 % Maturity 02/01/2042)	**	6,951
		Fannie Mae Pool (4.19 % Maturity 02/01/2041)	**	7,299
		Ginnie Mae II pool (5.46 % Maturity 08/20/2059)	**	2,737
		Fannie Mae Pool (5.39 % Maturity 05/01/2034)	**	1,370
		Freddie Mac Gold Pool (5.5 % Maturity 02/01/2037)	**	12,916
		Enterprise Products Operating LLC (4.15 % Maturity 10/16/2028)	**	119,646
		World Omni Auto Receivables Trust 2020-B (0.63 % Maturity 05/15/2025)	**	4,472
		Wells Fargo & Co (5.57 % Maturity 07/25/2029)	**	125,549
		US Bancorp (4.55 % Maturity 07/22/2028)	**	110,665
		Truist Financial Corp (4.12 % Maturity 06/06/2028)	**	106,310
		Tennessee Housing Development Agency (6 % Maturity 01/01/2054)	**	168,086
		State Street Corp (5.82 % Maturity 11/04/2028)	**	230,398
		Royal Bank of Canada (4.88 % Maturity 01/12/2026)	**	20,503

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

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Realty Income Corp (3 % Maturity 01/15/2027)	**	\$ 48,171
		HP Inc (4.75 % Maturity 01/15/2028)	**	102,362
		Fidelity National Information Services Inc (4.5 % Maturity 07/15/2025)	**	45,488
		Mitsubishi UFJ Financial Group Inc (2.34 % Maturity 01/19/2028)	**	187,297
		Mitsubishi UFJ Financial Group Inc (1.54 % Maturity 07/20/2027)	**	184,208
		Morgan Stanley (1.51 % Maturity 07/20/2027)	**	64,436
		Citigroup Inc (3.67 % Maturity 07/24/2028)	**	155,153
		Morgan Stanley (2.72 % Maturity 07/22/2025)	**	59,734
		Royal Bank of Canada (5.2 % Maturity 08/01/2028)	**	198,403
		Wells Fargo & Co (4.81 % Maturity 07/25/2028)	**	131,806
		JPMorgan Chase & Co (3.78 % Maturity 02/01/2028)	**	157,180
		ERP Operating LP (3.25 % Maturity 08/01/2027)	**	57,851
		Los Angeles Community College District/CA (1.81 % Maturity 08/01/2030)	**	172,633
		Citrus Community College District (1.83 % Maturity 08/01/2029)	**	136,186
		Desert Community College District (2.21 % Maturity 08/01/2030)	**	118,700
		Louisiana Local Govt Env Fac. & Comm Dev Auth (3.62 % Maturity 02/01/2027)	**	157,694
		Oklahoma Development Finance Authority (4.29 % Maturity 02/01/2032)	**	59,743
		Bank of Nova Scotia/The (4.75 % Maturity 02/02/2026)	**	91,593
		PSNH Funding LLC 3 (3.09 % Maturity 02/01/2026)	**	5,285
		Manufacturers & Traders Trust Co (4.7 % Maturity 01/27/2028)	**	248,116
		Mid-America Apartments LP (1.7 % Maturity 02/15/2031)	**	32,745
		Massachusetts School Building Authority (1.75 % Maturity 08/15/2030)	**	86,613
		Duke Energy Carolinas LLC (2.45 % Maturity 08/15/2029)	**	116,856
		Wells Fargo & Co (4.54 % Maturity 08/15/2026)	**	100,669
		CVS Health Corp (5.13 % Maturity 02/21/2030)	**	62,122
		Citigroup Inc (3.07 % Maturity 02/24/2028)	**	143,055
		JPMorgan Chase & Co (2.95 % Maturity 02/24/2028)	**	190,365
		Alabama Federal Aid Highway Finance Authority (1.86 % Maturity 09/01/2029)	**	79,081
		Sunnyvale School District (1.82 % Maturity 09/01/2029)	**	147,537
		Ryder System Inc (1.75 % Maturity 09/01/2026)	**	92,755
		Capital One Financial Corp (3.27 % Maturity 03/01/2030)	**	18,098
		Fiserv Inc (5.45 % Maturity 03/02/2028)	**	136,332
		American Express Co (2.55 % Maturity 03/04/2027)	**	170,211
		San Diego Gas & Electric Co (4.95 % Maturity 08/15/2028)	**	166,441
		BMW US Capital LLC (5.05 % Maturity 08/11/2028)	**	145,453
		Charles Schwab Corp/The (5.88 % Maturity 08/24/2026)	**	115,124
		Enbridge Inc (3.7 % Maturity 07/15/2027)	**	29,483
		Toronto-Dominion Bank/The (2.8 % Maturity 03/10/2027)	**	162,079
		HSBC Holdings PLC (4.29 % Maturity 09/12/2026)	**	198,409
		SBA Small Business Investment Cos (2.08 % Maturity 03/10/2030)	**	217,492
		Bank of Montreal (4.7 % Maturity 09/14/2027)	**	183,131
		Goldman Sachs Group Inc/The (3.62 % Maturity 03/15/2028)	**	174,663
		New York State Dormitory Authority (1.95 % Maturity 03/15/2029)	**	70,986
		Verizon Communications Inc (2.36 % Maturity 03/15/2032)	**	140,289
		Sabine Pass Liquefaction LLC (5 % Maturity 03/15/2027)	**	142,721
		Duke Energy Progress LLC (3.45 % Maturity 03/15/2029)	**	96,484
		Martin Marietta Materials Inc (2.5 % Maturity 03/15/2030)	**	124,455
		Gulfstream Natural Gas System LLC (4.6 % Maturity 09/15/2025)	**	49,754
		Lowe's Cos Inc (1.7 % Maturity 09/15/2028)	**	35,558
		Bank of Nova Scotia/The (1.3 % Maturity 09/15/2026)	**	91,490
		Corebridge Global Funding (0.9 % Maturity 09/22/2025)	**	111,707
		Verizon Communications Inc (2.1 % Maturity 03/22/2028)	**	218,686
		Oracle Corp (2.3 % Maturity 03/25/2028)	**	110,137
		Mondelez International Holdings Netherlands BV (1.25 % Maturity 09/24/2026)	**	182,759
		Rogers Communications Inc (3.2 % Maturity 03/15/2027)	**	48,224
		Guardian Life Global Funding (3.25 % Maturity 03/29/2027)	**	38,449
		Kimco Realty OP LLC (3.8 % Maturity 04/01/2027)	**	116,387
		Duke Energy Progress LLC (3.4 % Maturity 04/01/2032)	**	63,983
		University of Arkansas (3.33 % Maturity 04/01/2028)	**	67,913
		State of Texas (4 % Maturity 10/01/2029)	**	299,157
		United States Small Business Administration (4.48 % Maturity 04/01/2048)	**	419,888
		United States Small Business Administration (5.64 % Maturity 04/01/2026)	**	6,014
		United States Small Business Administration (2.85 % Maturity 10/01/2037)	**	68,232
		T-Mobile USA Inc (2.25 % Maturity 02/15/2026)	**	38,241
		SBA Small Business Investment Cos (5.69 % Maturity 09/10/2033)	**	591,952
		Guardian Life Global Funding (5.74 % Maturity 10/02/2028)	**	42,567
		Bank of Nova Scotia/The (3.45 % Maturity 04/11/2025)	**	49,310
		NNN REIT Inc (4.3 % Maturity 10/15/2028)	**	88,211
		Alexandria Real Estate Equities Inc (3.8 % Maturity 04/15/2026)	**	29,444
		JPMorgan Chase & Co (2.3 % Maturity 10/15/2025)	**	63,660
		Morgan Stanley (4.21 % Maturity 04/20/2028)	**	177,543
		PNC Financial Services Group Inc/The (4.76 % Maturity 01/26/2027)	**	263,385
		Morgan Stanley (1.16 % Maturity 10/21/2025)	**	38,590

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

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Goldman Sachs Group Inc/The (1.95 % Maturity 10/21/2027)	**	\$ 183,795
		Nutrien Ltd (4.9 % Maturity 03/27/2028)	**	51,124
		Citigroup Inc (3.35 % Maturity 04/24/2025)	**	64,911
		KeyCorp (2.25 % Maturity 04/06/2027)	**	163,153
		Bank of America Corp (4.38 % Maturity 04/27/2028)	**	128,126
		Morgan Stanley (2.19 % Maturity 04/28/2026)	**	163,985
		Lennox International Inc (1.35 % Maturity 08/01/2025)	**	189,314
		L'Anse Creuse Public Schools (1.84 % Maturity 05/01/2029)	**	156,221
		American Express Co (6.34 % Maturity 10/30/2026)	**	10,306
		Royal Bank of Canada (3.63 % Maturity 05/04/2027)	**	29,187
		United States Small Business Administration (4.62 % Maturity 05/01/2048)	**	995,980
		T-Mobile USA Inc (2.63 % Maturity 04/15/2026)	**	76,531
		Nutrien Ltd (5.95 % Maturity 11/07/2025)	**	51,287
		PPG Industries Inc (1.2 % Maturity 03/15/2026)	**	185,633
		Oncor Electric Delivery Co LLC (4.3 % Maturity 05/15/2028)	**	238,555
		Southern Co Gas Capital Corp (3.88 % Maturity 11/15/2025)	**	97,948
		DuPont de Nemours Inc (4.49 % Maturity 11/15/2025)	**	49,927
		Ascension Health (2.53 % Maturity 11/15/2029)	**	269,094
		PeaceHealth Obligated Group (1.38 % Maturity 11/15/2025)	**	23,271
		Bank of New York Mellon Corp (5.8 % Maturity 10/25/2028)	**	230,576
		Northwestern Mutual Global Funding (3.3 % Maturity 04/04/2029)	**	46,451
		Northwestern Mutual Global Funding (4.35 % Maturity 09/15/2027)	**	39,975
		BNP Paribas SA (2.82 % Maturity 11/19/2025)	**	273,783
		Charles Schwab Corp (5.64 % Maturity 05/19/2029)	**	82,657
		Nucor Corp (3.95 % Maturity 05/23/2025)	**	19,765
		HSBC Holdings PLC (0.98 % Maturity 05/24/2025)	**	196,137
		Stanley Black & Decker Inc (3.4 % Maturity 03/01/2026)	**	166,320
		Astrazeneca Finance LLC (0.7 % Maturity 05/28/2024)	**	107,942
		Aon Corp / Aon Global Holdings PLC (2.85 % Maturity 05/28/2027)	**	28,450
		Healthpeak OP LLC (2.13 % Maturity 12/01/2028)	**	211,321
		Albemarle Corp (4.65 % Maturity 06/01/2027)	**	49,320
		Entergy Arkansas LLC (4 % Maturity 06/01/2028)	**	205,155
		Ingredion Inc (2.9 % Maturity 06/01/2030)	**	44,823
		AT&T Inc (2.3 % Maturity 06/01/2027)	**	32,583
		PNC Financial Services Group Inc/The (5.35 % Maturity 12/02/2028)	**	132,219
		Louisiana Local Govt Env Fac. & Comm Dev Auth (5.08 % Maturity 06/01/2031)	**	116,777
		Sherwin-Williams Co/The (4.25 % Maturity 08/08/2025)	**	40,204
		MidAmerican Energy Co (3.1 % Maturity 05/01/2027)	**	240,389
		Protective Life Global Funding (5.47 % Maturity 12/08/2028)	**	154,680
		MMAF Equipment Finance LLC 2020-A (1.4 % Maturity 08/09/2030)	**	89,461
		MMAF Equipment Finance LLC 2019-B (2.01 % Maturity 12/12/2024)	**	24,771
		US Bancorp (2.22 % Maturity 01/27/2028)	**	204,397
		State of Wisconsin (1.4 % Maturity 05/01/2029)	**	56,486
		Newmont Corp (2.8 % Maturity 10/01/2029)	**	129,006
		Daimler Truck Finance North America LLC (2 % Maturity 12/14/2026)	**	174,904
		Mutual of Omaha Cos Global Funding (5.45 % Maturity 12/12/2028)	**	112,679
		Roper Technologies Inc (3.8 % Maturity 12/15/2026)	**	176,359
		WEC Energy Group Inc (3.55 % Maturity 06/15/2025)	**	77,965
		East Ohio Gas Co/The (1.3 % Maturity 06/15/2025)	**	75,678
		CubeSmart LP (2.25 % Maturity 12/15/2028)	**	26,493
		Mercedes-Benz Auto Receivables Trust 2023-1 (4.51 % Maturity 11/15/2027)	**	448,062
		Ford Credit Auto Owner Trust 2023-A (4.65 % Maturity 02/15/2028)	**	299,552
		Bank of America Auto Trust 2023-1 (5.53 % Maturity 02/15/2028)	**	263,713
		Toyota Auto Receivables 2023-C Owner Trust (5.16 % Maturity 04/17/2028)	**	474,506
		Fifth Third Auto Trust 2023-1 (5.53 % Maturity 08/15/2028)	**	304,969
		GM Financial Consumer Automobile Rec Trust 2022-2 (3.1 % Maturity 02/16/2027)	**	186,555
		Wheels Fleet Lease Funding 1 LLC (5.8 % Maturity 04/18/2038)	**	221,098
		Fannie Mae Pool (4 % Maturity 02/01/2034)	**	91,385
		Fannie Mae Pool (4 % Maturity 02/01/2034)	**	64,472
		Fannie Mae Pool (2.5 % Maturity 10/01/2034)	**	105,306
		Freddie Mac Pool (2.5 % Maturity 11/01/2034)	**	133,321
		Fannie Mae Pool (2.5 % Maturity 12/01/2034)	**	61,474
		Fannie Mae Pool (2.5 % Maturity 12/01/2034)	**	37,143
		Fannie Mae Pool (2.5 % Maturity 12/01/2034)	**	113,622
		Freddie Mac Pool (2.5 % Maturity 01/01/2035)	**	211,546
		Freddie Mac Pool (2.5 % Maturity 02/01/2035)	**	98,821
		Bank of America Corp (1.32 % Maturity 06/19/2026)	**	216,615
		SLM Student Loan Trust 2003-10 (6.28 % Maturity 12/17/2068)	**	167,102
		Taubman Centers Commercial Mortgage Trust 2022-DPM (7.55 % Maturity 05/15/2037)	**	169,592
		Fannie Mae Pool (3 % Maturity 04/01/2031)	**	127,248
		Fannie Mae Pool (3 % Maturity 08/01/2031)	**	60,876
		State of California (3.05 % Maturity 04/01/2029)	**	71,053
		Carrier Global Corp (2.49 % Maturity 02/15/2027)	**	114,024
		Verizon Master Trust (3.67 % Maturity 01/22/2029)	**	489,835
		Ford Credit Auto Lease Trust 2023-A (4.94 % Maturity 03/15/2026)	**	499,535
		World Omni Auto Receivables Trust 2023-A (4.83 % Maturity 05/15/2028)	**	245,081

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

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Life 2021-BMR Mortgage Trust (6.18 % Maturity 03/15/2038)	**	\$ 265,158
		State of California (5.1 % Maturity 03/01/2029)	**	193,706
		Nissan Auto Receivables 2023-A Owner Trust (4.91 % Maturity 11/15/2027)	**	205,538
		Mercedes-Benz Auto Lease Trust 2023-A (4.74 % Maturity 01/15/2027)	**	194,601
		Toyota Auto Receivables 2023-B Owner Trust (4.71 % Maturity 02/15/2028)	**	235,172
		Enterprise Fleet Financing 2023-2 LLC (5.56 % Maturity 04/22/2030)	**	110,493
		Tesla Auto Lease Trust 2023-A (5.89 % Maturity 06/22/2026)	**	311,841
		Boston Properties LP (3.2 % Maturity 01/15/2025)	**	148,034
		Exelon Corp (5.15 % Maturity 03/15/2028)	**	61,788
		GM Financial Consumer Automobile Rec Trust 2023-2 (4.47 % Maturity 02/16/2028)	**	462,848
		Fannie Mae Pool (2.68 % Maturity 11/01/2047)	**	46,334
		Freddie Mac Non Gold Pool (4.98 % Maturity 05/01/2044)	**	26,982
		Freddie Mac Non Gold Pool (2.78 % Maturity 05/01/2047)	**	57,794
		Freddie Mac Non Gold Pool (5.93 % Maturity 07/01/2045)	**	53,182
		Freddie Mac Non Gold Pool (6.2 % Maturity 08/01/2045)	**	19,939
		Ginnie Mae II pool (2.63 % Maturity 10/20/2045)	**	26,667
		DLLMT 2021-1 LLC (1 % Maturity 07/21/2025)	**	71,378
		Enterprise Fleet Financing 2022-2 LLC (4.65 % Maturity 05/21/2029)	**	139,292
		Fannie Mae Pool (6.07 % Maturity 09/01/2040)	**	4,082
		Freddie Mac Non Gold Pool (6 % Maturity 11/01/2041)	**	5,606
		Ginnie Mae II pool (3.63 % Maturity 03/20/2042)	**	3,193
		JPMorgan Chase & Co (0.97 % Maturity 06/23/2025)	**	78,151
		ECMC Group Student Loan Trust 2021-1 (6.02 % Maturity 11/25/2070)	**	96,321
		Brazos Education Loan Authority Inc (6.05 % Maturity 11/25/2071)	**	210,098
		Toyota Auto Loan Extended Note Trust 2021-1 (1.07 % Maturity 02/27/2034)	**	331,820
		NXP BV / NXP Funding LLC / NXP USA Inc (4.4 % Maturity 06/01/2027)	**	69,386
		Freddie Mac Pool (2 % Maturity 12/01/2051)	**	57,365
		Freddie Mac Pool (2 % Maturity 12/01/2051)	**	54,255
		Freddie Mac Pool (2 % Maturity 12/01/2051)	**	37,693
		Fannie Mae Pool (2 % Maturity 12/01/2051)	**	144,207
		Ginnie Mae II pool (5.47 % Maturity 11/20/2059)	**	2
		Northstar Edu Fin Inc (6.15 % Maturity 12/26/2031)	**	28,509
		Fannie Mae Pool (4.5 % Maturity 01/01/2051)	**	138,663
		PHEAA Student Loan Trust 2014-2 (6.02 % Maturity 02/25/2043)	**	138,035
		Fannie Mae Pool (2.08 % Maturity 10/01/2026)	**	393,787
		Fannie Mae Pool (4.21 % Maturity 02/01/2028)	**	339,390
		Fannie Mae Pool (4.79 % Maturity 03/01/2028)	**	1,527,526
		CFCRE Commercial Mortgage Trust 2016-C6 (3.22 % Maturity 11/10/2049)	**	155,696
		Citigroup Commercial Mortgage Trust 2015-GC31 (3.76 % Maturity 06/10/2048)	**	101,362
		GS Mortgage Securities Trust 2014-GC26 (3.63 % Maturity 11/10/2047)	**	268,610
		UBS Commercial Mortgage Trust 2017-C3 (3.17 % Maturity 08/15/2050)	**	70,987
		Morgan Stanley BAML Trust 2017-C34 (3.28 % Maturity 11/15/2052)	**	150,684
		Wells Fargo Commercial Mortgage Trust 2017-C41 (3.47 % Maturity 11/15/2050)	**	188,503
		Seasoned Credit Risk Transfer Trust Series 2018-3 (3.5 % Maturity 08/25/2057)	**	184,311
		State of Utah (3.54 % Maturity 07/01/2025)	**	93,675
		METLIFE SECURITIZATION TRUST 2019-1 (3.75 % Maturity 04/25/2058)	**	31,954
		Fiserv Inc (3.2 % Maturity 07/01/2026)	**	97,894
		Seasoned Credit Risk Transfer Trust Series 2020-3 (2.5 % Maturity 05/25/2060)	**	120,237
		Freddie Mac Pool (2.5 % Maturity 11/01/2051)	**	109,662
		Fannie Mae Pool (2.5 % Maturity 10/01/2024)	**	8,735
		Freddie Mac Pool (2.5 % Maturity 01/01/2052)	**	238,068
		Towd Point Mortgage Trust 2022-4 (3.75 % Maturity 09/25/2062)	**	145,332
		Minnesota Housing Finance Agency (6 % Maturity 07/01/2053)	**	152,425
		DC Commercial Mortgage Trust 2023-DC (6.31 % Maturity 09/12/2040)	**	233,466
		Freddie Mac Gold Pool (5.5 % Maturity 12/01/2037)	**	2,071
		Freddie Mac Gold Pool (5.5 % Maturity 12/01/2034)	**	347
		Fannie Mae Pool (5.5 % Maturity 08/01/2035)	**	16,701
		Fannie Mae Pool (5.5 % Maturity 06/01/2037)	**	5,453
		Freddie Mac Gold Pool (3 % Maturity 06/01/2027)	**	5,025
		Fannie Mae Pool (5 % Maturity 08/01/2056)	**	79,125
		Freddie Mac Pool (3.5 % Maturity 08/01/2049)	**	3,485
		Freddie Mac Pool (3 % Maturity 12/01/2049)	**	322,920
		Fannie Mae Pool (3 % Maturity 04/01/2050)	**	42,754
		Fannie Mae Pool (3 % Maturity 04/01/2050)	**	129,461
		Freddie Mac Pool (3 % Maturity 04/01/2050)	**	72,999
		Discover Card Execution Note Trust (5.03 % Maturity 10/15/2027)	**	120,757
		AMEX Credit Account Master Trust 2023-1 (4.87 % Maturity 05/15/2028)	**	176,716
		BA Credit Card Trust (4.79 % Maturity 05/15/2028)	**	120,711
		Discover Card Execution Note Trust (4.93 % Maturity 06/15/2028)	**	262,640
		AMEX Credit Acct Mstr Tr (5.23 % Maturity 09/15/2028)	**	188,493
		Toronto-Dominion Bank/The (5.16 % Maturity 01/10/2028)	**	41,560
		Sumitomo Mitsui Financial Group Inc (2.17 % Maturity 01/14/2027)	**	186,776
		Iowa Finance Authority (4.45 % Maturity 08/01/2030)	**	153,520
		UBS Group AG (3.87 % Maturity 01/12/2029)	**	240,396
		Williams Cos Inc/The (3.9 % Maturity 01/15/2025)	**	80,166

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

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Welltower OP LLC (2.05 % Maturity 01/15/2029)	**	\$ 53,373
		Florida Gas Transmission Co LLC (4.35 % Maturity 07/15/2025)	**	150,419
		NextEra Energy Capital Holdings Inc (1.88 % Maturity 01/15/2027)	**	97,517
		Federal Realty OP LP (3.25 % Maturity 07/15/2027)	**	218,406
		Healthpeak OP LLC (3.25 % Maturity 07/15/2026)	**	48,759
		Ventas Realty LP (4.13 % Maturity 01/15/2026)	**	119,307
		Oracle Corp (2.65 % Maturity 07/15/2026)	**	96,084
		Alexandria Real Estate Equities Inc (3.95 % Maturity 01/15/2028)	**	234,798
		Pacific Life Global Funding II (1.45 % Maturity 01/20/2028)	**	70,394
		Morgan Stanley (2.48 % Maturity 01/21/2028)	**	235,014
		Bank of America Corp (4.27 % Maturity 07/23/2029)	**	98,538
		Bank of America Corp (1.73 % Maturity 07/22/2027)	**	157,114
		Bank of America Corp (4.95 % Maturity 07/22/2028)	**	10,225
		JPMorgan Chase & Co (4.85 % Maturity 07/25/2028)	**	10,220
		Maryland Community Development Administration (6 % Maturity 09/01/2053)	**	341,821
		Goldman Sachs Group Inc/The (3.85 % Maturity 01/26/2027)	**	49,467
		Morgan Stanley (5.45 % Maturity 07/20/2029)	**	52,203
		Citigroup Inc (1.12 % Maturity 01/28/2027)	**	129,341
		JPMorgan Chase & Co (3.96 % Maturity 01/29/2027)	**	49,693
		Kimco Realty OP LLC (3.3 % Maturity 02/01/2025)	**	54,581
		AT&T Inc (1.65 % Maturity 02/01/2028)	**	89,813
		Palomar Community College District (1.47 % Maturity 08/01/2028)	**	120,300
		NYC Transitional Finance Auth Future Tax Sec Rev (3.45 % Maturity 02/01/2029)	**	72,654
		Santa Monica Community College District (3.81 % Maturity 08/01/2030)	**	107,513
		Texas Electric Market Stabilization Funding N LLC (4.27 % Maturity 08/01/2034)	**	162,102
		Marin Community College District (1.71 % Maturity 08/01/2031)	**	196,019
		Bank of Montreal (5.2 % Maturity 02/01/2028)	**	156,161
		Bank of Nova Scotia/The (1.95 % Maturity 02/02/2027)	**	55,775
		American Express Co (5.39 % Maturity 07/28/2027)	**	93,144
		Royal Bank of Canada (4.24 % Maturity 08/03/2027)	**	261,698
		JPMorgan Chase & Co (5.3 % Maturity 07/24/2029)	**	207,751
		FedEx Corp (3.1 % Maturity 08/05/2029)	**	187,749
		7-Eleven Inc (0.95 % Maturity 02/10/2026)	**	204,230
		Fifth Third Bancorp (4.77 % Maturity 07/28/2030)	**	29,950
		Huntington Bancshares Inc/OH (4.44 % Maturity 08/04/2028)	**	19,764
		Regions Financial Corp (1.8 % Maturity 08/12/2028)	**	77,783
		Stanford Health Care (3.31 % Maturity 08/15/2030)	**	139,874
		Frisco Independent School District (1.36 % Maturity 02/15/2027)	**	142,519
		Advocate Health & Hospitals Corp (3.83 % Maturity 08/15/2028)	**	113,530
		Federal Realty OP LP (1.25 % Maturity 02/15/2026)	**	37,117
		Phillips 66 (1.3 % Maturity 02/15/2026)	**	46,708
		McCormick & Co Inc/MD (0.9 % Maturity 02/15/2026)	**	198,727
		CVS Health Corp (1.3 % Maturity 08/21/2027)	**	232,326
		American Honda Finance Corp (5.13 % Maturity 07/07/2028)	**	105,287
		Goldman Sachs Group Inc/The (2.64 % Maturity 02/24/2028)	**	149,857
		Alabama Federal Aid Highway Finance Authority (1.55 % Maturity 09/01/2027)	**	40,958
		AT&T Inc (4.35 % Maturity 03/01/2029)	**	170,393
		County of Johnson KS (2 % Maturity 09/01/2030)	**	239,672
		DTE Electric Co (3 % Maturity 03/01/2032)	**	44,869
		MPLX LP (1.75 % Maturity 03/01/2026)	**	197,754
		Public Service Electric and Gas Co (3.65 % Maturity 09/01/2028)	**	273,582
		Williams Cos Inc/The (5.4 % Maturity 03/02/2026)	**	61,699
		Texas Natural Gas Securitization Finance Corp (5.1 % Maturity 04/01/2035)	**	466,266
		Wells Fargo & Co (3.35 % Maturity 03/02/2033)	**	62,091
		ConocoPhillips Co (2.4 % Maturity 03/07/2025)	**	15,666
		Metropolitan Life Global Funding I (1.88 % Maturity 01/11/2027)	**	156,836
		Bank of Montreal (2.65 % Maturity 03/08/2027)	**	47,516
		New York State Electric & Gas Corp (5.65 % Maturity 08/15/2028)	**	41,948
		Williams Cos Inc/The (5.3 % Maturity 08/15/2028)	**	41,800
		United States Small Business Administration (5.15 % Maturity 08/01/2048)	**	384,342
		Bank of America Corp (1.66 % Maturity 03/11/2027)	**	130,260
		Goldman Sachs Group Inc/The (1.54 % Maturity 09/10/2027)	**	191,461
		SBA Small Business Investment Cos (3.55 % Maturity 09/10/2028)	**	182,097
		SBA Small Business Investment Cos (3.11 % Maturity 03/10/2029)	**	155,845
		SBA Small Business Investment Cos (2.28 % Maturity 09/10/2029)	**	175,957
		SBA Small Business Investment Cos (1.03 % Maturity 09/10/2030)	**	244,657
		SBA Small Business Investment Cos (1.3 % Maturity 09/10/2031)	**	227,299
		SBA Small Business Investment Cos (2.94 % Maturity 03/10/2032)	**	833,287
		Prologis LP (4 % Maturity 09/15/2028)	**	29,637
		Warnermedia Holdings Inc (3.76 % Maturity 03/15/2027)	**	194,001
		Welltower OP LLC (3.63 % Maturity 03/15/2024)	**	100,394
		Mid-America Apartments LP (3.95 % Maturity 03/15/2029)	**	9,838
		WRKCo Inc (4.65 % Maturity 03/15/2026)	**	181,286
		Bank of America Corp (3.46 % Maturity 03/15/2025)	**	180,979
		Roper Technologies Inc (2.35 % Maturity 09/15/2024)	**	29,469
		New York State Dormitory Authority (1.54 % Maturity 03/15/2027)	**	111,187

Panduit 401(k) and Profit Sharing Plan

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

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Rewity Inc (1.9 % Maturity 09/15/2028)	**	\$ 69,782
		Xcel Energy Inc (1.75 % Maturity 03/15/2027)	**	82,593
		Sumitomo Mitsui Financial Group Inc (1.9 % Maturity 09/17/2028)	**	176,297
		Citigroup Inc (3.79 % Maturity 03/17/2033)	**	36,475
		HSBC Holdings PLC (2.01 % Maturity 09/22/2028)	**	179,299
		JPMorgan Chase & Co (1.47 % Maturity 09/22/2027)	**	209,349
		Wells Fargo & Co (3.53 % Maturity 03/24/2028)	**	212,098
		CVS Health Corp (4.3 % Maturity 03/25/2028)	**	99,567
		Interstate Power and Light Co (4.1 % Maturity 09/26/2028)	**	73,703
		Trane Technologies Financing Ltd (3.5 % Maturity 03/21/2026)	**	235,678
		Ingredion Inc (3.2 % Maturity 10/01/2026)	**	173,694
		Vulcan Materials Co (3.9 % Maturity 04/01/2027)	**	48,968
		Orlando Health Obligated Group (3.78 % Maturity 10/01/2028)	**	119,427
		Interstate Power and Light Co (3.6 % Maturity 04/01/2029)	**	182,101
		Georgia-Pacific LLC (1.75 % Maturity 09/30/2025)	**	85,582
		Sempre (3.3 % Maturity 04/01/2025)	**	68,883
		Mercedes-Benz Finance North America LLC (4.8 % Maturity 03/30/2028)	**	153,408
		Metropolitan Edison Co (5.2 % Maturity 04/01/2028)	**	91,899
		Kentucky Utilities Co (3.3 % Maturity 10/01/2025)	**	117,995
		Enbridge Inc (1.6 % Maturity 10/04/2026)	**	55,218
		Boeing Co/The (2.2 % Maturity 02/04/2026)	**	133,584
		Metropolitan Life Global Funding I (5.4 % Maturity 09/12/2028)	**	219,116
		Volkswagen Group of America Finance LLC (5.7 % Maturity 09/12/2026)	**	247,643
		General Motors Financial Co Inc (3.8 % Maturity 04/07/2025)	**	59,276
		General Motors Financial Co Inc (5 % Maturity 04/09/2027)	**	40,370
		Mitsubishi UFJ Financial Group Inc (1.64 % Maturity 10/13/2027)	**	182,878
		Monongahela Power Co (4.1 % Maturity 04/15/2024)	**	130,239
		Black Hills Corp (3.05 % Maturity 10/15/2029)	**	126,816
		BAE Systems PLC (3.4 % Maturity 04/15/2030)	**	186,258
		HP Inc (4 % Maturity 04/15/2029)	**	39,188
		Take-Two Interactive Software Inc (3.55 % Maturity 04/14/2025)	**	19,727
		Take-Two Interactive Software Inc (3.7 % Maturity 04/14/2027)	**	9,779
		NNN REIT Inc (3.5 % Maturity 10/15/2027)	**	95,179
		Amgen Inc (5.15 % Maturity 03/02/2028)	**	62,405
		Morgan Stanley (6.3 % Maturity 10/18/2028)	**	53,050
		CITIGROUP INC (4.08 % Maturity 04/23/2029)	**	184,496
		JPMorgan Chase & Co (1.58 % Maturity 04/22/2027)	**	148,181
		Bank of America Corp (1.2 % Maturity 10/24/2026)	**	46,541
		Wells Fargo & Co (3.91 % Maturity 04/25/2026)	**	29,622
		Fifth Third Bancorp (4.06 % Maturity 04/25/2028)	**	153,826
		JPMorgan Chase & Co (4.32 % Maturity 04/26/2028)	**	39,743
		Bank of America Corp (4.57 % Maturity 04/27/2033)	**	9,637
		Fifth Third Bancorp (6.36 % Maturity 10/27/2028)	**	104,944
		Norfolk Southern Corp (2.55 % Maturity 11/01/2029)	**	108,419
		Marathon Petroleum Corp (4.7 % Maturity 05/01/2025)	**	65,079
		Citigroup Inc (0.98 % Maturity 05/01/2025)	**	68,930
		State of Wisconsin (2.44 % Maturity 05/01/2030)	**	71,989
		Gulfstream Natural Gas System LLC (6.19 % Maturity 11/01/2025)	**	203,208
		Oklahoma Development Finance Authority (3.88 % Maturity 05/01/2032)	**	240,394
		Leland Stanford Junior University/The (3.09 % Maturity 05/01/2029)	**	141,290
		Capital One Financial Corp (1.88 % Maturity 11/02/2027)	**	117,388
		American Express Co (1.65 % Maturity 11/04/2026)	**	156,728
		Truist Financial Corp (4.26 % Maturity 07/28/2026)	**	79,803
		Oracle Corp (4.5 % Maturity 05/06/2028)	**	191,463
		US Bancorp (6.79 % Maturity 10/26/2027)	**	105,656
		DTE Electric Securitization Funding II LLC (5.97 % Maturity 03/01/2032)	**	164,346
		Coöperatieve Rabobank UA (3.65 % Maturity 04/06/2028)	**	240,585
		Capital One Financial Corp (4.93 % Maturity 05/10/2028)	**	39,614
		Masco Corp (3.5 % Maturity 11/15/2027)	**	172,046
		Coterra Energy Inc (3.9 % Maturity 05/15/2027)	**	43,794
		Weyerhaeuser Co (4.75 % Maturity 05/15/2026)	**	140,229
		United States Treasury Note/Bond (3.88 % Maturity 08/15/2033)	**	233,546
		AvalonBay Communities Inc (2.95 % Maturity 05/11/2026)	**	178,251
		Consumers Energy Co (3.8 % Maturity 11/15/2028)	**	77,587
		Kraft Heinz Foods Co (3.88 % Maturity 05/15/2027)	**	177,551
		CubeSmart LP (4 % Maturity 11/15/2025)	**	97,745
		OhioHealth Corp (2.3 % Maturity 11/15/2031)	**	105,743
		Kinder Morgan Inc (1.75 % Maturity 11/15/2026)	**	83,046
		Virginia Electric and Power Co (3.75 % Maturity 05/15/2027)	**	49,086
		Bank of New York Mellon Corp (2.05 % Maturity 01/26/2027)	**	187,732
		RTX Corp (4.13 % Maturity 11/16/2028)	**	39,306
		New York Life Global Funding (2.35 % Maturity 07/14/2026)	**	71,488
		CRH America Inc (3.88 % Maturity 05/18/2025)	**	196,598
		State Street Corp (2.35 % Maturity 11/01/2025)	**	107,667
		UBS Group AG (1.49 % Maturity 08/10/2027)	**	181,957
		KeyCorp (3.88 % Maturity 05/23/2025)	**	29,451

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

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		WEC Energy Group Inc (5.6 % Maturity 09/12/2026)	**	\$ 103,501
		Baxter International Inc (1.32 % Maturity 11/29/2024)	**	212,117
		Dominion Energy South Carolina Inc (2.3 % Maturity 12/01/2031)	**	16,728
		Oklahoma Development Finance Authority (4.14 % Maturity 12/01/2033)	**	54,836
		Phillips 66 Co (4.95 % Maturity 12/01/2027)	**	70,934
		Equifax Inc (5.1 % Maturity 06/01/2028)	**	202,769
		Energy Transfer LP (6.05 % Maturity 12/01/2026)	**	134,260
		Enbridge Inc (4.25 % Maturity 12/01/2026)	**	29,716
		Rochester Gas and Electric Corp (3.1 % Maturity 06/01/2027)	**	312,234
		Interstate Power and Light Co (3.25 % Maturity 12/01/2024)	**	147,285
		Equifax Inc (2.6 % Maturity 12/01/2024)	**	39,032
		Leland Stanford Junior University/The (1.29 % Maturity 06/01/2027)	**	54,356
		Health Care Service Corp A Mutual Legal Reserve Co (1.5 % Maturity 06/01/2025)	**	76,044
		Wells Fargo & Co (2.39 % Maturity 06/02/2028)	**	211,245
		Canadian Pacific Railway Co (1.75 % Maturity 12/02/2026)	**	27,717
		CNH Industrial Capital LLC (3.95 % Maturity 05/23/2025)	**	167,720
		United States Small Business Administration (2.82 % Maturity 12/01/2035)	**	128,956
		Sherwin-Williams Co/The (2.95 % Maturity 08/15/2029)	**	74,569
		FMC Corp (3.2 % Maturity 10/01/2026)	**	76,332
		Bank of America Corp (1.53 % Maturity 12/06/2025)	**	144,355
		FMC Corp (5.15 % Maturity 05/18/2026)	**	80,411
		United States Small Business Administration (4.93 % Maturity 06/01/2048)	**	1,483,679
		Short-Term Investment Fund A S (5.56 % Maturity 01/31/3100)	**	871,498
		T-Mobile USA Inc (4.8 % Maturity 07/15/2028)	**	103,121
		GM Financial Revolving Receivables Trust 2021-1 (1.17 % Maturity 06/12/2034)	**	122,405
		Dragon 2012 LLC (1.97 % Maturity 03/12/2024)	**	4,154
		New York Life Global Funding (4.9 % Maturity 06/13/2028)	**	80,979
		United States Treasury Note/Bond (4.5 % Maturity 11/15/2033)	**	539,499
		Nutrien Ltd (4 % Maturity 12/15/2026)	**	58,751
		Marathon Petroleum Corp (5.13 % Maturity 12/15/2026)	**	182,450
		Ford Credit Auto Owner Trust (1.06 % Maturity 04/15/2033)	**	424,463
		Equifax Inc (5.1 % Maturity 12/15/2027)	**	40,493
		Nissan Auto Lease Trust 2023-A (4.91 % Maturity 01/15/2026)	**	474,269
		CarMax Auto Owner Trust 2023-1 (4.75 % Maturity 10/15/2027)	**	324,424
		Toyota Auto Receivables 2023-A Owner Trust (4.63 % Maturity 09/15/2027)	**	423,345
		Rexford Industrial Realty LP (5 % Maturity 06/15/2028)	**	70,280
		Hyundai Auto Receivables Trust 2023-B (5.48 % Maturity 04/17/2028)	**	224,302
		World Omni Auto Receivables Trust 2023-C (5.15 % Maturity 11/15/2028)	**	338,548
		ONE Gas Inc (5.1 % Maturity 04/01/2029)	**	102,335
		GM Financial Revolving Receivables Trust 2022-1 (5.91 % Maturity 10/11/2035)	**	104,421
		Americredit Automobile Receivables Trust 2023-1 (5.62 % Maturity 11/18/2027)	**	186,478
		United States Treasury Note/Bond (4.13 % Maturity 06/15/2026)	**	3,932,979
		Fannie Mae Pool (2.5 % Maturity 09/01/2034)	**	48,616
		Fannie Mae Pool (2.5 % Maturity 10/01/2034)	**	81,350
		Fannie Mae Pool (3 % Maturity 12/01/2034)	**	26,444
		Freddie Mac Pool (2.5 % Maturity 12/01/2034)	**	111,430
		Fannie Mae Pool (3 % Maturity 01/01/2035)	**	52,483
		Fannie Mae Pool (2.5 % Maturity 01/01/2035)	**	156,584
		Freddie Mac Pool (2.5 % Maturity 02/01/2035)	**	70,389
		BX Commercial Mortgage Trust 2021-VOLT (6.18 % Maturity 09/15/2036)	**	151,462
		BX Commercial Mortgage Trust 2022-PSB (7.81 % Maturity 08/15/2039)	**	405,577
		Digital Realty Trust LP (5.55 % Maturity 01/15/2028)	**	62,626
		Harley-Davidson Motorcycle Trust 2023-A (5.05 % Maturity 12/15/2027)	**	265,218
		BX Trust 2021-ARIA (6.38 % Maturity 10/15/2036)	**	333,341
		Fannie Mae Pool (2.5 % Maturity 11/01/2027)	**	56,614
		Ford Credit Auto Owner Trust 2020-REV1 (2.04 % Maturity 08/15/2031)	**	149,917
		Ford Credit Auto Owner Trust 2021-REV1 (1.37 % Maturity 10/17/2033)	**	212,793
		Verizon Master Trust (0.99 % Maturity 04/20/2028)	**	357,499
		BPR Trust 2022-OANA (7.26 % Maturity 04/15/2037)	**	232,416
		Ford Credit Auto Owner Trust 2022-REV1 (3.88 % Maturity 11/15/2034)	**	160,899
		Life 2022-BMR Mortgage Trust (6.66 % Maturity 05/15/2039)	**	343,225
		Santander Drive Auto Receivables Trust 2023-1 (4.88 % Maturity 04/15/2027)	**	314,003
		GM Financial Automobile Leasing Trust 2023-1 (5.16 % Maturity 04/20/2026)	**	420,631
		MHC Commercial Mortgage Trust 2021-MHC (6.28 % Maturity 04/15/2038)	**	283,771
		BX Trust 2021-RISE (6.22 % Maturity 11/15/2036)	**	99,525
		Verizon Master Trust (4.89 % Maturity 04/13/2028)	**	184,689
		Volkswagen Auto Loan Enhanced Trust 2023-1 (5.02 % Maturity 06/20/2028)	**	201,425
		GM Financial Automobile Leasing Trust 2023-3 (5.38 % Maturity 11/20/2026)	**	297,499
		Volkswagen Auto Lease Trust 2023-A (5.81 % Maturity 10/20/2026)	**	319,474
		GNMA (6.44 % Maturity 12/20/2066)	**	156,973
		Ginnie Mae I pool (6 % Maturity 07/15/2037)	**	5,636
		Government National Mortgage Association (6.16 % Maturity 01/20/2069)	**	200,538
		Parker-Hannifin Corp (2.7 % Maturity 06/14/2024)	**	59,288
		Parker-Hannifin Corp (3.65 % Maturity 06/15/2024)	**	69,442
		Carmax Auto Owner Trust 2022-3 (3.97 % Maturity 04/15/2027)	**	143,328
		World Omni Auto Lease Sec Trust 2023-A (5.07 % Maturity 09/15/2026)	**	185,388

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

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		State of Hawaii (4.77 % Maturity 10/01/2031)	**	\$ 433,798
		Fannie Mae Pool (2.71 % Maturity 11/01/2047)	**	70,061
		Freddie Mac Non Gold Pool (2.67 % Maturity 11/01/2047)	**	48,515
		Fannie Mae Pool (2.86 % Maturity 11/01/2047)	**	59,338
		Freddie Mac Non Gold Pool (2.99 % Maturity 11/01/2047)	**	72,247
		Fannie Mae Pool (7.23 % Maturity 06/01/2034)	**	24,158
		Fannie Mae Pool (3.46 % Maturity 11/01/2048)	**	56,452
		Fannie Mae Pool (3.96 % Maturity 02/01/2045)	**	10,515
		Freddie Mac Non Gold Pool (4.99 % Maturity 05/01/2045)	**	7,906
		Fannie Mae Pool (4.45 % Maturity 04/01/2045)	**	9,654
		Fannie Mae Pool (2.85 % Maturity 11/01/2049)	**	20,520
		Fannie Mae Pool (5.2 % Maturity 06/01/2045)	**	20,035
		Fannie Mae Pool (2.81 % Maturity 12/01/2049)	**	19,559
		Fannie Mae Pool (2.89 % Maturity 02/01/2050)	**	172,717
		Nelnet Student Loan Trust 2021-C (1.32 % Maturity 04/20/2062)	**	48,276
		Fannie Mae Pool (5.94 % Maturity 10/01/2034)	**	3,712
		Nelnet Student Loan Trust 2021-D (1.63 % Maturity 04/20/2062)	**	174,140
		Fannie Mae Pool (4.6 % Maturity 02/01/2040)	**	13,167
		Santander Retail Auto Lease Trust 2022-B (3.28 % Maturity 11/20/2025)	**	84,031
		Freddie Mac Non Gold Pool (2.58 % Maturity 06/01/2052)	**	338,296
		Fannie Mae Pool (4.59 % Maturity 04/01/2040)	**	3,419
		Enterprise Fleet Financing 2022-4 LLC (5.76 % Maturity 10/22/2029)	**	74,737
		DLLAD 2023-1 LLC (4.79 % Maturity 01/20/2028)	**	363,228
		Toyota Lease Owner Trust 2023-A (4.93 % Maturity 04/20/2026)	**	324,912
		Freddie Mac Non Gold Pool (6.03 % Maturity 11/01/2040)	**	1,860
		Freddie Mac Non Gold Pool (2.25 % Maturity 01/01/2047)	**	58,057
		Fannie Mae Pool (6 % Maturity 11/01/2041)	**	3,717
		Ginnie Mae II pool (2.75 % Maturity 10/20/2041)	**	4,611
		Ginnie Mae II pool (2.75 % Maturity 12/20/2041)	**	9,539
		Freddie Mac Non Gold Pool (4.15 % Maturity 02/01/2042)	**	1,035
		Ginnie Mae II pool (3.88 % Maturity 04/20/2042)	**	5,731
		Fannie Mae Pool (5.32 % Maturity 06/01/2042)	**	5,932
		Freddie Mac Non Gold Pool (5.97 % Maturity 07/01/2042)	**	7,282
		Virginia Housing Development Authority (3.13 % Maturity 11/25/2039)	**	185,868
		Commonwealth Edison Co (3.7 % Maturity 08/15/2028)	**	235,398
		Guardian Life Global Funding (1.1 % Maturity 06/23/2025)	**	188,811
		Petroleos Mexicanos (2.83 % Maturity 02/15/2024)	**	30,217
		Dell Equipment Finance Trust 2023-2 (5.65 % Maturity 01/22/2029)	**	101,343
		BMW Vehicle Owner Trust 2023-A (5.47 % Maturity 02/25/2028)	**	369,191
		Edsouth Indenture No 3 LLC (6.18 % Maturity 04/25/2039)	**	62,153
		Towd Point Mortgage Trust 2017-5 (5.76 % Maturity 02/25/2057)	**	6,894
		Anglo American Capital PLC (2.25 % Maturity 03/17/2028)	**	179,681
		Brazos Education Loan Authority (6.17 % Maturity 01/25/2072)	**	111,532
		Toyota Auto Loan Extended Note Trust 2020-1 (1.35 % Maturity 05/25/2033)	**	232,614
		SLM Student Loan Trust 2010-1 (5.85 % Maturity 03/25/2025)	**	14,256
		Toyota Auto Loan Extended Note Trust 2022-1 (3.82 % Maturity 04/25/2035)	**	252,799
		Chase Auto Owner Trust 2022-A (3.99 % Maturity 03/27/2028)	**	156,931
		GM Financial Automobile Leasing Trust 2023-2 (5.05 % Maturity 07/20/2026)	**	260,405
		Fannie Mae Pool (2 % Maturity 12/01/2051)	**	340,916
		Fannie Mae Pool (2 % Maturity 12/01/2051)	**	29,133
		Freddie Mac Multifam Struct PT Cert (5.17 % Maturity 01/25/2046)	**	6,078
		Navient Student Loan Trust 2021-1 (6.05 % Maturity 12/26/2069)	**	247,658
		Fannie Mae Pool (1.39 % Maturity 11/01/2028)	**	321,872
		BMW Vehicle Lease Trust 2023-1 (5.16 % Maturity 11/25/2025)	**	409,835
		Fannie Mae Pool (5.05 % Maturity 02/01/2029)	**	545,563
		Porsche Financial Auto Securitization Trust 2023-1 (4.81 % Maturity 09/22/2028)	**	119,982
		Fannie Mae Pool (4.17 % Maturity 06/01/2028)	**	518,661
		Fannie Mae Pool (4.71 % Maturity 03/01/2028)	**	1,118,951
		Fannie Mae Pool (5.09 % Maturity 01/01/2029)	**	529,661
		CSAIL 2015-C4 Commercial Mortgage Trust (3.54 % Maturity 11/15/2048)	**	222,133
		CSAIL 2016-C7 Commercial Mortgage Trust (3.5 % Maturity 11/15/2049)	**	161,899
		Citigroup Commercial Mortgage Trust 2015-GC29 (2.94 % Maturity 04/10/2048)	**	64,292
		JPMBB Commercial Mortgage Sec Trust 2014-C26 (3.49 % Maturity 01/15/2048)	**	141,750
		JPMBB Commercial Mortgage Securities Trust 2016-C4 (3.14 % Maturity 12/15/2049)	**	101,304
		JPMCC Commercial Mortgage Sec Trust 2017-JP5 (3.72 % Maturity 03/15/2050)	**	104,033
		Morgan Stanley BAML Trust 2014 C19 (3.53 % Maturity 12/15/2047)	**	190,896
		Wells Fargo Commercial Mortgage Trust 2015-P2 (3.81 % Maturity 12/15/2048)	**	116,180
		Wells Fargo Commercial Mortgage Trust 2016-BNK1 (2.65 % Maturity 08/15/2049)	**	148,742
		BANK 2017-BNK4 (3.63 % Maturity 05/15/2050)	**	184,710
		Wells Fargo Commercial Mortgage Trust 2017-C39 (3.16 % Maturity 09/15/2050)	**	141,122
		BANK 2017-BNK6 (3.25 % Maturity 07/15/2060)	**	99,623
		CD 2017-CD5 Mortgage Trust (3.17 % Maturity 08/15/2050)	**	172,770
		CGMS Commercial Mortgage Trust 2017-B1 (3.2 % Maturity 08/15/2050)	**	186,390
		Towd Point Mortgage Trust 2018-2 (3.25 % Maturity 03/25/2058)	**	75,167
		CHRISTUS Health (4.34 % Maturity 07/01/2028)	**	149,953
		Seasoned Credit Risk Transfer Trust Series 2019-3 (3.5 % Maturity 10/25/2058)	**	167,428

Panduit 401(k) and Profit Sharing Plan

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

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
		Towd Point Mortgage Trust 2019-4 (2.9 % Maturity 10/25/2059)	**	\$ 112,315
		Seasoned Credit Risk Transfer Trust Series 2020-2 (2 % Maturity 11/25/2059)	**	134,721
		Seasoned Credit Risk Transfer Trust (2 % Maturity 11/25/2060)	**	119,737
		Freddie Mac Pool (2.5 % Maturity 11/01/2051)	**	184,109
		San Diego Unified School District/CA (1.98 % Maturity 07/01/2031)	**	127,580
		Commonwealth of Massachusetts (5.31 % Maturity 01/01/2030)	**	122,136
		Towd Point Mortgage Trust 2022-1 (3.75 % Maturity 07/25/2062)	**	160,678
		City & County Honolulu HI Wastewater (1.37 % Maturity 07/01/2029)	**	301,429
		Indiana Housing & Community Development Authority (5.75 % Maturity 07/01/2054)	**	183,898
		GS Mortgage Securities Corp II (4.32 % Maturity 09/10/2038)	**	307,432
		COMM 2014-CR14 Mortgage Trust (4.24 % Maturity 02/10/2047)	**	32,613
		Freddie Mac Gold Pool (7 % Maturity 09/01/2031)	**	223
		Freddie Mac Gold Pool (5.5 % Maturity 06/01/2038)	**	2,977
		Freddie Mac Gold Pool (5.5 % Maturity 07/01/2038)	**	188
		Freddie Mac Gold Pool (5.5 % Maturity 11/01/2038)	**	2,374
		Freddie Mac REMICS (7 % Maturity 08/15/2029)	**	912
		Fannie Mae Pool (5.5 % Maturity 05/01/2035)	**	13,304
		Fannie Mae Pool (6.5 % Maturity 01/01/2037)	**	7,618
		Freddie Mac Pool (3 % Maturity 12/01/2049)	**	76,385
		Fannie Mae Pool (3 % Maturity 12/01/2049)	**	497,431
		Fannie Mae Pool (3 % Maturity 04/01/2050)	**	34,746
		Freddie Mac Pool (3 % Maturity 04/01/2050)	**	122,888
		Freddie Mac Pool (3 % Maturity 04/01/2050)	**	23,714
		Freddie Mac Pool (3 % Maturity 04/01/2050)	**	52,286
		Spire Missouri Inc (5.91 % Maturity 12/02/2024)	**	170,602
		BA Credit Card Trust (5 % Maturity 04/15/2028)	**	131,079
		Total investments at contract value		107,528,926
*	Participants	Loans to participants (interest rates ranging from 3.25% to 9.50%)		4,626,281
				<u>\$ 638,606,142</u>

* Indicates a party-in-interest investment.

** Not applicable for participant-directed investments.