

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 <h2 style="text-align: center;">2023</h2> 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 10/01/2023 and ending 09/30/2024

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 <u>MORGAN, LEWIS & BOCKIUS LLP CASH BALANCE PLAN</u>	1b Three-digit plan number (PN) ▶ <u>014</u>
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) <u>MORGAN, LEWIS & BOCKIUS LLP</u> <u>ATTENTION LISA SOLLEY</u> <u>2222 MARKET STREET</u> <u>PHILADELPHIA, PA 19103-3007</u>	1c Effective date of plan <u>10/01/2001</u> 2b Employer Identification Number (EIN) <u>23-0891050</u> 2c Plan Sponsor's telephone number <u>215-963-5000</u> 2d Business code (see instructions) <u>541110</u>

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.	07/15/2025	LISA SOLLEY
	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 <input type="checkbox"/> Same as Plan Sponsor MORGAN, LEWIS & BOCKIUS LLP BENEFITS ADMINISTRATION COMMITTEE 2222 MARKET STREET PHILADELPHIA, PA 19103-3007		3b Administrator's EIN 23-0891050	
		3c Administrator's telephone number 215-963-5000	
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	1525	
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year	6a(1)	938	
a(2) Total number of active participants at the end of the plan year	6a(2)	903	
b Retired or separated participants receiving benefits	6b	87	
c Other retired or separated participants entitled to future benefits	6c	424	
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	1414	
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	8	
f Total. Add lines 6d and 6e	6f	1422	
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)		
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)		
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	4	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7		

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1A 1C 3B

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)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> 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		b General Schedules	
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)		(1) <input checked="" type="checkbox"/> H (Financial Information)	
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary		(2) <input type="checkbox"/> I (Financial Information – Small Plan)	
(3) <input checked="" type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u>	
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____		(4) <input type="checkbox"/> C (Service Provider Information)	
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)		(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)	
		(6) <input type="checkbox"/> G (Financial Transaction Schedules)	

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>MORGAN, LEWIS & BOCKIUS LLP CASH BALANCE PLAN</u>	B Three-digit plan number (PN) ▶	<u>014</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>MORGAN, LEWIS & BOCKIUS LLP</u>	D Employer Identification Number (EIN) <u>23-0891050</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>10</u> Day <u>01</u> Year <u>2023</u>		
2	Assets:		
	a Market value	2a	<u>423823355</u>
	b Actuarial value	2b	<u>438550852</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>84</u>	<u>8385925</u>
	b For terminated vested participants	<u>509</u>	<u>95016032</u>
	c For active participants	<u>938</u>	<u>325392388</u>
	d Total	<u>1531</u>	<u>428794345</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>4.96 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>35955785</u>
	b Expected plan-related expenses	6b	<u>0</u>
	c Target normal cost	6c	<u>35955785</u>

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

SIGN HERE Signature of actuary <u>ROBERT R. MORGAN, MAAA</u> Type or print name of actuary <u>MERCER</u> Firm name <u>30 SOUTH 17TH STREET</u> <u>19TH FLOOR</u> <u>PHILADELPHIA, PA 19103</u> Address of the firm	<u>06/30/2025</u> Date <u>23-05585</u> Most recent enrollment number <u>215-982-4312</u> Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of <u>6.63</u> %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		2084461
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.10</u> %		106308
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		2190769
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	101.91 %
15	Adjusted funding target attainment percentage	15	101.91 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	113.70 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls		18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees		
09/26/2024	38000000	0					
10/30/2024	2331144	0					
06/11/2025	500000	0					
			Totals ▶	18(b)	40831144	18(c)	0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
	a Contributions allocated toward unpaid minimum required contributions from prior years.	0
	b Contributions made to avoid restrictions adjusted to valuation date	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	38901329
20	Quarterly contributions and liquidity shortfalls:	
	a Did the plan have a "funding shortfall" for the prior year?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	c If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd
		(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost			
21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code).....			21b 4
22 Weighted average retirement age			22 62
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute		

Part VI Miscellaneous Items	
24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years	
28 Unpaid minimum required contributions for all prior years	28 0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29 0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30 0

Part VIII Minimum Required Contribution For Current Year	
31 Target normal cost and excess assets (see instructions):	
a Target normal cost (line 6c).....	31a 35955785
b Excess assets, if applicable, but not greater than line 31a	31b 8254970
32 Amortization installments:	
a Net shortfall amortization installment	0
b Waiver amortization installment	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34 27700815
	Carryover balance Prefunding balance Total balance
35 Balances elected for use to offset funding requirement	0
36 Additional cash requirement (line 34 minus line 35).....	36 27700815
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37 38901329
38 Present value of excess contributions for current year (see instructions)	
a Total (excess, if any, of line 37 over line 36)	38a 11200514
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39 0
40 Unpaid minimum required contributions for all years	40 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)	
41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021	

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	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 <hr/> 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024

A Name of plan <u>MORGAN, LEWIS & BOCKIUS LLP CASH BALANCE PLAN</u>	B Three-digit plan number (PN)	<u>014</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>MORGAN, LEWIS & BOCKIUS LLP</u>	D Employer Identification Number (EIN) <u>23-0891050</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)
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a Name of MTIA, CCT, PSA, or 103-12 IE:	<u>MORGAN LEWIS & BOCKIUS DB PLAN TRST</u>		
b Name of sponsor of entity listed in (a):	<u>MORGAN, LEWIS & BOCKIUS LLP</u>		
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)	
<u>23-0891050-019</u>	<u>M</u>		<u>465445095</u>
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)	
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)	
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)	
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)	
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)	
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)	

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)

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)

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)

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)

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)

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)

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)

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)

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)

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)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024	
A Name of plan MORGAN, LEWIS & BOCKIUS LLP CASH BALANCE PLAN	B Three-digit plan number (PN) ▶ 014
C Plan sponsor's name as shown on line 2a of Form 5500 MORGAN, LEWIS & BOCKIUS LLP	D Employer Identification Number (EIN) 23-0891050

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.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	2199420	2831144
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	421632585	465445095
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	423832005	468276239
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
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	423832005	468276239

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)	40831144	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2)	2a(3)		40831144
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends:			
(A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A), (B), and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(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)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		52464710
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		93295854

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	48851620	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		48851620
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses:			
(1) Salaries and allowances.....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees.....	2i(5)		
(6) Bank or trust company trustee/custodial fees.....	2i(6)		
(7) Actuarial fees.....	2i(7)		
(8) Legal fees.....	2i(8)		
(9) Valuation/appraisal fees.....	2i(9)		
(10) Other trustee fees and expenses.....	2i(10)		
(11) Other expenses.....	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		0
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		48851620

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		44444234
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

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

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

(1) 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 LLP

(2) EIN: 36-6055558

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		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?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
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 542247.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024

A Name of plan <u>MORGAN, LEWIS & BOCKIUS LLP CASH BALANCE PLAN</u>	B Three-digit plan number (PN) ▶	<u>014</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>MORGAN, LEWIS & BOCKIUS LLP</u>	D Employer Identification Number (EIN) <u>23-0891050</u>	

Part I	Distributions
---------------	----------------------

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>23-3060382</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	159

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c	

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

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

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

Part III	Amendments
-----------------	-------------------

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

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

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

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

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

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

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

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

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

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

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: 21.2 % Private Equity: 0.8 % Investment-Grade Debt and Interest Rate Hedging Assets: 40.5 %
 High-Yield Debt: 16.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 3.1 % Other: 18.4 %

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

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

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

Financial Statements and Report of
Independent Certified Public
Accountants

Morgan, Lewis & Bockius LLP
Cash Balance Plan

September 30, 2024 and 2023

Contents

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Benefits Administration Committee and Participants
Morgan, Lewis & Bockius LLP Cash Balance Plan

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

We have performed audits of the financial statements of Morgan, Lewis & Bockius LLP Cash Balance 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 September 30, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, 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 September 30, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note D 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.

Grant Thornton LLP

Philadelphia, Pennsylvania
July 14, 2025

Morgan, Lewis & Bockius LLP Cash Balance Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

September 30,

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments, at fair value		
Plan interest in Morgan, Lewis & Bockius LLP		
Defined Benefit Plan Master Trust	\$ 465,445,095	\$ 421,632,585
Employer contribution receivable	<u>2,831,144</u>	<u>2,199,420</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 468,276,239</u></u>	<u><u>\$ 423,832,005</u></u>

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

Morgan, Lewis & Bockius LLP Cash Balance Plan

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Years ended September 30,

	<u>2024</u>	<u>2023</u>
Additions to net assets attributed to		
Plan interest in Morgan, Lewis & Bockius LLP		
Defined Benefit Plan Master Trust net investment income	\$ 52,464,710	\$ 25,412,642
Employer contributions	<u>40,831,144</u>	<u>2,199,420</u>
Total additions	<u>93,295,854</u>	<u>27,612,062</u>
Deductions from net assets attributed to		
Benefits paid to participants	<u>48,851,620</u>	<u>37,018,496</u>
NET INCREASE (DECREASE)	44,444,234	(9,406,434)
Net assets available for benefits		
Beginning of year	<u>423,832,005</u>	<u>433,238,439</u>
End of year	<u>\$ 468,276,239</u>	<u>\$ 423,832,005</u>

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

Morgan, Lewis & Bockius LLP Cash Balance Plan

NOTES TO FINANCIAL STATEMENTS

September 30, 2024 and 2023

NOTE A - DESCRIPTION OF PLAN

The following description of the Morgan, Lewis & Bockius LLP Cash Balance Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a non-contributory defined benefit pension plan covering partners and employees (other than attorneys) of Morgan, Lewis & Bockius LLP (the "Firm" or "Plan Sponsor"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

Effective for plan years beginning after September 30, 2011, each existing employee who is a staff member and is a covered employee under the Plan at September 30, 2011 shall no longer be a covered employee or an active participant for the purpose of earning any additional cash balance credits under the Plan. A staff member who is a covered employee shall continue to earn vesting service and interest credits on his or her account in accordance with the provisions of the Plan. In addition, no employee who becomes a staff member on or after September 30, 2011 shall become a covered employee or active participant under the Plan.

Cash Balance Benefits

The Plan provides for benefits to accrue annually to participants' hypothetical accounts, in the form of cash balance credits that range from \$36,000 to \$250,000 depending on the individual participant's age and tier, and a credit of \$15,000 applies to certain former partners now designated as Senior Counsel. The maximum level of annual base compensation used to compute benefits is \$305,000 and \$290,000 for plan years ended September 30, 2024 and 2023, respectively. Accrued benefits earn an interest rate equal to the increase in the consumer price index ("CPI") (measured as the CPI for the 12-month period ended the June 30 before the Plan year begins divided by the CPI for the 12-month period ending the June 30 of the Plan year) plus 2.5%, but not more than 10%. Interest credits are added at the earlier of (a) the last day of the Plan year and (b) the benefit payment date (prorated). The guaranteed interest rate was 5.74% and 5.92% for the Plan years ended September 30, 2024 and 2023, respectively.

Effective October 1, 2017, Tiers 3 and 4 partners' cash balance credit is determined as a percentage of compensation as outlined in the Plan document.

Effective October 1, 2017, the interest crediting rate is determined from the rate of return on the Plan's investments during the period from the first day of the Plan year to the date interest is added to the participant's account. The credit is determined as the sum of 90% of the investment return up to 4% (breakpoint), plus 50% of the return in excess of the breakpoint, not to exceed 7.5%. Negative returns are recognized without adjustment.

If a participant's vested hypothetical account balance is \$5,000 or less, his or her vested account balance will be distributed in a single cash payment. Otherwise, unless a single cash payment is selected, benefits will be paid in one of the following forms:

Unmarried Participants: If a participant is not married when benefits begin, and has not elected a single cash payment, benefits will be paid as a single life annuity. A single life annuity provides equal monthly payments for life, and no benefit payments will be payable after death.

Married Participants: If a participant is married when benefits begin, and has not elected a single cash payment, benefits will be paid as a qualified joint and survivor annuity. A qualified joint and survivor annuity provides equal monthly payments during a participant's life and, if his or her spouse lives longer, to his or her spouse during their life equal to 50% of the monthly benefit paid to a participant during his

Morgan, Lewis & Bockius LLP Cash Balance Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
September 30, 2024 and 2023

or her lifetime. The monthly benefit received in the form of a qualified joint and survivor annuity is a reduced amount that is of equivalent actuarial value to the single life annuity that would have been received if a participant is unmarried.

Death and Disability Benefits

If a participant who has been married dies prior to his or her annuity starting date, a death benefit based on the vested value of the participant's accumulated pension benefits is paid to the employee's beneficiary, as defined. Such benefit is payable when the participant would have met the eligibility requirements for early retirement and is reduced for commencement prior to the normal retirement date. The Plan does not provide for disability benefits.

Vesting

Participants become vested in their plan benefits upon completion of three years of service. A year of service for vesting purposes is defined as a plan year in which a participant is credited with at least 1,000 hours of service. Participants are fully vested in the Plan upon reaching the age of 65, upon death or becoming disabled.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of Estimates

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

Investment Valuation and Income Recognition

The assets of the Plan are maintained under a Master Trust Agreement in the Morgan, Lewis & Bockius LLP Defined Benefit Plan Master Trust ("Master Trust"). The Plan's interest in the Master Trust is stated at fair value.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Plan management determines the Plan's valuation policies utilizing information provided by its investment advisors and the Plan trustee. See Note F for discussion of fair value measurements. Purchases and sales of Master Trust securities are recorded on a trade-date basis. Master Trust interest income is recorded on the accrual basis. Master Trust dividends are recorded on the ex-dividend date. Master Trust net appreciation includes gains and losses on investments bought and sold, as well as held during the year.

Funding Policy

The Firm has agreed to fund the benefits to be paid to plan participants. It is the Firm's policy to make annual contributions to the Plan in an amount at least sufficient to satisfy the minimum funding requirements of ERISA. The Firm may elect to fund amounts in excess of the minimum required contribution. The Firm's

Morgan, Lewis & Bockius LLP Cash Balance Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
September 30, 2024 and 2023

contributions for the Plan years ended September 30, 2024 and 2023 met the minimum funding requirements of ERISA.

Although it has not expressed any intention to do so, the Firm has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Expenses

All administrative expenses of the Plan are paid by the Firm.

NOTE C - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

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

The actuarial present value of accumulated benefits was determined by consulting actuaries, Mercer Human Resource Consulting, and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, withdrawal or retirement) between the valuation date and the expected date of payment. The computations of the actuarial present value of accumulated plan benefits were made as of October 1, 2023 and 2022. Had the valuations been performed as of September 30, there would be no material difference.

The significant actuarial assumptions used in the valuations are as follows:

Assumed rate of return on investments	5.74% at September 30, 2023 and 5.25% at September 30, 2022
Mortality basis	<p>Pri-2012 Mortality with white collar adjustment, projected generationally with the Social Security Administration's annual mortality rates (2023) at September 30, 2023</p> <p>RP-2014 Mortality with no collar adjustment, projected generationally with the Social Security Administration's annual mortality rates (2022) at September 30, 2022.</p>
Retirement age	Earlier of age 62 with 3 years of service, or age 65 at September 30, 2023 and 2022
Form of payment	100% are assumed to elect the lump-sum payment form at September 30, 2023 and 2022

Morgan, Lewis & Bockius LLP Cash Balance Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
September 30, 2024 and 2023

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The actuarial present value of accumulated plan benefits as of September 30, 2023 is as follows:

Vested benefits	
Active participants	\$ 315,315,129
Participants currently receiving benefits	8,172,375
Terminated participants with deferred benefits	<u>92,257,721</u>
	415,745,225
Nonvested benefits	<u>1,400,686</u>
Total actuarial present value of accumulated plan benefits	<u><u>\$ 417,145,911</u></u>

The change in actuarial present value of accumulated plan benefits is as follows for the year ended September 30, 2023:

Actuarial present value of accumulated plan benefits, beginning of year	\$ 402,564,776
Increase (decrease) during the year attributable to:	
Benefits accumulated and (gains) losses	39,737,358
Increase for interest due to decrease in discount period	20,166,922
Benefits paid	(37,018,496)
Changes in actuarial assumptions	<u>(8,304,649)</u>
Net increase	<u>14,581,135</u>
Actuarial present value of accumulated plan benefits, end of year	<u><u>\$ 417,145,911</u></u>

The actuarial present value of accumulated plan benefits decreased by \$8,304,649 during the year ended September 30, 2023 due to the change in mortality and assumed rates of return assumptions.

NOTE D - INVESTMENT INFORMATION CERTIFIED BY TRUSTEE

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, other than investments in collective equity funds and certain mutual funds as noted in Note E, as permitted under such election, SEI Private Trust Company (the "Trustee") certified that the following Plan and related Master Trust information is complete and accurate:

- The Plan's interest in the Master Trust reported in the statements of net assets available for benefits at September 30, 2024 and 2023.
- The Plan's interest in the Master Trust net investment income reported in the statements of changes in net assets available for benefits for the years ended September 30, 2024 and 2023.
- Investments, at fair value, including accrued interest and dividends, held within the Master Trust at September 30, 2024 and 2023, and the related net investment income of the Master Trust for the

Morgan, Lewis & Bockius LLP Cash Balance Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
September 30, 2024 and 2023

years then ended as disclosed in Note E, including net appreciation in fair value of investments and dividend and interest income of the Master Trust.

NOTE E - INTEREST IN MASTER TRUST

The Master Trust was formed for the investment of the assets of the Plan and the Morgan, Lewis & Bockius LLP Employees Pension Plan. Each participating retirement plan has a divided interest in the Master Trust, and the value of the Plan's interest in the Master Trust is equal to the Plan's interest in each applicable investment increased or decreased by the Plan's allocated share of income and gains and losses attributable to each applicable investment. The assets of the Master Trust are held by SEI Private Trust Company.

The value of the Plan's interest in the Master Trust is based on the beginning of the year value of the Plan's interest in the Master Trust plus actual contributions, and allocated investment income less actual distributions and allocated investment losses. Master Trust investment income, including net appreciation in fair value of investments and dividend and interest income, is allocated to the Plan in relation to its proportionate share of Master Trust assets.

The following table presents the fair value of the investments of the Master Trust as of September 30, 2024 as certified by the Trustee (Note D):

	Master Trust Balances	Plan's Interest in Master Trust Balances	Investments Not Certified by the Trustee
Investments, at fair value			
Mutual funds	\$ 174,016,681	\$ 136,295,223	\$ 75,663,054
U.S. government securities	53,903,351	48,330,573	-
Corporate debt instruments	32,978,305	32,978,305	-
Collective equity funds	247,197,089	247,197,089	247,197,089
	508,095,426	464,801,190	322,860,143
Plus: accrued interest and dividends	736,820	643,905	-
Total	<u>\$ 508,832,246</u>	<u>\$ 465,445,095</u>	<u>\$ 322,860,143</u>

Morgan, Lewis & Bockius LLP Cash Balance Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
September 30, 2024 and 2023

The following table presents the fair value of the investments of the Master Trust as of September 30, 2023 as certified by the Trustee (Note D):

	Master Trust Balances	Plan's Interest in Master Trust Balances	Investments Not Certified by the Trustee
Investments, at fair value			
Mutual funds	\$ 157,844,336	\$ 121,444,593	\$ 69,925,285
U.S. government securities	44,574,635	39,231,011	-
Corporate debt instruments	37,020,497	37,020,497	-
Collective equity funds	223,287,510	223,287,510	223,287,510
	462,726,978	420,983,611	293,212,795
Plus: accrued interest and dividends	758,847	648,974	-
Total	\$ 463,485,825	\$ 421,632,585	\$ 293,212,795

The following table presents changes in net assets for the Master Trust for the years ended September 30, 2024 and 2023 as certified by the Trustee, except for net appreciation in fair value of investments and Dividend and interest income earned on the mutual funds and collective equity funds that are not certified:

	2024	2023
Net appreciation in fair value of investments ^(a)	\$ 49,895,094	\$ 19,458,208
Dividend and interest income ^(b)	8,992,626	7,240,035
Net investment income	58,887,720	26,698,243
Net transfers	(13,541,299)	(1,622,569)
Increase in net assets	45,346,421	25,075,674
Net assets		
Beginning of year	463,485,825	438,410,151
End of year	\$ 508,832,246	\$ 463,485,825

^(a) Includes \$29,302,057 and \$16,116,400, respectively, in uncertified net appreciation in fair value of investments for the Plan years ended September 30, 2024 and 2023.

^(b) Includes \$3,188,382 and \$2,185,878, respectively, in uncertified dividend and interest income for the Plan years ended September 30, 2024 and 2023.

Refer to Note F for a description of the valuation methodologies being used by the Master Trust.

Morgan, Lewis & Bockius LLP Cash Balance Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
September 30, 2024 and 2023

NOTE F - FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board (“FASB”) Accounting Standards Codification (“ASC”) 820, *Fair Value Measurements*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level I measurements) and the lowest priority to unobservable inputs (Level III measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level I - 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 II - Inputs to the valuation methodology include:

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

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

Level III - 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 Master Trust assets measured at fair value. There have been no changes in the methodologies used at September 30, 2024 and 2023.

- Mutual funds are valued using quoted market prices in an active market.
- Certain U.S. government securities are valued at the closing prices reported in the active market in which the individual securities are traded. Other U.S. government securities are valued based on yields currently available on comparable securities.
- Corporate debt instruments and foreign bonds are valued based on yields currently available on comparable securities of issuers with similar credit ratings.
- Collective equity funds consist of limited partnerships and hedge funds that are not traded in active markets and are valued using NAV as a practical expedient, except when redemption is expected at a different value. The fair values of the investments of these funds are valued based on the value of the underlying assets owned by the fund, minus its liabilities and then divided by the number of shares or units outstanding.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although management believes the valuation methods used by the Master Trust are appropriate and consistent with other market participants, the use

Morgan, Lewis & Bockius LLP Cash Balance Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2024 and 2023

of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables present information about the Master Trust's investments measured at fair value on a recurring basis as of September 30, 2024 and 2023, and indicate the fair value hierarchy of the valuation techniques utilized by the Master Trust to determine such value:

	Assets at fair value as of September 30, 2024			Total
	Level I	Level II	Level III	
Mutual funds	\$ 174,016,681	\$ -	\$ -	\$ 174,016,681
U.S. government securities	47,684,562	6,218,789	-	53,903,351
Corporate debt instruments	-	32,978,305	-	32,978,305
Subtotal	\$ 221,701,243	\$ 39,197,094	\$ -	260,898,337
Investments measured at NAV ^(a)				247,197,089
Total				\$ 508,095,426
	Assets at fair value as of September 30, 2023			
	Level I	Level II	Level III	Total
Mutual funds	\$ 157,844,336	\$ -	\$ -	\$ 157,844,336
U.S. government securities	38,297,813	6,279,822	-	44,577,635
Corporate debt instruments	-	37,020,497	-	37,020,497
Subtotal	\$ 196,142,149	\$ 43,300,319	\$ -	239,439,468
Investments measured at NAV ^(a)				223,287,510
Total				\$ 462,726,978

^(a) In accordance with ASC Subtopic 820-10, certain investments that are measured at fair value using the net asset value ("NAV") per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

Morgan, Lewis & Bockius LLP Cash Balance Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2024 and 2023

In accordance with the fair value measurements and disclosures guidance, the following table presents the category, fair value, redemption frequency, and redemption notice period for investments, the fair values of which are estimated using the NAV per share as of September 30, 2024 and 2023:

	2024 Fair Value	2023 Fair Value	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Bain Capital High Income Partnership, L.P. ^(a)	\$ 39,595,077	\$ 34,949,080	Monthly	60 days
Weatherlow Offshore Fund II LTD ^(a)	43,753,638	38,692,790	Quarterly	65 days
Mesirow Institutional Multi-Strategy Fund, LP ^(a)	33,889,786	31,105,234	Quarterly	95 days
IR&M Intermediate Fund ^(a)	82,591,607	76,296,738	Daily	Daily
Loomis Sayles World Credit Asset Trust ^(a)	33,187,303	30,319,974	Daily	15 days
Hirtle Callaghan Select Equity FD LP ^(a)	14,179,678	11,923,694	Quarterly	90 days

There are no unfunded commitments as of September 30, 2024 and 2023.

^(a) These investments seek to earn above-average, risk-adjusted, long-term returns that have low correlation to traditional equity and fixed income markets. The investments include future contracts, call options, warrants and structured products, all of which are referenced as derivative instruments.

NOTE G - TAX STATUS

The Plan has received a determination letter from the Internal Revenue Service dated March 3, 2021 stating that the Plan is designed in accordance with applicable provisions of the Internal Revenue Code (“IRC”). The Plan has been amended since receiving the determination letter. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC and, therefore, believes that the Plan is qualified, and the related Master Trust is tax exempt.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by taxing authorities. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of September 30, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE H - PLAN TERMINATION

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

- Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is

Morgan, Lewis & Bockius LLP Cash Balance Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
September 30, 2024 and 2023

limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under plan provisions in effect at any time during the five years preceding plan termination.

- Other vested benefits insured by the Pension Benefit Guaranty Corporation (“PBGC”) (a U.S. government agency) up to the applicable limitations (discussed subsequently).
- All other vested benefits (that is, vested benefits not insured by the PBGC).
- All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor’s pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan’s termination. However, there is a statutory ceiling on the amount of an individual’s monthly benefit that the PBGC guarantees.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan’s net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan Sponsor and the level of benefits guaranteed by the PBGC.

NOTE I - RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Certain plan investments in mutual funds held with the Master Trust are managed by SEI Investments, Inc., an affiliate of SEI Private Trust Company, the Trustee of the Plan. Fees paid for investment management services are included as a reduction to the Plan’s interest in the Master Trust investment income. These transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

NOTE J - RISKS AND UNCERTAINTIES

The Plan holds an investment interest in the Master Trust, which 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 those changes could materially affect the amounts reported in the statements of net assets available for benefits.

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

NOTE K - SUBSEQUENT EVENTS

Subsequent events have been evaluated through July 14, 2025, which is the date the financial statements were available to be issued. The Plan is not aware of any subsequent events that would require recognition or disclosure in the financial statements.

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
EIN/PN: 23-0891050 / 014
Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, line 26 – Schedule of Active Participant Data

Distribution of Covered Employees as of October 1, 2023
(Partners and Chief Operating Officer Earning Cash Balance Credits)¹

Age	Years of credited service as of October 1, 2023										Total	
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+		
Under 25												
25 - 29												
30 - 34												
35 - 39		2										2
40 - 44		37 76,418	6									43
45 - 49		44 111,356	36 299,627	7								87
50 - 54		17	59 392,771	19	14							109
55 - 59		15	37 607,212	10	20 1,383,252	12						94
60 - 64		4	32 719,168	13	13	25 1,781,217						87
65 - 69			19	2	5	17						43
70+		1	5	1	3	6						16
TOTAL		120	194	52	55	60						481 635,582

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average cash balance account (reduced for in-service distributions before Sept. 30, 2023). Average cash balance account is not shown for cells with fewer than 20 participants.

¹ Does not include active employees who are no longer earning cash balance credits because they have transferred to non-covered employee status; a separate distribution on the next page shows their average accounts.

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
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Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, line 26 – Schedule of Active Participant Data

Distribution of Non-covered Employees with Accrued Benefits as of
 October 1, 2023
 (Staff and Partners No Longer Earning Cash Balance Credits)²

Age	Years of credited service as of October 1, 2023										Total
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
Under 25											
25 - 29											
30 - 34		1									1
35 - 39		19	3	2							24
40 - 44		21 12,228	16	1							38
45 - 49		24 18,999	33 45,890	15							72
50 - 54		20 32,875	34 65,447	30 84,322							84
55 - 59		17	32 54,803	37 94,053							86
60 - 64		14	30 72,260	43 96,891							87
65 - 69		2	17	27 98,789		1					47
70+		1	8	8	1						18
TOTAL		119	173	163	1	1					457 72,299

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average cash balance account (reduced for in-service distributions before Sept. 30, 2023). Average cash balance account is not shown for cells with fewer than 20 participants.

² Includes 13 partners no longer accruing benefits.

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
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Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Part V – Summary of Actuarial Assumptions/Methods

Actuarial Methods for Funding

Asset Methods

The asset valuation method is an average of the adjusted market value for each year during the last two years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

Participant Methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum Funding Methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on the cash balance account as of the beginning of the plan year, and an individual's **target normal cost** is the present value of future benefits attributable to the cash balance credit expected to be earned for the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual is the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
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Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Part V – Summary of Actuarial Assumptions/Methods

Actuarial assumptions

Discount rate sponsor elections

• Segment rates or full yield curve	Segment			
• Look-back months	4			
		<u>Stabilized rates</u>	<u>Nonstabilized rates</u>	<u>PBGC</u>
• First 5 years		4.75%	3.03%	5.58%
• Next 15 years		5.00%	4.11%	5.66%
• Over 20 years		5.74%	4.27%	5.56%

Mortality sponsor elections Section 430(h)(3) prescribed separate static annuitant and nonannuitant mortality tables.

Cash balance plans

• Interest accumulation rate	
– Participants with Cash Balance Credits after 10/1/2017	4.00% per year compounded annually
– All other participants	5.74% for the plan year ending September 30, 2023, 4.75% per year compounded annually thereafter
• Whipsaw calculations	No
• Annuity conversion	
– Mortality table	Not applicable
– Interest rate basis	Not applicable

Other economic assumptions

• Inflation	2.25% per year
• Salary increases	Not applicable
• Expected investment return	5.67% per year for 2023, 5.26% per year for 2022 and 4.33% per year for 2021
• Expenses	No administrative expenses are assumed to be payable from the plan.

Demographic assumptions

• Withdrawal	<ul style="list-style-type: none"> • The percent of staff participants expected to terminate within one year depends on age. See table of sample termination rates for details. • Partners are not assumed to terminate before retirement age.
• Disability incidence	None.

Plan Sponsor: Morgan, Lewis & Bockius LLP
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Schedule SB, Part V – Summary of Actuarial Assumptions/Methods

- Retirement age
 - 10% of retirement-eligible participants aged 55-61 are expected to retire within one year.
 - 30% of retirement-eligible participants aged 62-64 are expected to retire or receive in-service distributions within one year.
 - 100% of participants aged 65 or older are expected to retire or receive in-service distributions within one year.

- Benefit commencement age for
 - Participants terminating in the future Immediately at termination
 - Vested participants who have terminated employment but have not yet commenced receiving benefits
 - Partners – age 62
 - Staff who terminated during the most recent three plan years – immediate
 - Staff who terminated more than three years ago – age 62

Form of payment 100% lump sums

Unpredictable contingent event assumptions Not applicable

Table of Sample Withdrawal Rates for Staff Participants

Attained Age	Rate
20	30.0%
25	25.0
30	20.0
35	18.0
40	16.0
45	14.0
50	12.0
55	10.0
60	5.0
65	0.0

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
EIN/PN: 23-0891050 / 014
Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Part V – Summary of Actuarial Assumptions/Methods

Rationale for Economic Assumptions

- Inflation – Based on the long-term inflation assumption published in Mercer’s Capital Market Outlook.
- Interest accumulation rate – The plan’s interest crediting rate for participants who do not earn cash balance credits after October 1, 2017 is the increase in the Consumer Price Index (CPI) for the plan year plus 2.5%. Based on prior CPI changes and future expectations, the long-term annual CPI increase is assumed to be 2.25% supporting the 4.75% long-term interest crediting rate assumption. For participants earning cash balance credits after October 1, 2017, the plan’s interest crediting rate is based on the actual return of investments in the trust (90% up to 4% plus 50% in excess of 4% with the rate capped at 7.50%). Plan assets invested to target CPI + 2.5% less than full recognition of positive returns and full recognition of negative returns supports the 4.00% long-term interest crediting rate assumption.
- Expected investment return – Based on the asset mix and the simulated investment return using capital market assumptions published in Mercer’s Capital Market Outlook, reduced 8 basis points for investment expenses assumed to be paid from plan assets.

Rationale for Demographic Assumptions

- Withdrawal/retirement – Withdrawal and retirement rates were selected based on plan experience through September 30, 2014, including in-service distribution elections. Separation from employment due to disability combined into withdrawal analysis. The assumption is reviewed annually for reasonability.
- Disability incidence – Disability rates are included in the withdrawal assumption since there are no special disability benefits.
- Form of payment – 100% of participants are assumed to elect a lump sum of their cash balance account; based on experience that shows very few participants elect the actuarially equivalent annuity options.
- Benefit commencement age for vested deferred – The assumed benefit commencement age is based on an experience study completed February 2015.

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024

▶ Round off amounts to nearest dollar.
 ▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan MORGAN, LEWIS & BOCKIUS LLP CASH BALANCE PLAN	B Three-digit plan number (PN) ▶	014
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF MORGAN, LEWIS & BOCKIUS LLP	D Employer Identification Number (EIN) 23-0891050	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information			
1	Enter the valuation date: Month <u>10</u> Day <u>01</u> Year <u>2023</u>		
2	Assets:		
	a Market value.....	2a	423,823,355
	b Actuarial value.....	2b	438,550,852
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment.....	84	8,385,925
	b For terminated vested participants.....	509	95,016,032
	c For active participants.....	938	325,392,388
	d Total.....	1,531	428,794,345
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions.....	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b	
5	Effective interest rate.....	5	4.96%
6	Target normal cost		
	a Present value of current plan year accruals.....	6a	35,955,785
	b Expected plan-related expenses.....	6b	0
	c Target normal cost.....	6c	35,955,785

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

SIGN HERE	Signature of actuary	<u>4/30/2025</u> Date	
	ROBERT R. MORGAN, MAAA	2305585	
	MERCER	215-982-4312	
	30 South 17th Street 19th Floor PHILADELPHIA PA 19103	Most recent enrollment number Telephone number (including area code)	

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

21 Discount rate:

a Segment rates:

1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %	<input type="checkbox"/> N/A, full yield curve used
------------------------	------------------------	------------------------	---

b Applicable month (enter code)..... **21b** 4

22 Weighted average retirement age **22** 62

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

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment Yes No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment Yes No

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years..... **28** 0

29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... **29** 0

30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)..... **31a** 35,955,785

b Excess assets, if applicable, but not greater than line 31a **31b** 8,254,970

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33**

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).... **34** 27,700,815

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....			0
36 Additional cash requirement (line 34 minus line 35).....			27,700,815
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....			38,901,329

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

a Total (excess, if any, of line 37 over line 36) **38a** 11,200,514

b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b**

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)..... **39** 0

40 Unpaid minimum required contributions for all years..... **40** 0

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

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

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
EIN/PN: 23-0891050 / 014
Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Line 22 – Description of Weighted Average Retirement Age

Normal retirement age under the plan is the earlier of:

- Age 62 with 3 years of service, or
- Age 65.

The plan permits in-service distributions at normal retirement age, and 30% of all participants are assumed to elect in-service distributions at his or her normal retirement age. Participants who remain in service after normal retirement age are ultimately assumed to retire at the age 65.

In addition, all participants are eligible to commence benefits after separation from service and attainment of age 55 with 10 years of service.

Age	Rate of Distribution	Lx	# of Retirements	# of Retirements x Age
55	10%	10,000	1,000	55,000
56	10%	9,000	900	50,400
57	10%	8,100	810	46,170
58	10%	7,290	729	42,282
59	10%	6,561	656	38,710
60	10%	5,905	590	35,429
61	10%	5,314	531	32,418
62	30%	4,783	1,435	88,963
63	30%	3,348	1,004	63,279
64	30%	2,344	703	44,998
65	100%	1,641	1,641	106,636
Total			10,000	604,286
Weighted Average				60.4286

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
EIN/PN: 23-0891050 / 014
Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Line 26b – Schedule of Projection of Expected Benefit Payments

Plan year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	2,938,762	28,971,180	741,731	32,651,673
2024	126,562,495	10,006,608	733,092	137,302,195
2025	40,515,362	4,423,819	723,298	45,662,479
2026	35,258,974	5,663,730	712,235	41,634,939
2027	28,397,284	7,079,987	699,798	36,177,069
2028	23,473,555	17,713,381	685,891	41,872,826
2029	25,005,013	7,307,858	670,442	32,983,313
2030	20,038,598	7,584,138	653,411	28,276,147
2031	18,943,143	3,962,397	634,785	23,540,325
2032	16,653,771	5,826,106	614,578	23,094,455
2033	13,351,610	2,798,577	592,823	16,743,011
2034	11,686,184	2,447,105	569,557	14,702,847
2035	9,607,700	3,770,800	544,842	13,923,342
2036	8,168,008	1,265,734	518,763	9,952,505
2037	6,704,755	3,039,115	491,419	10,235,289
2038	5,174,669	1,368,561	462,927	7,006,156
2039	4,269,482	1,450,653	433,414	6,153,549
2040	3,364,053	1,454,990	403,032	5,222,075
2041	2,608,726	811,717	371,975	3,792,418
2042	1,995,531	457,361	340,475	2,793,366
2043	1,568,659	955,855	308,817	2,833,331
2044	981,134	78,311	277,324	1,336,768
2045	646,336	432,501	246,347	1,325,184
2046	352,913	164,719	216,254	733,886
2047	269,106	25,633	187,398	482,137
2048	116,911	140,383	160,121	417,416
2049	16,266	45,945	134,755	196,967
2050	15,679	-	111,584	127,263
2051	1,169	-	90,832	92,001
2052	216	-	72,642	72,859
2053	521	-	57,045	57,566
2054	-	-	43,963	43,963
2055	-	-	33,236	33,236
2056	-	-	24,634	24,634
2057	-	-	17,896	17,896
2058	-	-	12,739	12,739
2059	-	-	8,888	8,888
2060	-	-	6,079	6,079
2061	-	-	4,078	4,078
2062	-	-	2,687	2,687
2063	-	-	1,740	1,740
2064	-	-	1,110	1,110
2065	-	-	699	699
2066	-	-	435	435
2067	-	-	268	268
2068	-	-	163	163
2069	-	-	99	99
2070	-	-	59	59
2071	-	-	35	35
2072	-	-	21	21
2073	-	-	12	12
2074	-	-	7	7
2075	-	-	4	4
2076	-	-	2	2
2077	-	-	1	1
2078	-	-	1	1

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
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Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Part V – Summary of Plan Provisions

Following is a summary of the major plan provisions used to determine the plan's financial position. It should not be used in determining plan benefits.

Effective date	<p>Original plan: October 1, 2001</p> <p>Effective September 30, 2012, the Morgan, Lewis & Bockius LLP Cash Balance Plan B and the Morgan, Lewis & Bockius LLP Cash Balance Plan C were merged into Morgan, Lewis & Bockius LLP Cash Balance Plan A, and the plan was renamed the Morgan, Lewis & Bockius LLP Cash Balance Plan.</p>
Plan year	The 12-month period ending September 30
Most recent amendments	Amended and restated effective October 1, 2019
Eligibility	<p>Each employee who was a participant in Cash Balance Plan A continues as a participant on October 1, 2011.</p> <p>Each employee who was a participant in merged Cash Balance Plan B or C on September 30, 2012, continues as a participant in the merged plan on October 1, 2012.</p> <p>Effective September 30, 2011, staff members are no longer covered employees and do not earn additional cash balance credits, although they continue to earn interest credits and vesting service. Employees hired after September 30, 2011, become participants on September 30 following date of hire if they are then covered employees (or on the date they become covered employees, if later).</p>
Covered Employee	<p>Covered employees include:</p> <ul style="list-style-type: none"> ▪ The Chief Operating Officer of the firm on March 4, 2014 ▪ Points partners ▪ Fixed allocation equity partners with stated allocation of at least \$400,000 (lateral entry partners must join firm by April 1) ▪ Former partners employed as senior counsel who were covered employees in the last year before partnership ceased with compensation of at least \$400,000. ▪ Former partners employed as "Partner" on or after October 1, 2019 who were covered employees in the last year before partnership ceased with compensation of at least \$400,000. <p>Before October 1, 2011, staff members were also covered employees. Staff members do not earn additional cash balance credits after September 30, 2011, but they continue to earn interest credits and vesting service.</p>
Vesting service	One year of vesting service is credited for each plan year during which the participant receives credit for at least 1,000 hours.
Participant contributions	None

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
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Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Part V – Summary of Plan Provisions

Accrued benefits	
▪ Opening account balance	The opening account balance at participation eligibility is \$0.
▪ Cash balance credits — plan years beginning on or after October 1, 2011	<p>For plan years ending after October 1, 2011, cash balance credits are credited to participants' accounts annually, as of the earlier of the end of the plan year or the participant's benefit payment date. Cash balance credits are based on a participant's tier. The tiers are defined as follows:</p> <p>Tier 1: Executive director as of September 30, 2012 and covered employees meeting all of the following criteria:</p> <ul style="list-style-type: none">– At least 450 points on October 1, 2011,– At least age 57 on October 1, 2011, and– Current stated allocation at least \$500,000. <p>Tier 2: Covered employees meeting all of the following criteria:</p> <ul style="list-style-type: none">– Not in Tier 1,– At least 182 points on October 1, 2011,– At least age 53 on October 1, 2011, and– Current stated allocation at least \$500,000. <p>Tier 3: Chief Operating Officer as of March 4, 2014 and Partners with stated allocation of at least \$500,000 who are not in Tiers 1 or 2 and who meet any one of the following criteria:</p> <ul style="list-style-type: none">– Fixed equity partner,– At least 400 points in current plan year, or– Points partner on October 1, 2011 and at least age 45 on October 1, 2011. <p>Tier 4: Partners not eligible for Tiers 1, 2 or 3 and meeting both of the following criteria:</p> <ul style="list-style-type: none">– At least 182 points, and– Current stated allocation at least \$500,000. <p>Tier 5: Equity partners not eligible for Tiers 1, 2, 3, or 4.</p> <p>Tier 6: Senior counsel with current stated allocation of at least \$400,000 who were eligible for cash balance credits in their final year as a Partner. Effective October 1, 2019, "Partner." Designated as such on or after October 1, 2019 with current stated allocation of at least \$400,000 who were eligible for cash balance credits in their final year as a Partner.</p>

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
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Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Part V – Summary of Plan Provisions

Accrued benefits (continued)

- Cash balance credits — Cash balance credits for Tiers 1, 2, 5 and 6 are as follows:
plan years beginning on or after October 1, 2017

Att. Age BOY	Tier 1	Tier 2	Tier 5	Tier 6
< 41	n/a	n/a	36,000	15,000
41	n/a	n/a	37,800	15,000
42	n/a	n/a	39,690	15,000
43	n/a	n/a	40,000	15,000
44	n/a	n/a	40,000	15,000
45	n/a	n/a	40,000	15,000
46	n/a	n/a	40,000	15,000
47	n/a	n/a	40,000	15,000
48	n/a	n/a	40,000	15,000
49	n/a	n/a	40,000	15,000
50	n/a	n/a	40,000	15,000
51	n/a	n/a	40,000	15,000
52	n/a	n/a	40,000	15,000
53	n/a	n/a	40,000	15,000
54	n/a	n/a	40,000	15,000
55	n/a	n/a	40,000	15,000
56	n/a	n/a	40,000	15,000
57	n/a	n/a	40,000	15,000
58	n/a	n/a	40,000	15,000
59	n/a	167,513	40,000	15,000
60	n/a	175,889	40,000	15,000
61	n/a	184,683	40,000	15,000
62+	250,000	193,917	40,000	15,000

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
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Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Part V – Summary of Plan Provisions

Accrued benefits (continued)

- Cash balance credits — plan years beginning on or after October 1, 2017 (continued)

Tier 3 and 4 participants are eligible for a credit equal to the product of the participant's plan year compensation, the Base Percentage determined on attained at October 1, 2017 in the schedule below (regardless of whether the individual was a participant on October 1, 2017) and the plan year Growth Factor (GF).

Att. Age 10/1/2017	Tier 3 Base Percentage	Tier 4 Base Percentage
40	17.778%	13.333%
41	18.667%	14.000%
42	19.600%	14.700%
43	20.580%	15.435%
44	21.609%	16.207%
45	22.690%	17.017%
46	23.824%	17.868%
47	25.015%	18.761%
48	26.266%	19.699%
49	27.579%	20.684%
50	28.958%	21.719%
51	30.406%	22.804%
52	31.926%	23.945%
53	33.523%	25.142%
54	35.199%	26.399%
55	36.959%	27.719%
56	38.807%	29.105%
57	40.747%	30.506%
58	42.784%	32.088%
59	44.924%	33.693%
60	47.170%	35.377%
61	49.528%	37.146%
62+	52.005%	39.003%

The GF for the plan year beginning October 1, 2017 is one. The GF for future plan years shall equal the lesser of (1) 1.33333 and (2) \$270,000 increased by 5% per annum, compounded annually divided by the 401(a)(17) limit in effect for the future plan year.

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Prior to any applicable proration, the resulting credit is further subject to a minimum of \$48,000 for Tier 3 and \$36,000 for Tier 4 and a maximum of \$140,413 for Tier 3 and \$150,309 for Tier 4. Further, the resulting cash balance credit for the Chief Operating Officer is limited to \$50,000.

Accrued benefits (continued)

- Cash balance credits — Cash balance credits by tier are as follows:
 plan years beginning on or after October 1, 2011 through September 30, 2017

Att. Age BOY	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 6
< 41	n/a	n/a	48,000	36,000	36,000	15,000
41	n/a	n/a	50,400	37,800	37,800	15,000
42	n/a	n/a	52,920	39,690	39,690	15,000
43	n/a	n/a	55,566	41,675	40,000	15,000
44	n/a	n/a	58,344	43,758	40,000	15,000
45	n/a	n/a	61,262	45,946	40,000	15,000
46	n/a	n/a	64,325	48,243	40,000	15,000
47	n/a	n/a	67,541	50,656	40,000	15,000
48	n/a	n/a	70,918	53,188	40,000	15,000
49	n/a	n/a	74,464	55,848	40,000	15,000
50	n/a	n/a	78,187	58,640	40,000	15,000
51	n/a	n/a	82,096	61,572	40,000	15,000
52	n/a	n/a	86,201	64,651	40,000	15,000
53	n/a	125,000	90,511	67,883	40,000	15,000
54	n/a	131,250	95,037	71,278	40,000	15,000
55	n/a	137,813	99,789	74,841	40,000	15,000
56	n/a	144,704	104,778	78,583	40,000	15,000
57	250,000	151,939	110,017	82,513	40,000	15,000
58	250,000	159,536	115,518	86,638	40,000	15,000
59	250,000	167,513	121,294	90,970	40,000	15,000
60	250,000	175,889	127,358	95,519	40,000	15,000
61	250,000	184,683	133,726	100,295	40,000	15,000
62+	250,000	193,917	140,413	105,309	40,000	15,000

The cash balance credit for the Chief Operating Officer is limited to \$50,000.

Plan Sponsor: Morgan, Lewis & Bockius LLP
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Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Part V – Summary of Plan Provisions

Accrued benefits (continued)

- Cash balance credits — plan years beginning before October 1, 2011

For plan years ending before October 1, 2011, different cash balance credit formulas applied:

- Cash balance credits for staff were the greater of (a) 6% of compensation or (b) \$1,000 (prorated if the participant separated from service before the end of the plan year).
- Cash balance credits for the executive director and partners varied depending on the plans they participated in and their attained age on the last day of the plan year:

Cash balance plan participation	Attained age on September 30	
	Under 55	55 or older
A	\$15,000	\$15,000
A and B	\$33,750	\$40,000
A, B, and C	\$60,000	\$75,000

In some plan years, staff or partners meeting certain conditions earned additional cash balance credits. For additional details on the cash balance credits in effect before October 1, 2011, see the reports titled *Actuarial Valuation for Funding Purposes as of October 1, 2011*, for Cash Balance Plan A, Cash Balance Plan B, and Cash Balance Plan C.

- Interest credits on account established September 30, 2017 and ongoing accruals for participants earning credits after September 30, 2017

Interest credits are added at the earlier of (a) the last day of the plan year and (b) the last day of the plan year quarter that immediately precedes the benefit payment date. Such interest credits shall be determined from the rate of return on the plan's investments during the period from the first day of the plan year to the applicable quarter end date (dollar-weighted methodology).

If the investment return is positive, the interest credit rate is the sum of (1) 90% of the investment return up to 4% (the "breakpoint") plus (2) 50% of the investment return in excess of the breakpoint, with the resulting rate not to exceed 7.5%. The breakpoint and 7.5% maximum are proportionally reduced if the interest credit is added to a participant's account prior to the last day of a plan year.

Negative returns on the plan's investments are recognized without adjustment,

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
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Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Part V – Summary of Plan Provisions

Accrued benefits (continued)

- Interest credits on accounts established through September 30, 2017 (no future accruals)

Interest credits are added at the earlier of (a) the last day of the plan year and (b) the benefit payment date (prorated for the number of days in the plan year up to the benefit payment date).

The interest credit was 5.0% for the plan year ending on September 30, 2003. Thereafter, the interest credit is 2.5% plus the increase in the Consumer Price Index for the plan year (minimum 3.65% for plan years beginning on or after October 1, 2011, maximum 10.00%). The increase in the Consumer Price Index for a plan year is determined as the average CPI-U for the 12 months ending on June 30 immediately preceding the plan year divided by the average CPI-U for the 12 months ending on the preceding June 30.

The table below shows interest crediting rates for recent plan years:

Plan year ending	Interest crediting rate
September 30, 2020	4.57%
September 30, 2021	4.06%
September 30, 2022	4.80%
September 30, 2023	5.92%
September 30, 2024	5.74%

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
EIN/PN: 23-0891050 / 014
Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Part V – Summary of Plan Provisions

Normal retirement

- Eligibility The earlier of:
 - Age 62 with 3 years of service
 - Age 65
 - Benefit The actuarial equivalent of the account balance paid in the normal form:
 - Single life annuity for unmarried participants,
 - Qualified 50% joint and survivor annuity for married participants.Participants may elect (with spousal consent, if married) to receive a lump sum distribution equal to the account balance. Participants who remain in service after normal retirement age may elect to receive in-service distribution of their plan benefit.
-

Late retirement

- Eligibility Deferred beyond normal retirement date
 - Benefit Cash balance credits and interest credits continue after normal retirement age. The late retirement benefit is the actuarial equivalent of the account balance in the normal form payable the first day of the month following a participant's separation from service.
-

Termination (vested) benefits

- Eligibility Participants are 100% vested upon completing three years of service, attaining normal retirement age, or incurring a total disability while an employee, whichever is earliest.
 - Benefit – staff Staff may elect to receive a vested termination benefit upon separation from service equal to the actuarial equivalent of the vested account balance in the normal form or optional form payable the first day of the month after separation from service. Staff who do not elect to start their benefits immediately upon separation from service will continue to earn interest credit until their benefit payment date.
 - Benefit – partners and executive director Partners terminating before normal retirement age on account of total disability may elect to receive a vested termination benefit upon separation from service. Partners terminating before normal retirement age for other reasons may not receive a distribution until normal retirement age or, if the partner completed 10 years of service, age 55. Terminated partners continue to earn interest credits on their accounts until their benefit payment date.
-

Plan Sponsor: Morgan, Lewis & Bockius LLP
Plan Name: Morgan, Lewis & Bockius LLP Cash Balance Plan
EIN/PN: 23-0891050 / 014
Attachment to 2023 Schedule SB (Form 5500)
Schedule SB, Part V – Summary of Plan Provisions

Pre-retirement death benefits

- Eligibility Participant is vested
 - Benefit If married, the pre-retirement death benefit is an annuity for the life of the participant's surviving spouse, under which the monthly periodic payments will be the actuarial equivalent of the vested account balance. The surviving spouse may elect to receive a lump-sum payment equal to the vested account balance in lieu of monthly annuity payments for life.

In the event a vested participant either (1) is without a surviving spouse or (2) has a spouse who has consented to the waiver of the pre-retirement death benefit, a lump-sum payment equal to the vested balance of the participant's account shall be paid to the beneficiary.
-

Form of benefits

- Automatic form for unmarried participants Single life annuity payable monthly.
 - Automatic form for married participants 50% qualified joint and survivor annuity payable monthly.
 - Options Any participant may elect (with spousal consent, if married) to receive a lump sum equal to the vested account balance – and a married participant may elect to receive a 75% qualified optional survivor annuity – in lieu of the automatic form of payment. All payment forms are actuarially equivalent using IRC Section 417(e)(3) interest and mortality rates.
-

Administration The plan is administered by Morgan, Lewis & Bockius LLP.

Funding medium Assets are held in a trust.

Actuarial equivalence The single life annuity is actuarially equivalent using IRC Section 417(e)(3) interest and mortality rates. Joint and survivor annuities are actuarially equivalent to the single life annuity using the 1983 Group Annuity Mortality table for males, with females lives set back six years, blended assuming 30% male and 70% female, and 6% interest.

Maximum benefits Annual benefits may not exceed the limits in IRC Section 415. The limit is indexed annually and is \$265,000 for 2023. This amount is adjusted for benefit commencement before age 62 or after age 65 and for payment forms other than single-life annuity or qualified joint and survivor annuity.

Plan provision changes since prior valuation

Maximum compensation amounts and maximum benefit amounts under Code Section 401(a)(17) and 415(b) were updated from 2022 to 2023.

Benefits not included in the valuation

None.

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Significant events

None.

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Schedule SB, line 24 – Change in Actuarial Assumptions

- The expected investment return increased from 5.26% to 5.67%.