

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

Department of the Treasury Internal Revenue Service

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).

2024

Department of Labor Employee Benefits Security Administration

Complete all entries in accordance with the instructions to the Form 5500.

Pension Benefit Guaranty Corporation

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [ ] a multiemployer plan [ ] a multiple-employer plan... [X] a single-employer plan [ ] a DFE... B This return/report is: [ ] the first return/report [ ] the final return/report... C If the plan is a collectively-bargained plan... D Check box if filing under: [X] Form 5558 [ ] automatic extension... E If this is a retroactively adopted plan...

Part II Basic Plan Information—enter all requested information

1a Name of plan: NAVY FEDERAL CREDIT UNION RETIREMENT PLAN FOR GERMAN USD PAID EMPLOYEES OF MILITARY BANKING
1b Three-digit plan number (PN): 003
1c Effective date of plan: 04/29/1988
2a Plan sponsor's name: NAVY FEDERAL CREDIT UNION
2b Employer Identification Number (EIN): 53-0116705
2c Plan Sponsor's telephone number: 888-503-6013
2d Business code: 522130

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.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN  <b>3c</b> Administrator's telephone number  																				
<b>4</b> 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: <b>a</b> Sponsor's name <b>BANK OF AMERICA, N.A.</b> <b>c</b> Plan Name <b>BANK OF AMERICA RETIREMENT PLAN FOR DOLLAR PAID EMPLOYEES OF MILITARY BANKING DIVISION</b>	<b>4b</b> EIN <b>94-1687665</b>  <b>4d</b> PN <b>010</b>																				
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b> <b>354</b>																				
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="width:10%;"><b>6a(1)</b></td><td style="text-align: right;"><b>97</b></td></tr> <tr><td><b>6a(2)</b></td><td style="text-align: right;"><b>62</b></td></tr> <tr><td><b>6b</b></td><td style="text-align: right;"><b>103</b></td></tr> <tr><td><b>6c</b></td><td style="text-align: right;"><b>136</b></td></tr> <tr><td><b>6d</b></td><td style="text-align: right;"><b>301</b></td></tr> <tr><td><b>6e</b></td><td style="text-align: right;"><b>17</b></td></tr> <tr><td><b>6f</b></td><td style="text-align: right;"><b>318</b></td></tr> <tr><td><b>6g(1)</b></td><td></td></tr> <tr><td><b>6g(2)</b></td><td></td></tr> <tr><td><b>6h</b></td><td style="text-align: right;"><b>32</b></td></tr> </table>	<b>6a(1)</b>	<b>97</b>	<b>6a(2)</b>	<b>62</b>	<b>6b</b>	<b>103</b>	<b>6c</b>	<b>136</b>	<b>6d</b>	<b>301</b>	<b>6e</b>	<b>17</b>	<b>6f</b>	<b>318</b>	<b>6g(1)</b>		<b>6g(2)</b>		<b>6h</b>	<b>32</b>
<b>6a(1)</b>	<b>97</b>																				
<b>6a(2)</b>	<b>62</b>																				
<b>6b</b>	<b>103</b>																				
<b>6c</b>	<b>136</b>																				
<b>6d</b>	<b>301</b>																				
<b>6e</b>	<b>17</b>																				
<b>6f</b>	<b>318</b>																				
<b>6g(1)</b>																					
<b>6g(2)</b>																					
<b>6h</b>	<b>32</b>																				
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>																				

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

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

<b>9a</b> Plan funding arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	<b>9b</b> Plan benefit arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

<b>a Pension Schedules</b> (1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information) (2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) <input checked="" type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) <input type="checkbox"/> <b>DCG</b> (Individual Plan Information) – Number Attached _____ (5) <input type="checkbox"/> <b>MEP</b> (Multiple-Employer Retirement Plan Information)	<b>b General Schedules</b> (1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information) (2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan) (3) <input type="checkbox"/> <b>A</b> (Insurance Information) – Number Attached <u>0</u> (4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information) (5) <input type="checkbox"/> <b>D</b> (DFE/Participating Plan Information) (6) <input type="checkbox"/> <b>G</b> (Financial Transaction Schedules)
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**Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)**

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**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.

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**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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 \_\_\_\_\_

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<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  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).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **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.

<b>A</b> Name of plan <u>NAVY FEDERAL CREDIT UNION RETIREMENT PLAN FOR GERMAN USD PAID EMPLOYEES OF MILITARY BANKING</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>003</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>NAVY FEDERAL CREDIT UNION</u>	<b>D</b> Employer Identification Number (EIN) <u>53-0116705</u>	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input checked="" type="checkbox"/> 101-500 <input type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	<u>13167062</u>
	<b>b</b> Actuarial value .....	<b>2b</b>	<u>13167062</u>
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	<u>116</u>	<u>6059778</u>
	<b>b</b> For terminated vested participants .....	<u>142</u>	<u>3124052</u>
	<b>c</b> For active participants .....	<u>97</u>	<u>1743492</u>
	<b>d</b> Total .....	<u>355</u>	<u>10927322</u>
<b>4</b>	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>	
	<b>b</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 .....	<b>4b</b>	
<b>5</b>	Effective interest rate .....	<b>5</b>	<u>5.18 %</u>
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>261055</u>
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>195000</u>
	<b>c</b> Target normal cost .....	<b>6c</b>	<u>456055</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.

<b>SIGN HERE</b>			
	Signature of actuary	<u>06/12/2025</u>	Date
	<u>NATHAN BRAGG</u>	<u>23-07999</u>	Most recent enrollment number
	<u>WILLIS TOWERS WATSON US LLC</u>	<u>617-504-9780</u>	Telephone number (including area code)
	<u>1120 S TRYON STREET SUITE 650 CHARLOTTE, NC 28203-6820</u>		
	Address of the firm		

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

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	0
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	0
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	0
<b>10</b>	Interest on line 9 using prior year's actual return of <u>16.74</u> % .....	0	0
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		290739
	<b>b(1)</b> 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>5.26</u> % .....		15293
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		0
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		306032
	<b>d</b> Portion of (c) to be added to prefunding balance .....		0
<b>12</b>	Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....	0	0

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	118.20 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	118.20 %
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	108.75 %
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV Contributions and Liquidity Shortfalls</b>							
<b>18</b> 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		
			<b>Totals ▶</b>	<b>18(b)</b>	0	<b>18(c)</b>	0

<b>19</b>	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
	<b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....	<b>19a</b> 0
	<b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....	<b>19b</b> 0
	<b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date .....	<b>19c</b> 0
<b>20</b>	Quarterly contributions and liquidity shortfalls:	
	<b>a</b> Did the plan have a "funding shortfall" for the prior year? .....	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	<b>b</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
	<b>c</b> 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		

<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>				
<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code) .....				<b>21b</b> 0
<b>22</b> Weighted average retirement age .....				<b>22</b> 60
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

<b>Part VI Miscellaneous Items</b>				
<b>24</b> 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			
<b>25</b> 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			
<b>26</b> Demographic and benefit information				
<b>a</b> 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>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
<b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....				<b>27</b>

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

<b>Part VIII Minimum Required Contribution For Current Year</b>				
<b>31</b> Target normal cost and excess assets (see instructions):				
<b>a</b> Target normal cost (line 6c) .....				<b>31a</b> 456055
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....				<b>31b</b> 456055
<b>32</b> Amortization installments:	Outstanding Balance		Installment	
<b>a</b> Net shortfall amortization installment .....	0		0	
<b>b</b> Waiver amortization installment.....	0		0	
<b>33</b> 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 .....				<b>33</b>
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....				<b>34</b> 0
	Carryover balance	Prefunding balance	Total balance	
<b>35</b> Balances elected for use to offset funding requirement .....	0	0	0	
<b>36</b> Additional cash requirement (line 34 minus line 35) .....				<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....				<b>37</b> 0
<b>38</b> Present value of excess contributions for current year (see instructions)				
<b>a</b> Total (excess, if any, of line 37 over line 36)				<b>38a</b> 0
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....				<b>38b</b> 0
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....				<b>39</b> 0
<b>40</b> Unpaid minimum required contributions for all years .....				<b>40</b> 0

<b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>				
<b>41</b> 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				

<b>SCHEDULE C</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan NAVY FEDERAL CREDIT UNION RETIREMENT PLAN FOR GERMAN USD PAID EMPLOYEES OF MILITARY BANKING	<b>B</b> Three-digit plan number (PN) ▶	003
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 NAVY FEDERAL CREDIT UNION	<b>D</b> Employer Identification Number (EIN) 53-0116705	

**Part I Service Provider Information (see instructions)**

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

**a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)...  Yes  No

**b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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

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

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

MCCONNELL & JONES LLP

76-0488832

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	64364	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 17 50	NONE	57731	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

SMITH & DOWNEY, P.A.

52-1839270

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	17061	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

PRINCIPAL

51-0099493

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 21 25 50 62 64	TRUSTEE	12995	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

PARTNERCOMM

75-2541310

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
38	NONE	6927	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

**Part I Service Provider Information (continued)**

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

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

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

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

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

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

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  ▶ <b>File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan <b>NAVY FEDERAL CREDIT UNION RETIREMENT PLAN FOR GERMAN USD PAID EMPLOYEES OF MILITARY BANKING</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>003</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>NAVY FEDERAL CREDIT UNION</b>	<b>D</b> Employer Identification Number (EIN) <b>53-0116705</b>	

**Part I Asset and Liability Statement**

**1** Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>		
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>		
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>		
<b>(3)</b> Other .....	<b>1b(3)</b>	23921	373
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	284809	208226
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>		
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>		
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>		
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	12898131	13815559
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts).....	<b>1c(14)</b>		
<b>(15)</b> Other.....	<b>1c(15)</b>		

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	13206861	14024158
<b>Liabilities</b>			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	39799	65935
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	39799	65935
<b>Net Assets</b>			
l Net assets (subtract line 1k from line 1f).....	1l	13167062	13958223

**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.

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		0
<b>b Earnings on investments:</b>			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	7624	
(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)		
(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)	425519	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		
(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 .....	<b>2b(6)</b>		
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		1206729
<b>c</b> Other income .....	<b>2c</b>		
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total.....	<b>2d</b>		1639872

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	<b>2e(1)</b>	652840	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other.....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		652840
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions).....	<b>2g</b>		
<b>h</b> Interest expense.....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>		
(3) Recordkeeping fees .....	<b>2i(3)</b>	10661	
(4) IQPA audit fees .....	<b>2i(4)</b>	64364	
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	-230	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>	14854	
(7) Actuarial fees .....	<b>2i(7)</b>	57731	
(8) Legal fees .....	<b>2i(8)</b>	17061	
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses.....	<b>2i(11)</b>	31430	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		195871
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total.....	<b>2j</b>		848711

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		791161
<b>l</b> Transfers of assets:			
(1) To this plan.....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**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: **MCCONNELL & JONES LLP**

(2) EIN: **76-0488832**

**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
<b>a</b> 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>b</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	
<b>c</b> 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	
<b>d</b> 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	
<b>e</b> Was this plan covered by a fidelity bond?	X		125000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> 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	
<b>h</b> 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	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> 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		
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
<b>n</b> 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.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> 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 547685.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>NAVY FEDERAL CREDIT UNION RETIREMENT PLAN FOR GERMAN USD PAID EMPLOYEES OF MILITARY BANKING</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>003</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>NAVY FEDERAL CREDIT UNION</u>	<b>D</b> Employer Identification Number (EIN) <u>53-0116705</u>	

<b>Part I</b>	<b>Distributions</b>
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**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): 04-2647786 51-0099493

**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		1
---	--	---

<b>Part II</b>	<b>Funding Information</b> (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.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>	
<b>c</b> 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).....	<b>6c</b>	

**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

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

<b>Part IV</b>	<b>ESOPs</b> (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:

<b>a</b> 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).....	<b>14a</b>	
<b>b</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).....	<b>14b</b>	
<b>c</b> 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).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

**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: \_\_\_\_\_% Private Equity: \_\_\_\_\_% Investment-Grade Debt and Interest Rate Hedging Assets: \_\_\_\_\_%  
 High-Yield Debt: \_\_\_\_\_% Real Assets: \_\_\_\_\_% Cash or Cash Equivalents: \_\_\_\_\_% Other: \_\_\_\_\_%

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

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

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

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

**Part VII IRS Compliance Questions**

**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 \_\_\_\_\_.



## INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator and Plan Participants of  
Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking

### ***Opinion***

We have audited the financial statements of Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 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 (collectively, the financial statements).

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America (US GAAP).

### ***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 audit opinion.

### ***Responsibilities of Management for the Financial Statements***

Plan management (Management) is responsible for the preparation and fair presentation of the financial statements in accordance with US GAAP, 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.

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 ability of the Plan to continue as a going concern for one year after the date that 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 transactions of the Plan that are presented and disclosed in the financial statements are in conformity with the provisions of the Plan, 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***

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 internal controls of the Plan. 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 ability of the Plan to continue as a going concern for a reasonable period of time.

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

### ***Other Matter – Supplemental Schedules Required by ERISA***

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental information in the accompanying Schedule of Assets (Held at End of Year) as of December 31, 2024 and Schedule of Reportable Transactions for the year then ended, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor (DOL)'s Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of Management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with US GAAS.



# McConnell Jones

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the supplemental schedules are fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

*McConnell & Jones LLP*

Houston, Texas  
August 29, 2025

**Navy Federal Credit Union  
Retirement Plan for German USD  
Paid Employees of Military Banking**  
Financial Statements, Independent Auditor's Report  
and Supplemental Schedules  
December 31, 2024 and 2023

**Navy Federal Credit Union Retirement Plan for  
German USD Paid Employees of Military Banking  
December 31, 2024 and 2023**

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Note: All other schedules required by 29 CFR 2520.103-10 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.



## INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator and Plan Participants of  
Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking

### ***Opinion***

We have audited the financial statements of Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 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 (collectively, the financial statements).

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America (US GAAP).

### ***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 audit opinion.

### ***Responsibilities of Management for the Financial Statements***

Plan management (Management) is responsible for the preparation and fair presentation of the financial statements in accordance with US GAAP, 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.

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 ability of the Plan to continue as a going concern for one year after the date that 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 transactions of the Plan that are presented and disclosed in the financial statements are in conformity with the provisions of the Plan, 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***

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 internal controls of the Plan. 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 ability of the Plan to continue as a going concern for a reasonable period of time.

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

### ***Other Matter – Supplemental Schedules Required by ERISA***

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental information in the accompanying Schedule of Assets (Held at End of Year) as of December 31, 2024 and Schedule of Reportable Transactions for the year then ended, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor (DOL)'s Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of Management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with US GAAS.



# McConnell Jones

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the supplemental schedules are fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

*McConnell & Jones LLP*

Houston, Texas  
August 29, 2025

**Navy Federal Credit Union Retirement Plan for  
German USD Paid Employees of Military Banking  
Statements of Net Assets Available for Benefits**

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	<u>As of December 31,</u>	
	<u>2024</u>	<u>2023</u>
<b>Assets</b>		
Investments, at fair value		
Money market funds	\$ 208,226	\$ 284,809
Mutual funds	13,815,559	12,898,131
<b>Total investments, at fair value</b>	<b>14,023,785</b>	<b>13,182,940</b>
Accrued interest and dividends receivable	373	23,921
<b>Total assets</b>	<b>14,024,158</b>	<b>13,206,861</b>
<b>Liabilities</b>		
Administrative expenses payable	65,935	39,799
<b>Total liabilities</b>	<b>65,935</b>	<b>39,799</b>
<b>Net assets available for benefits</b>	<b>\$ 13,958,223</b>	<b>\$ 13,167,062</b>

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

# Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking

## Statements of Changes in Net Assets Available for Benefits

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	For the Year Ended December 31,	
	2024	2023
<b>Additions to net assets available for benefits attributed to:</b>		
Net appreciation in fair value of investments	\$ 1,206,729	\$ 1,531,225
Interest and dividends	433,143	392,263
Other Income	-	1,896
<b>Total investment income</b>	<b>1,639,872</b>	<b>1,925,384</b>
Employer contributions	-	300,000
<b>Increase before deductions</b>	<b>1,639,872</b>	<b>2,225,384</b>
<b>Deductions:</b>		
Benefits paid to Plan participants	652,840	611,249
Administrative and other expenses	163,248	196,493
Insurance premiums paid to Pension Benefit Guaranty Corporation	32,623	78,928
<b>Total deductions</b>	<b>848,711</b>	<b>886,670</b>
Net increase	791,161	1,338,714
<b>Net assets available for benefits</b>		
Beginning of year	13,167,062	11,828,348
<b>End of year</b>	<b>\$ 13,958,223</b>	<b>\$ 13,167,062</b>

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

# **Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking**

## **Notes to Financial Statements**

### **December 31, 2024 and 2023**

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#### **1. Description of Plan**

The following description of the Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking (the Plan), previously known as the Bank of America Retirement Plan for Dollar Paid Employees of Military Banking Division, is provided for general information purposes only. Participants should refer to the Plan's Summary Plan Description and any supplements thereto for a more complete description of applicable Plan provisions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

#### **General**

Effective April 1, 2024, Navy Federal Credit Union ("Navy Federal") began operating the Overseas Military Banking Program ("Military Banking") pursuant to a contract with the Department of Defense ("DoD"). Navy Federal provides banking operations services for the program as directed by the DoD in certain overseas locations. The Plan is a defined benefit plan covering certain U.S. dollar paid Military Banking employees.

The Plan was amended to change the name of the Plan Sponsor to Navy Federal Credit Union and the Plan name to Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking.

#### **Eligibility**

Employees of Navy Federal's Military Banking are eligible to participate in the Plan on January 1 following their date of hire as long as their place of employment is in Germany and they are paid in U.S. dollars. Participation in the Plan ends when all Plan benefits have been fully paid or upon termination of employment with Navy Federal without a right to a Plan benefit.

#### **Pension Benefits**

Participants are entitled to monthly pension benefits at age 65, for life, based on years of credited service and average final compensation as defined in the Plan. The Plan provides for early retirement, deferred retirement, disability retirement, deferred vested benefits and joint and survivor forms of payment. Death benefits are also provided under the provisions of the Plan.

#### **Vesting**

Participants in the Plan are fully vested upon completion of three years of continuous service or attainment of age 65 while still an employee. A participant earns a year of service for each calendar year in which they complete at least 1,000 hours of service.

#### **Plan Administrator**

The administration of the Plan is the responsibility of the Navy Federal Credit Union Subcommittee for German USD Paid Employees of Military Banking to the Retirement Program Committee of Navy Federal, which is appointed by the Navy Federal Credit Union President/Chief Executive Officer. The members of the Committee will serve as such without compensation. As of April 1, 2024, Principal Bank ("Principal") is the Plan's Trustee. Bank of America, N.A. ("BANA") continued to serve as the Plan Sponsor and Trustee until March 31, 2024.

# **Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking**

## **Notes to Financial Statements**

### **December 31, 2024 and 2023**

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## **2. Summary of Significant Accounting Policies**

### **Basis of Accounting**

The financial statements are prepared on the accrual basis of accounting in accordance with U.S. generally accepted accounting principles (GAAP). Benefits paid to Plan participants are recorded when paid. All other expenses are recorded as incurred.

### **Use of Estimates**

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

### **Investment Valuation and Income Recognition**

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (see Note 5: Fair Value Measurements). Realized gains (losses) on investment transactions are recorded as the difference between proceeds received and cost. Cost is determined on the average cost basis. Net appreciation (depreciation) includes gains and losses on investments bought and sold as well as held during the year. Investment securities purchased and sold are recorded on a trade date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

### **Payment of Benefits**

Benefit payments to participants are recorded when paid.

### **Plan Expenses**

Trustee direct expenses, Pension Benefit Guaranty Corporation (PBGC) insurance premiums, investment management fees, some professional fees and certain administrative fees for employee communication and services, recordkeeping and benefit payment services are paid by the Plan. Other administrative expenses and some professional fees are paid by Navy Federal.

## **3. Employer Contributions**

Navy Federal's policy is to make a contribution to the Plan each year that is at or between the minimum required amount (if any) and the maximum deductible amount, as actuarially determined, based on ERISA requirements. Navy Federal made no contributions to the Plan for the year ended December 31, 2024. Navy Federal met its minimum funding requirement for the year ended December 31, 2024.

BANA made contributions to the Plan in the amount of \$300,000 for the year ended December 31, 2023. BANA met its minimum funding requirement for the year ended December 31, 2023.

## **4. Risks and Uncertainties**

The Plan invests in various mutual funds and money market funds. Investment securities are exposed to interest rate risk, market risk and credit risk. Therefore, the fair value of the Plan's investments can decline with changes in prevailing interest rates, changes in the market and/or credit events at issuer companies, such as defaults or credit rating downgrades. 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

# **Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking**

## **Notes to Financial Statements**

### **December 31, 2024 and 2023**

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will occur in the near term and that such changes could materially affect the amounts reported in the accompanying Statements of Net Assets Available for Benefits.

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

#### **5. Fair Value Measurement**

Accounting Standards Codification (ASC) 820, Fair Value Measurement, establishes a 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 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements).

The three levels of the fair value hierarchy under ASC 820 are described below:

- Level 1 – Valuation is based on unadjusted quoted prices for identical assets or liabilities in active markets
- Level 2 – Valuation is based on observable inputs such as quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active and model-based valuation techniques for which all significant assumptions (rates, volatilities, credit spreads) for financial instruments are observable.

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

- Level 3 – Valuation is generated from techniques that use significant assumptions that are not observable in the market.

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.

Money market funds and mutual funds are valued at the net asset value of shares held by the Plan at year end and are classified as level 1 within the fair value hierarchy. There have been no changes in the methodologies used as of December 31, 2024 and 2023.

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

# Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking

## Notes to Financial Statements December 31, 2024 and 2023

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2024 and 2023:

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Money market fund	\$ 208,226	\$ -	\$ -	\$ 208,226
Mutual funds	13,815,559	-	-	13,815,559
Total investments in the fair value hierarchy	<b>\$ 14,023,785</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 14,023,785</b>

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Money market fund	\$ 284,809	\$ -	\$ -	\$ 284,809
Mutual funds	12,898,131	-	-	12,898,131
Total investments in the fair value hierarchy	<b>\$ 13,182,940</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 13,182,940</b>

### Transfers Between Levels

The Plan recognizes any transfers between levels in the fair value hierarchy as of the end of the reporting period. There were no transfers between levels for the years ended December 31, 2024 and 2023.

## 6. Actuarial Present Value of Accumulated Plan Benefits

Accumulated Plan benefits are those future periodic payments 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 they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated Plan benefits is determined by an actuarial firm and is that amount that results from applying actuarial assumptions to adjust the accumulated Plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2024 and 2023. Had the valuations been performed at December 31, there would be no material differences.

The significant actuarial assumptions used in the valuations as of December 31, 2023 were:

	2023
Life expectancy of participants	Pri-2012 with a 0.94 multiplier using projection Scale MP-2021 adjusted to reflect the bank's mortality expectations
Average retirement age	60
Withdrawal rate	Rates vary as a function of age and length of service
Discount rate for benefit obligations*	6.75%

\*Average rate of return assumption is used for the discount rate

**Navy Federal Credit Union Retirement Plan for  
German USD Paid Employees of Military Banking  
Notes to Financial Statements  
December 31, 2024 and 2023**

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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 December 31, 2023 is summarized as follows:

	<u>2023</u>
Vested benefits	
Participants currently receiving payments	\$ 5,490,130
Other participants	4,059,557
<b>Total vested benefits</b>	<u>9,549,687</u>
Non-vested benefits	<u>152,946</u>
<b>Total actuarial present value of accumulated Plan benefits</b>	<u><b>\$ 9,702,633</b></u>

The changes in the actuarial present value of accumulated Plan benefits are as follows:

<b>Actuarial present value of accumulated Plan benefits as of December 31, 2022</b>	<b>\$ 9,330,231</b>
Increase (decrease) during the year attributable to:	
Additional benefits accumulated (including the effect of actuarial gains and losses)	313,241
Decrease in discount period	617,382
Benefits paid	(611,249)
Changes in actuarial assumptions	53,028
<b>Accumulated benefit obligation December 31, 2023</b>	<u><b>\$ 9,702,633</b></u>

## 7. Income Taxes

The IRS issued a determination letter dated March 17, 2015 informing the prior Plan Sponsor and Administrator, BANA, that the Plan provisions subject to the determination letter met the applicable requirements of Internal Revenue Code (IRC) Section 401(a) for favorable tax treatment. This determination letter covers certain prior amendments to and restatement of the Plan. The Plan has been amended since receiving this determination letter. Navy Federal believes the Plan as amended is being operated in compliance with the applicable requirements of the IRC and therefore, believes that the Plan is qualified and the related trust is tax exempt.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if it has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken, and has concluded that as of December 31, 2024 and 2023, there are no uncertain tax 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.

# **Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking**

## **Notes to Financial Statements**

### **December 31, 2024 and 2023**

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#### **8. Plan Termination**

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

In the event the Plan terminates, the net assets of the Plan will be allocated in a manner that is consistent with the order of precedence as prescribed by Section 4044 of ERISA and any applicable rules and regulations thereunder and the rules and regulations of the PBGC.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal retirement age benefits, early retirement benefits and certain disability and survivors' benefits. 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 which is adjusted periodically on the amount of an individual's monthly benefit that the PBGC guarantees. That ceiling applies to those participants who elect to receive the benefits in the form of a single-life annuity and are at least 65 years of age at the time of retirement or Plan termination, whichever comes later. For younger annuitants or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

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 those benefits and may also depend on the level of benefits guaranteed by the PBGC.

#### **9. Related Party and Parties-In-Interest Transactions**

Certain Plan investments are managed by Principal. Principal is the Trustee as defined by the Plan and, therefore, any transactions with Principal would qualify as party-in-interest transactions. The Plan paid Principal \$11,832 for Trustee fees for the year ended December 31, 2024.

The Plan paid BANA trustee direct expenses totaling \$3,120 and \$9,248 for Trustee fees for the year-ended December 31, 2024 and 2023, respectively.

#### **10. Subsequent Events**

The Plan has evaluated subsequent events through August 29, 2025, the date the financial statements were issued, and concluded no subsequent events existed that are material to the Plan financial statements.

**Navy Federal Credit Union Retirement Plan for  
Dollar Paid Employees of Military Banking  
Employer Identification Number 53-0116705 Plan No. 003  
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)  
As of December 31, 2024**

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Number of Shares/Units	Cost	Current Value
<b>MONEY MARKET FUNDS</b>				
PRINCIPAL*	GOVERNMENT MONEY MARKET FUND	208,226	208,226	208,226
<b>TOTAL MONEY MARKET FUNDS</b>			<b>208,226</b>	<b>208,226</b>
<b>MUTUAL FUNDS</b>				
COLUMBIA	TOTAL RETURN BOND FUND INSTITUTIONAL 3 CLASS	182,790	6,289,270	5,454,462
COLUMBIA	LARGE CAP ENHANCED CORE FUND INSTITUTIONAL CLASS	201,001	4,330,836	5,553,648
COLUMBIA	OVERSEAS VALUE FUND INSTITUTIONAL CLASS	201,971	1,786,618	2,124,735
COLUMBIA	SMALL CAP INDE-FUND INSTITUTIONAL 3 CLASS	31,047	677,515	682,714
<b>TOTAL MUTUAL FUNDS</b>			<b>13,084,239</b>	<b>13,815,559</b>
<b>TOTAL INVESTMENTS PER FINANCIAL STATEMENTS</b>			<b>13,292,465</b>	<b>14,023,785</b>

\* Denotes a party-in-interest

**Navy Federal Credit Union Retirement Plan for  
Dollar Paid Employees of Military Banking  
Employer Identification Number 53-0116705 Plan No. 003  
Schedule H, Line 4j – Schedule of Reportable Transactions  
For the Year Ended December 31, 2024**

<u>Identity of Party Involved</u>	<u>Description of Assets</u>	<u>Purchase Price</u>	<u>Selling Price</u>	<u>Lease Rental</u>	<u>Expense Incurred with Transaction</u>	<u>Cost of Asset</u>	<u>Current Value of Asset on Transaction Date</u>	<u>Net Gain or (Loss)</u>
<b>SINGLE TRANSACTIONS</b>								
	Columbia Large Cap Enhanced Core Fun Institutional Class	\$ -	\$ 760,000	N/A	\$ -	583,996	\$ 583,996	\$ 176,004
<b>SERIES OF TRANSACTIONS</b>								
	Columbia Large Cap Enhanced Core Fun Institutional Class	\$ 810,243	\$ -	N/A	\$ -	\$ 810,243	\$ 810,243	\$ -
	Columbia Large Cap Enhanced Core Fun Institutional Class	-	1,912,223	N/A	-	901,868	901,868	1,010,356
	Columbia Total Return Bond Fund Institutional 3 Class	\$ 742,793	-	N/A	-	742,793	742,793	-
	Principal Government Money Market	\$ 754,395	-	N/A	-	754,395	754,395	-

\* Transactions or series of transactions exceeding 5% of the beginning fair value of plan assets for the plan year January 1, 2024 to December 31, 2024 are considered reportable transactions. The fair value of plan assets at January 1, 2024 was \$13,206,861 therefore all transactions exceeding \$660,343 are reportable transactions.

Note: The above information was derived from data certified as complete and accurate by Principal Bank, Trustee, and Bank of America, Prior Trustee and Plan Sponsor.

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024

Attained Age	Attained Years of Credited Service <sup>1</sup>										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	6	5	0	0	0	0	0	0	0	0	0	11
25-29	4	13	0	0	0	0	0	0	0	0	0	17
30-34	9	9	3	0	0	0	0	0	0	0	0	21
35-39	7	7	1	0	0	0	0	0	0	0	0	15
40-44	2	7	2	1	0	1	0	0	0	0	0	13
45-49	1	2	0	0	0	1	1	0	0	0	0	5
50-54	1	1	1	1	0	0	0	1	0	0	0	5
55-59	0	2	0	1	1	1	0	2	0	0	0	7
60-64	0	0	0	0	0	1	1	0	0	0	1	3
65-69	0	0	0	0	0	0	0	0	0	0	0	0
70 & over	0	0	0	0	0	0	0	0	0	0	0	0
Total	30	46	7	3	1	4	2	3	0	1	1	97

<sup>1</sup> Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division  
 EIN / PN: 53-0116705/003  
 Plan Sponsor: Navy Federal Credit Union  
 Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

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

### Economic Assumptions

#### Interest rate basis

■ Applicable month	January
■ Interest rate basis	3-Segment Rates

#### Interest rates

	Reflecting Stabilization	Not Reflecting Stabilization
■ First segment rate	4.75%	4.37%
■ Second segment rate	4.96%	4.96%
■ Third segment rate	5.59%	4.95%
■ Effective interest rate	5.18%	4.92%

#### Annual rates of increase

■ Compensation:	2.00%
■ Future Social Security wage bases	3.50%
■ Statutory limits on compensation	3.00%

#### Administrative expenses

\$195,000

- Rates not reflecting stabilization are used to determine the PBGC FTAP and the PBGC 4010 FS.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of  
Military Banking Division  
EIN / PN: 53-0116705/003  
Plan Sponsor: Navy Federal Credit Union  
Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

## Demographic Assumptions

**Inclusion date** The valuation date coincident with or next following the date on which the employee becomes a participant.

**New or rehired employees** It was assumed there will be no new or rehired employees.

### Mortality

- **Healthy** Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).

- **Disabled** Same as Healthy

**Termination** Rates varying by age and service

### Representative Termination Rates

Percentage leaving during the year						
Age	Years of Service					
	0	1	2	3	4	5+
25	40.0%	30.0%	20.0%	10.0%	5.0%	7.7%
40	40.0%	30.0%	20.0%	10.0%	5.0%	5.2%
54	40.0%	30.0%	20.0%	10.0%	5.0%	1.2%
55	40.0%	30.0%	20.0%	10.0%	5.0%	0.9%

**Disability** The rates at which participants become disabled by age and gender are shown below:

Percentage becoming disabled during the year		
Age	Males	Females
25	0.07%	0.04%
40	0.23%	0.17%
55	1.17%	0.83%

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division  
 EIN / PN: 53-0116705/003  
 Plan Sponsor: Navy Federal Credit Union  
 Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

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## Retirement

Rates varying by age, average age 60.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Percentage retiring during the year	
Age	Percentage
55	10%
56	10%
57	10%
58	10%
59	10%
60	25%
61	10%
62	25%
63	10%
64	10%
65	100%

---

## Benefit commencement date:

- Preretirement death benefit: The later of the death of the active participant or the date the participant would have attained age 55
- Deferred vested benefit: Normal retirement date
- Disability benefit: Normal retirement date
- Retirement benefit: Upon termination of employment

## Form of payment

Life annuity if single and 50% J&S if married

## Percent married

80% of males; 80% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement

## Spouse age

Wife two years younger than husband

## Covered pay

Assumed plan compensation for the year beginning on the valuation date was determined as actual gross earnings

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division  
EIN / PN: 53-0116705/003  
Plan Sponsor: Navy Federal Credit Union  
Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

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provided by the employer for the prior year, annualized for participants hired during the year and adjusted at the assumed compensation increase rate.

## **At-risk assumptions**

For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan, which is usually the lump sum form of payment.

## **Timing of benefit payments**

Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

## **Methods**

### **Valuation date**

First day of plan year

### **Funding target**

Present value of accrued benefits as required by regulations under IRC §430.

### **Target normal cost**

Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

### **Actuarial value of assets**

The market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the 2024 plan year, discounted using the effective interest rate for the 2023 plan year.

### **Benefits not valued**

All benefits described in the Plan Provisions section of this report were valued including based on discussions with the plan sponsor regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of  
Military Banking Division  
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Plan Sponsor: Navy Federal Credit Union  
Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

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The plan pays small in a single lump sum payment. Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

## Prescribed Methods

### Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

## Changes in Assumptions and Methods

### Change in assumptions since prior valuation

The segment interest rates and mortality assumptions used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The administrative expenses assumption was updated from \$235,000 to \$195,000 to reflect updated expectation of future plan-payable expenses.

### Change in methods since prior valuation

None.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division  
EIN / PN: 53-0116705/003  
Plan Sponsor: Navy Federal Credit Union  
Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

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## Schedule SB – Statement by Enrolled Actuary

<b>Plan Sponsor</b>	Navy Federal Credit Union
<b>EIN/PN</b>	53-0116705/003
<b>Plan Name</b>	Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division
<b>Valuation Date</b>	January 1, 2024
<b>Enrolled Actuary</b>	Nathan Bragg
<b>Enrollment Number</b>	23-07999

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.



<b>Plan Name</b>	<b>Bank of America Retirement Plan for Dollar Paid Employees of Military Banking Division</b>
<b>Plan Sponsor EIN</b>	<b>94-1687665</b>
<b>ERISA Plan #</b>	<b>010</b>
<b>Plan Year Ending</b>	<b>12/31/2024</b>

**The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).**

<b>Form/Schedule</b>	<b>Line #</b>	<b>Description</b>	<b>Attachment</b>
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X

<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  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).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **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.

<b>A</b> Name of plan Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division	<b>B</b> Three-digit plan number (PN) ▶	003
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Navy Federal Credit Union	<b>D</b> Employer Identification Number (EIN) 53-0116705	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input checked="" type="checkbox"/> 101-500 <input type="checkbox"/> More than 500	

<b>Part I Basic Information</b>			
<b>1</b> Enter the valuation date:	Month <u>01</u>	Day <u>01</u>	Year <u>2024</u>
<b>2</b> Assets:			
<b>a</b> Market value .....	<b>2a</b>		13,167,062
<b>b</b> Actuarial value .....	<b>2b</b>		13,167,062
<b>3</b> Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
<b>a</b> For retired participants and beneficiaries receiving payment .....	116	6,059,778	6,059,778
<b>b</b> For terminated vested participants .....	142	3,124,052	3,124,052
<b>c</b> For active participants .....	97	1,743,492	1,955,041
<b>d</b> Total .....	355	10,927,322	11,138,871
<b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b) .....	<input type="checkbox"/>		
<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>		
<b>b</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 .....	<b>4b</b>		
<b>5</b> Effective interest rate .....	<b>5</b>		5.18%
<b>6</b> Target normal cost			
<b>a</b> Present value of current plan year accruals .....	<b>6a</b>		261,055
<b>b</b> Expected plan-related expenses .....	<b>6b</b>		195,000
<b>c</b> Target normal cost .....	<b>6c</b>		456,055

**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.

<b>SIGN HERE</b>	<b>Nathan Bragg</b> <span style="border: 1px solid black; padding: 2px;">NDB</span>  Signature of actuary	<b>June 12, 2025</b>  Date
	Nathan Bragg  Type or print name of actuary	2307999  Most recent enrollment number
	Willis Towers Watson US LLC  Firm name	617-504-9780  Telephone number (including area code)
	1120 S Tryon Street Suite 650 Charlotte NC 28203-6820  Address of the firm	

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



<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>				
<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code).....				<b>21b</b> 0
<b>22</b> Weighted average retirement age .....				<b>22</b> 60
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

<b>Part VI Miscellaneous Items</b>				
<b>24</b> 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				
<b>25</b> 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				
<b>26</b> Demographic and benefit information				
<b>a</b> 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>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				
<b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....				<b>27</b>

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

<b>Part VIII Minimum Required Contribution For Current Year</b>				
<b>31</b> Target normal cost and excess assets (see instructions):				
<b>a</b> Target normal cost (line 6c).....				<b>31a</b> 456,055
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....				<b>31b</b> 456,055
<b>32</b> Amortization installments:	Outstanding Balance		Installment	
<b>a</b> Net shortfall amortization installment .....	0		0	
<b>b</b> Waiver amortization installment .....	0		0	
<b>33</b> 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 .....				<b>33</b>
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....				<b>34</b> 0
	Carryover balance	Prefunding balance	Total balance	
<b>35</b> Balances elected for use to offset funding requirement .....	0	0	0	
<b>36</b> Additional cash requirement (line 34 minus line 35).....				<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....				<b>37</b> 0
<b>38</b> Present value of excess contributions for current year (see instructions)				
<b>a</b> Total (excess, if any, of line 37 over line 36)				<b>38a</b> 0
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....				<b>38b</b> 0
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....				<b>39</b> 0
<b>40</b> Unpaid minimum required contributions for all years .....				<b>40</b> 0

<b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>				
<b>41</b> 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 SB ATTACHMENTS

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## Schedule SB – Statement by Enrolled Actuary

<b>Plan Sponsor</b>	Navy Federal Credit Union
<b>EIN/PN</b>	53-0116705/003
<b>Plan Name</b>	Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division
<b>Valuation Date</b>	January 1, 2024
<b>Enrolled Actuary</b>	Nathan Bragg
<b>Enrollment Number</b>	23-07999

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

# SCHEDULE SB ATTACHMENTS

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**Schedule SB, Line 22**  
**Description of Weighted Average Retirement Age**  
**as of January 1, 2024**

<b>Retirement Age</b>	<b>Probability of Retirement</b>	<b>Weighting</b>	<b>Age x Weight</b>
55	10.0%	0.100	5.50
56	10.0%	0.090	5.04
57	10.0%	0.081	4.62
58	10.0%	0.073	4.23
59	10.0%	0.066	3.87
60	25.0%	0.148	8.86
61	10.0%	0.044	2.70
62	25.0%	0.100	6.18
63	10.0%	0.030	1.88
64	10.0%	0.027	1.72
65	100.0%	0.242	15.74
	Total:	1.000	60.34

**Average Retirement Age = 60**

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of  
Military Banking Division  
EIN / PN: 53-0116705/003  
Plan Sponsor: Navy Federal Credit Union  
Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

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

### Economic Assumptions

#### Interest rate basis

■ Applicable month	January
■ Interest rate basis	3-Segment Rates

#### Interest rates

	Reflecting Stabilization	Not Reflecting Stabilization
■ First segment rate	4.75%	4.37%
■ Second segment rate	4.96%	4.96%
■ Third segment rate	5.59%	4.95%
■ Effective interest rate	5.18%	4.92%

#### Annual rates of increase

■ Compensation:	2.00%
■ Future Social Security wage bases	3.50%
■ Statutory limits on compensation	3.00%

#### Administrative expenses

\$195,000

- Rates not reflecting stabilization are used to determine the PBGC FTAP and the PBGC 4010 FS.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of  
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Plan Sponsor: Navy Federal Credit Union  
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# SCHEDULE SB ATTACHMENTS

## Demographic Assumptions

**Inclusion date** The valuation date coincident with or next following the date on which the employee becomes a participant.

**New or rehired employees** It was assumed there will be no new or rehired employees.

### Mortality

- **Healthy** Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).

- **Disabled** Same as Healthy

**Termination** Rates varying by age and service

### Representative Termination Rates

Percentage leaving during the year						
Age	Years of Service					
	0	1	2	3	4	5+
25	40.0%	30.0%	20.0%	10.0%	5.0%	7.7%
40	40.0%	30.0%	20.0%	10.0%	5.0%	5.2%
54	40.0%	30.0%	20.0%	10.0%	5.0%	1.2%
55	40.0%	30.0%	20.0%	10.0%	5.0%	0.9%

**Disability** The rates at which participants become disabled by age and gender are shown below:

Percentage becoming disabled during the year		
Age	Males	Females
25	0.07%	0.04%
40	0.23%	0.17%
55	1.17%	0.83%

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division  
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## Retirement

Rates varying by age, average age 60.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Percentage retiring during the year	
Age	Percentage
55	10%
56	10%
57	10%
58	10%
59	10%
60	25%
61	10%
62	25%
63	10%
64	10%
65	100%

---

## Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 55
- Deferred vested benefit Normal retirement date
- Disability benefit Normal retirement date
- Retirement benefit Upon termination of employment

## Form of payment

Life annuity if single and 50% J&S if married

## Percent married

80% of males; 80% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement

## Spouse age

Wife two years younger than husband

## Covered pay

Assumed plan compensation for the year beginning on the valuation date was determined as actual gross earnings

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division  
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Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

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provided by the employer for the prior year, annualized for participants hired during the year and adjusted at the assumed compensation increase rate.

## **At-risk assumptions**

For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan, which is usually the lump sum form of payment.

## **Timing of benefit payments**

Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

## **Methods**

### **Valuation date**

First day of plan year

### **Funding target**

Present value of accrued benefits as required by regulations under IRC §430.

### **Target normal cost**

Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

### **Actuarial value of assets**

The market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the 2024 plan year, discounted using the effective interest rate for the 2023 plan year.

### **Benefits not valued**

All benefits described in the Plan Provisions section of this report were valued including based on discussions with the plan sponsor regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of  
Military Banking Division  
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Plan Sponsor: Navy Federal Credit Union  
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# SCHEDULE SB ATTACHMENTS

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The plan pays small in a single lump sum payment. Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

## Prescribed Methods

### Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

## Changes in Assumptions and Methods

### Change in assumptions since prior valuation

The segment interest rates and mortality assumptions used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The administrative expenses assumption was updated from \$235,000 to \$195,000 to reflect updated expectation of future plan-payable expenses.

### Change in methods since prior valuation

None.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division  
EIN / PN: 53-0116705/003  
Plan Sponsor: Navy Federal Credit Union  
Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

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## Schedule SB, Line 24 Change in Actuarial Assumptions

The administrative expenses assumption was updated from \$235,000 to \$195,000 to reflect updated expectation of future plan-payable expenses.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of  
Military Banking Division  
EIN / PN: 53-0116705/003  
Plan Sponsor: Navy Federal Credit Union  
Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Part V Summary of Plan Provisions

### Plan Provisions

The following plan provisions reflect the January 1, 2009 amended and restated plan document. The most recent amendment reflected in the following plan provisions was adopted on December 21, 2022 and effective January 1, 2022.

Covered employees	Employees of Bank of America's Military Banking Division who are employed in Germany and paid in U.S. dollars, as well as employees of National City Bank, Indiana, prior to March 29, 1996, who transferred to Bank of America Corporation without an interruption of employment.
Participation date	January 1 following date of employment as an eligible employee

### Definitions

Vesting service	One year for each calendar year in which a participant completes at least 1,000 hours of service, plus service under prior plans.
Benefit service (BS)	One year for each calendar year in which a participant completes at least 1,000 hours of service, plus service under prior plans.  For a year of employment or termination, if the person would otherwise be credited with 1,000 hours of service, a fractional year of service will be determined.
Pensionable pay	Wages as reported as U.S. Treasury Form W-2 in the box designated "wages, tips, other compensation," plus elective deferrals under IRC Sections 401(k), 125, 403(b), 457, and 414(h)(2).
Average final compensation (AFC)	The average of the highest five consecutive years of Pensionable Pay during the last ten years of benefit service.
Covered compensation (CC)	The average of the Social Security taxable wage bases over the 35 years ending in the year the participant reaches Social Security retirement age.
Normal retirement date (NRD)	First of month following attainment of age 65.
Monthly pension benefit	One-twelfth of the greater of (a), (b) and (c) below:  (a) Participant's accrued benefit under the American Express Retirement Plan as of April 29, 1988  (b) (i) $0.95\% \times (\text{AFC}) \times (\text{BS limited to 35 years})$ , plus (ii) $0.65\% \times (\text{AFC in excess of CC}) \times (\text{BS limited to 35 years})$  (c) If a participant retires at NRD with at least five years of service, \$72 times BS
Plan Name:	Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division
EIN / PN:	53-0116705/003
Plan Sponsor:	Navy Federal Credit Union
Valuation Date:	January 1, 2024

# SCHEDULE SB ATTACHMENTS

Monthly preretirement death benefit      50% of the monthly pension benefit as of the date of death, reduced for payment as early as the participant's 55th birthday

## Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing ten years of Vesting Service
Deferred retirement	Retirement after NRD
Vested termination	Termination for reasons other than death, disability or retirement after completing three years of Vesting Service
Disability	Total disablement (i.e., entitled to disability benefits under the Social Security Act) after three years of Vesting Service
Preretirement death benefit	Death while eligible for normal, early, deferred, or deferred vested retirement benefits, with a surviving spouse

## Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Monthly pension benefit determined as of early retirement date, reduced as follows:  (a) Part (a) or (b)(i) of the monthly pension benefit is reduced by 5% per year that benefits commence before age 60 unless the participant's age plus service at termination equals 90 or more  (b) Part (b)(ii) of the monthly pension benefit is reduced as follows:

Age at Benefit Start Date	% of Benefit in Part (b)(ii)
65	100.0%
64	92.3%
63	84.6%
62	76.9%
61	73.0%
60	69.2%
59	65.3%
58	61.5%
57	57.6%
56	52.9%
55	48.6%

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division  
 EIN / PN: 53-0116705/003  
 Plan Sponsor: Navy Federal Credit Union  
 Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

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Deferred retirement	The greater of the monthly pension benefit determined as of actual retirement date and the actuarial equivalent of the monthly pension benefit at NRD
Vested termination	Monthly pension benefit determined as of termination date, reduced 7/12 of 1% per month for payment before NRD
Disablement	Monthly pension benefit assuming continued service accrual at most recent rate of pay, payable at NRD.
Preretirement death	Monthly preretirement death benefit. For spouses of employees not yet eligible to retire, payments can first begin on the participant's earliest retirement date.

## Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity if the participant has no spouse as of the date payments begin. Otherwise, an automatic survivor's pension of 50% of the pension payable to the participant is payable to surviving spouses, children or parents according to certain limitations. Optional forms include a 100%, 75%, 50% or 25% contingent annuitant option, a survivor's income option, or a lump sum option for benefits with a present value less than \$25,000.
Pension increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

## Future Plan Changes

No future plan changes were recognized in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

## Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division  
EIN / PN: 53-0116705/003  
Plan Sponsor: Navy Federal Credit Union  
Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024

Attained Age	Attained Years of Credited Service <sup>1</sup>										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	6	5	0	0	0	0	0	0	0	0	0	11
25-29	4	13	0	0	0	0	0	0	0	0	0	17
30-34	9	9	3	0	0	0	0	0	0	0	0	21
35-39	7	7	1	0	0	0	0	0	0	0	0	15
40-44	2	7	2	1	0	1	0	0	0	0	0	13
45-49	1	2	0	0	0	1	1	0	0	0	0	5
50-54	1	1	1	1	0	0	0	1	0	0	0	5
55-59	0	2	0	1	1	1	0	2	0	0	0	7
60-64	0	0	0	0	0	1	1	0	0	0	1	3
65-69	0	0	0	0	0	0	0	0	0	0	0	0
70 & over	0	0	0	0	0	0	0	0	0	0	0	0
Total	30	46	7	3	1	4	2	3	0	1		97

<sup>1</sup> Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division  
 EIN / PN: 53-0116705/003  
 Plan Sponsor: Navy Federal Credit Union  
 Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

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**Schedule SB, Line 22**  
**Description of Weighted Average Retirement Age**  
**as of January 1, 2024**

<b>Retirement Age</b>	<b>Probability of Retirement</b>	<b>Weighting</b>	<b>Age x Weight</b>
55	10.0%	0.100	5.50
56	10.0%	0.090	5.04
57	10.0%	0.081	4.62
58	10.0%	0.073	4.23
59	10.0%	0.066	3.87
60	25.0%	0.148	8.86
61	10.0%	0.044	2.70
62	25.0%	0.100	6.18
63	10.0%	0.030	1.88
64	10.0%	0.027	1.72
65	100.0%	0.242	15.74
	Total:	1.000	60.34

**Average Retirement Age = 60**

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of  
Military Banking Division  
EIN / PN: 53-0116705/003  
Plan Sponsor: Navy Federal Credit Union  
Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Part V Summary of Plan Provisions

### Plan Provisions

The following plan provisions reflect the January 1, 2009 amended and restated plan document. The most recent amendment reflected in the following plan provisions was adopted on December 21, 2022 and effective January 1, 2022.

Covered employees	Employees of Bank of America's Military Banking Division who are employed in Germany and paid in U.S. dollars, as well as employees of National City Bank, Indiana, prior to March 29, 1996, who transferred to Bank of America Corporation without an interruption of employment.
Participation date	January 1 following date of employment as an eligible employee

### Definitions

Vesting service	One year for each calendar year in which a participant completes at least 1,000 hours of service, plus service under prior plans.
Benefit service (BS)	One year for each calendar year in which a participant completes at least 1,000 hours of service, plus service under prior plans.  For a year of employment or termination, if the person would otherwise be credited with 1,000 hours of service, a fractional year of service will be determined.
Pensionable pay	Wages as reported as U.S. Treasury Form W-2 in the box designated "wages, tips, other compensation," plus elective deferrals under IRC Sections 401(k), 125, 403(b), 457, and 414(h)(2).
Average final compensation (AFC)	The average of the highest five consecutive years of Pensionable Pay during the last ten years of benefit service.
Covered compensation (CC)	The average of the Social Security taxable wage bases over the 35 years ending in the year the participant reaches Social Security retirement age.
Normal retirement date (NRD)	First of month following attainment of age 65.
Monthly pension benefit	One-twelfth of the greater of (a), (b) and (c) below:  (a) Participant's accrued benefit under the American Express Retirement Plan as of April 29, 1988  (b) (i) $0.95\% \times (\text{AFC}) \times (\text{BS limited to 35 years})$ , plus (ii) $0.65\% \times (\text{AFC in excess of CC}) \times (\text{BS limited to 35 years})$  (c) If a participant retires at NRD with at least five years of service, \$72 times BS
Plan Name:	Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division
EIN / PN:	53-0116705/003
Plan Sponsor:	Navy Federal Credit Union
Valuation Date:	January 1, 2024

# SCHEDULE SB ATTACHMENTS

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Monthly preretirement death benefit      50% of the monthly pension benefit as of the date of death, reduced for payment as early as the participant's 55th birthday

## Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing ten years of Vesting Service
Deferred retirement	Retirement after NRD
Vested termination	Termination for reasons other than death, disability or retirement after completing three years of Vesting Service
Disability	Total disablement (i.e., entitled to disability benefits under the Social Security Act) after three years of Vesting Service
Preretirement death benefit	Death while eligible for normal, early, deferred, or deferred vested retirement benefits, with a surviving spouse

## Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Monthly pension benefit determined as of early retirement date, reduced as follows:  (a) Part (a) or (b)(i) of the monthly pension benefit is reduced by 5% per year that benefits commence before age 60 unless the participant's age plus service at termination equals 90 or more  (b) Part (b)(ii) of the monthly pension benefit is reduced as follows:

Age at Benefit Start Date	% of Benefit in Part (b)(ii)
65	100.0%
64	92.3%
63	84.6%
62	76.9%
61	73.0%
60	69.2%
59	65.3%
58	61.5%
57	57.6%
56	52.9%
55	48.6%

Plan Name:            Navy Federal Credit Union Retirement Plan for German USD Paid Employees of  
                                 Military Banking Division  
EIN / PN:             53-0116705/003  
Plan Sponsor:        Navy Federal Credit Union  
Valuation Date:     January 1, 2024

# SCHEDULE SB ATTACHMENTS

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Deferred retirement	The greater of the monthly pension benefit determined as of actual retirement date and the actuarial equivalent of the monthly pension benefit at NRD
Vested termination	Monthly pension benefit determined as of termination date, reduced 7/12 of 1% per month for payment before NRD
Disablement	Monthly pension benefit assuming continued service accrual at most recent rate of pay, payable at NRD.
Preretirement death	Monthly preretirement death benefit. For spouses of employees not yet eligible to retire, payments can first begin on the participant's earliest retirement date.

## Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity if the participant has no spouse as of the date payments begin. Otherwise, an automatic survivor's pension of 50% of the pension payable to the participant is payable to surviving spouses, children or parents according to certain limitations. Optional forms include a 100%, 75%, 50% or 25% contingent annuitant option, a survivor's income option, or a lump sum option for benefits with a present value less than \$25,000.
Pension increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

## Future Plan Changes

No future plan changes were recognized in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

## Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of Military Banking Division  
EIN / PN: 53-0116705/003  
Plan Sponsor: Navy Federal Credit Union  
Valuation Date: January 1, 2024



<b>Plan Name</b>	<b>Bank of America Retirement Plan for Dollar Paid Employees of Military Banking Division</b>
<b>Plan Sponsor EIN</b>	<b>94-1687665</b>
<b>ERISA Plan #</b>	<b>010</b>
<b>Plan Year Ending</b>	<b>12/31/2024</b>

**The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).**

<b>Form/Schedule</b>	<b>Line #</b>	<b>Description</b>	<b>Attachment</b>
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X

# SCHEDULE SB ATTACHMENTS

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## Schedule SB, Line 24 Change in Actuarial Assumptions

The administrative expenses assumption was updated from \$235,000 to \$195,000 to reflect updated expectation of future plan-payable expenses.

Plan Name: Navy Federal Credit Union Retirement Plan for German USD Paid Employees of  
Military Banking Division  
EIN / PN: 53-0116705/003  
Plan Sponsor: Navy Federal Credit Union  
Valuation Date: January 1, 2024