

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

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).

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

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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: CASH BALANCE RETIREMENT PLAN FOR EMPLOYEES OF CREDIT INDUSTRIEL ET COMMERCIAL
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/1978
2a Plan sponsor's name (employer, if for a single-employer plan): CREDIT INDUSTRIEL ET COMMERCIAL
2b Employer Identification Number (EIN): 13-2757199
2c Plan Sponsor's telephone number: 212-715-4400
2d Business code (see instructions): 522110

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

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	129
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	85
	6a(2)	93
	6b	28
	6c	14
	6d	135
	6e	1
	6f	136
	6g(1)	
6g(2)		
6h		1
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

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

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) **R** (Retirement Plan Information)
- (2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) **DCG** (Individual Plan Information) – Number Attached _____
- (5) **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) **H** (Financial Information)
- (2) **I** (Financial Information – Small Plan)
- (3) **A** (Insurance Information) – Number Attached 0
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 _____

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

A Name of plan <u>CASH BALANCE RETIREMENT PLAN FOR EMPLOYEES OF CREDIT INDUSTRIEL ET COMMERCIAL</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>CREDIT INDUSTRIEL ET COMMERCIAL</u>	D Employer Identification Number (EIN) <u>13-2757199</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input checked="" type="checkbox"/> 101-500 <input type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>40964530</u>
	b Actuarial value	2b	<u>41596611</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>31</u>	<u>7901666</u>
	b For terminated vested participants	<u>15</u>	<u>2199644</u>
	c For active participants	<u>85</u>	<u>14876661</u>
	d Total	<u>131</u>	<u>24977971</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>5.07 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>869285</u>
	b Expected plan-related expenses	6b	<u>44000</u>
	c Target normal cost	6c	<u>913285</u>

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

SIGN HERE	
Signature of actuary	<u>06/27/2025</u> Date
<u>WILLIAM C WALTER, JR.</u> Type or print name of actuary	<u>23-05710</u> Most recent enrollment number
<u>WILLIS TOWERS WATSON US LLC</u> Firm name	<u>212-309-3588</u> Telephone number (including area code)
<u>200 LIBERTY STREET</u> <u>NEW YORK, NY 10281</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

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	9597922	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	9597922	0
10	Interest on line 9 using prior year's actual return of <u>13.23</u> %	1269805	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		581805
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.08</u> %		29556
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		611361
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	10867727	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	121.37 %
15	Adjusted funding target attainment percentage	15	164.29 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	170.88 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls							
18 Contributions made to the plan for the plan year by employer(s) and employees:							
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees		
			Totals ▶	18(b)	0	18(c)	0

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

Part V Assumptions Used to Determine Funding Target and Target Normal Cost				
21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age				22 65
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute	

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

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

Part VIII Minimum Required Contribution For Current Year				
31 Target normal cost and excess assets (see instructions):				
a Target normal cost (line 6c)				31a 913285
b Excess assets, if applicable, but not greater than line 31a				31b 913285
32 Amortization installments:		Outstanding Balance		Installment
a Net shortfall amortization installment		0	0	
b Waiver amortization installment		0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount				33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....				34 0
		Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement		0	0	0
36 Additional cash requirement (line 34 minus line 35)				36 0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)				37 0
38 Present value of excess contributions for current year (see instructions)				
a Total (excess, if any, of line 37 over line 36)				38a 0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances				38b 0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)				39 0
40 Unpaid minimum required contributions for all years				40 0

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

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

A Name of plan CASH BALANCE RETIREMENT PLAN FOR EMPLOYEES OF CREDIT INDUSTRIEL ET COMMERCIAL	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 CREDIT INDUSTRIEL ET COMMERCIAL	D Employer Identification Number (EIN) 13-2757199	

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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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)

MORGAN STANLEY

20-8764829

(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 27 33 49 50 72 99 71 55	INVESTMENT MANAGER	315822	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

FIRST STATE TRUST COMPANY

13-3124172

(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?
25 50 51 68 71 99 59 60 63	TRUSTEE	64848	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" 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.

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan CASH BALANCE RETIREMENT PLAN FOR EMPLOYEES OF CREDIT INDUSTRIEL ET COMMERCIAL	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 CREDIT INDUSTRIEL ET COMMERCIAL	D Employer Identification Number (EIN) 13-2757199

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
Assets			
a Total noninterest-bearing cash	1a	-12245	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	144642	32329
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	10285993	11191938
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	39485	405811
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	29410168	30219860
(5) Partnership/joint venture interests	1c(5)	64401	146050
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	1032085	800946
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	40964529	42796934
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	40964529	42796934

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	14239	
(B) U.S. Government securities.....	2b(1)(B)	168940	
(C) Corporate debt instruments.....	2b(1)(C)	45391	
(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)		228570
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	525580	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	1538	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		527118
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	163654592	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	163022877	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		631715
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	2906985	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-314
c Other income	2c		23622
d Total income. Add all income amounts in column (b) and enter total	2d		4317696

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2104621	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2104621
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	37847	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	315822	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	27001	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		380670
j Total expenses. Add all expense amounts in column (b) and enter total	2j		2485291

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1832405
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

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

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **FORVIS MAZARS, LLP**

(2) EIN: **44-0160260**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 545263.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>CASH BALANCE RETIREMENT PLAN FOR EMPLOYEES OF CREDIT INDUSTRIEL ET COMMERCIAL</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>CREDIT INDUSTRIEL ET COMMERCIAL</u>	D Employer Identification Number (EIN) <u>13-2757199</u>	

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

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

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

1		0
---	--	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 36-3046063

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....

3		2
---	--	---

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: _____% 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 _____.




Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial

EIN 13-2757199 PN 001

**Independent Auditor's Report, Financial Statements,
and Supplemental Schedules**

December 31, 2024 and 2023



Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
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December 31, 2024 and 2023

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Independent Auditor's Report

Plan Administrator and Plan Participants
Cash Balance Retirement Plan for Employees of Credit Industriel et Commercial
New York, New York

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of the Cash Balance Retirement Plan for Employees of Credit Industriel et Commercial, an employee benefit plan subject to the *Employee Retirement Income Security Act of 1974* (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023 and the related statements of changes in net assets available for benefits for the years then ended, the statement of accumulated plan benefits as of December 31, 2023, the related statement of changes in accumulated plan benefits for the year then ended and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023 and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments; administering the plan; and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial's internal control. Accordingly, no such opinion is expressed.

Plan Administrator and Plan Participants
Cash Balance Retirement Plan for Employees of Credit Industriel et Commercial

- 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 Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

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

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

Other Matters - Supplemental Schedules Required by ERISA

The supplemental schedules listed in the table of contents are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to 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 generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Plan Administrator and Plan Participants
Cash Balance Retirement Plan for Employees of Credit Industriel et Commercial

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

Forvis Mazars, LLP

**Iselin, New Jersey
October 1, 2025**

Federal Employer Identification Number: 44-0160260

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023**

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments		
Investments, at fair value	\$ 42,764,605	\$ 40,832,132
Cash - noninterest-bearing	-	(12,245)
Total Investments	42,764,605	40,819,887
Accrued Income	32,329	144,642
Net Assets Available for Benefits	<u>\$ 42,796,934</u>	<u>\$ 40,964,529</u>

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2024 and 2023**

	<u>2024</u>	<u>2023</u>
Additions		
Investment Income		
Interest and dividend income	\$ 755,689	\$ 939,614
Net appreciation in fair value of investments	<u>3,562,007</u>	<u>4,287,530</u>
Total Investment Income	<u>4,317,696</u>	<u>5,227,144</u>
Contributions		
Employer	<u>-</u>	<u>600,000</u>
Total Additions	<u>4,317,696</u>	<u>5,827,144</u>
Deductions		
Benefits paid	2,104,621	3,083,320
Administrative expenses	<u>380,670</u>	<u>345,107</u>
Total Deductions	<u>2,485,291</u>	<u>3,428,427</u>
Net Increase	1,832,405	2,398,717
Net Assets Available for Benefits, Beginning of Year	<u>40,964,529</u>	<u>38,565,812</u>
Net Assets Available for Benefits, End of Year	<u>\$ 42,796,934</u>	<u>\$ 40,964,529</u>

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
Statement of Accumulated Plan Benefits
December 31, 2023**

Actuarial Present Value of Accumulated Plan Benefits	
Active participants	\$ 14,000,901
Retired participants and beneficiaries receiving payments	7,626,234
Terminated vested participants	<u>2,078,226</u>
Total Vested Benefits	23,705,361
Actuarial Present Value of Nonvested Benefits	<u>246,779</u>
Total Actuarial Present Value of Accumulated Plan Benefits	<u>\$ 23,952,140</u>

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
Statement of Changes in Accumulated Plan Benefits
Years Ended December 31, 2023**

Actuarial present value of accumulated plan benefits	
at the beginning of year	\$ 25,019,188
Increase (Decrease) During the Year Attributable to	
Actual benefits paid	(3,083,320)
Benefits accumulated	754,682
Decrease in the discount period	1,211,611
Actuarial losses	193,541
Changes in actuarial assumptions	<u>(143,562)</u>
Net Decrease	<u>(1,067,048)</u>
Total Actuarial Present Value of Accumulated Plan Benefits at End of Year	<u>\$ 23,952,140</u>

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
Notes to Financial Statements
December 31, 2024 and 2023**

Note 1. Description of Plan

The following description of the Cash Balance Retirement Plan for Employees of Credit Industriel et Commercial (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General

The Plan is a non-contributory, defined benefit plan, subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”), covering all employees of Crédit Industriel et Commercial and its other affiliated employer CIC Market Solutions, Inc. (collectively, the “Company” or the “Employer”), who have one year of service, as defined, and are age 21 or older. Eligible employees can enter the Plan on the first day of the month after the eligibility requirements are met. The Plan was amended and restated effective December 31, 2015.

The Plan is administered by the CIC Pension Committee (“The Committee”). The Committee has overall responsibility for the operation and administration of the Plan. The Committee determines the appropriateness of the Plan's investment offerings, and monitors investment performance.

Benefits and Contributions

Each participant accrues an annual benefit from the Company based on the participant's compensation and length of service with the Company. Effective December 31, 1995, the prior plan was amended to “freeze” benefit accruals as of that date, to determine an initial account balance in transition from the prior plan to the cash balance design, and to add a cash balance formula for post-1995 accruals. If a participant was an active employee of the Company on or after December 31, 1995 with less than 9.5 years of credited service as of January 1, 1996, for each plan year, a regular allocation will be made to their account, as defined in the Plan document. If a participant was an active employee of the Company on December 31, 1995 with a minimum 9.5 years of credited service as of January 1, 1996, for each plan year, a transitional allocation will be made to their account in lieu of a regular allocation, as defined in the Plan document.

Each participant's account is credited with annual interest earnings. The interest rate applied to each participant's account is the one-year Treasury Constant Maturities plus 0.5% as in effect during the November prior to the first day of the Plan year, subject to a minimum interest rate of 2.00%. For the years ended December 31, 2024 and 2023, the interest rate was 5.78% and 5.23%, respectively.

Benefit payments are generally made in either a single life annuity, 50% joint and survivor annuity, 50%, 75% or 100% contingent annuity, a ten year (120 month) certain and life annuity or a lump sum distribution based on guidelines as defined in the Plan document.

Vesting

Participants are fully vested in all benefits after 3 years of service. Effective January 1, 2021, if a participant who has not otherwise satisfied the vesting requirements, as defined in the Plan document, dies while employed by the Company, such participant's accrued benefit will become 100% vested and a death benefit shall be payable in accordance with the Plan document.

Administrative Expenses

Investment management and trust management fees are paid directly by the Plan, while all other expenses incurred are paid by the Company.

Note 2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting.

Funding Policy

All contributions made to the Plan are made by the Company on the basis of annual funding amounts determined by the Plan's independent actuary. No employee contributions are permitted. The Company's funding policy is to make contributions to the Plan which shall not be less than the minimum amount required to meet the funding standards of, nor more than the maximum deductible amount permitted by, ERISA and the Internal Revenue Code. The Company's contributions for the years ended December 31, 2024 and 2023 comply with the minimum funding requirements of ERISA. For the years ended December 31, 2024 and 2023, contributions to the Plan were \$0 and \$600,000, respectively. There were no changes to the funding policy during 2024 or 2023. Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

Use of Estimates

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

Investments Valuation and Income Recognition

The Plan's 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. The Committee determines the Plan's valuation policies utilizing information provided by its investment advisers and trustee. See Note 4 for a discussion of fair value measurements.

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

Benefits Paid to Participants

Benefit payments to participants are recorded when paid.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump sum distributions, that are attributable under the Plan's provisions for 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 under the Plan are accumulated plan benefits for active employees and are based on employees' compensation. Benefits payable under all circumstances, including retirement, death, disability, and termination of employment, are included to the extent they are deemed attributable to employee service rendered to the valuation date. Benefits to be provided via annuity contracts excluded from Plan assets are excluded from accumulated plan benefits.

The actuarial present value of accumulated plan benefits is determined by an actuary from Willis Towers Watson and it is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
Notes to Financial Statements
December 31, 2024 and 2023**

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 significant actuarial assumptions used in the valuation as of January 1, 2024 were (a) assumed mortality rate of participants (the Pri-2012 Mortality Tables for non-annuitants, annuitants, and contingent survivors with white collar adjustment, projected forward generationally using Scale MP-2021), (b) retirement age assumptions (age 65 or immediately if participant is age 65 and over), and (c) the cash balance interest crediting rate of 5.78% for 2024, 5.25% for 2025, 4.75% for 2026 and 4.25% thereafter. The January 1, 2024 valuation included a discount rate of 6.00%.

The significant actuarial assumptions used in the valuation as of January 1, 2023 were (a) assumed mortality rate of participants (the Pri-2012 Mortality Tables for non-annuitants, annuitants, and contingent survivors with white collar adjustment, projected forward generationally using Scale MP-2021), (b) retirement age assumptions (age 65 or immediately if participant is age 65 and over), and (c) the cash balance interest crediting rate of 5.23% for 2023 and 3.00% thereafter. The January 1, 2023 valuation included a discount rate of 5.00%.

The change in actuarial assumptions resulted in a decrease of \$143,562, reflected in the 2023 statement of changes in accumulated plan benefits, which relates primarily to changes in the assumed long-term interest crediting rate and discount rate.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions would be used.

Subsequent Events

The Plan management has evaluated subsequent events through October 1, 2025, the date the financial statements were available for issuance. All subsequent events requiring recognition or disclosure have been incorporated in these financial statements.

Note 3. Information Certified by the Plan's Trustee

The following is a summary of the investment information regarding the Plan as of December 31, 2024 and 2023, and for the years then ended, included in the Plan's financial statements and supplemental schedules, that were prepared or derived from information provided by First State Trust Company, the trustee of the Plan, and furnished to the plan administrator. The plan administrator has obtained certifications from the trustee that such information is complete and accurate.

Information relating to investments certified by the trustee at December 31, is as follows:

	<u>2024</u>	<u>2023</u>
Investments		
At fair value	\$ 42,764,605	\$ 40,832,132
Cash - noninterest-bearing	-	(12,245)
	<u>\$ 42,764,605</u>	<u>\$ 40,819,887</u>
Accrued Income	<u>\$ 32,329</u>	<u>\$ 144,642</u>

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
Notes to Financial Statements
December 31, 2024 and 2023**

Information relating to income certified by the trustee at December 31, is as follows:

	<u>2024</u>	<u>2023</u>
Net appreciation in fair value of investments	\$ 3,562,007	\$ 4,287,530
Interest and dividend income	\$ 755,689	\$ 939,614

The Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing such certified investment information to the related investment information included in the financial statements and ERISA-required supplemental schedules.

Note 4. Fair Value Measurements

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. 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 need to maximize the use of observable inputs and minimize the use of unobservable inputs. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). Valuation techniques used to measure fair value are defined as follows:

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

Level 2 – Inputs to the valuation methodology include: (a) quoted prices for similar assets or liabilities in active markets; (b) quoted prices for identical or similar assets or liabilities in inactive markets; (c) inputs other than quoted prices that are observable for the asset or liability; and (d) inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

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

Following is a description of the valuation methodology used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

- *Money Market Funds*: Valued at cost plus accrued interest, which approximates fair value.
- *Common Stocks*: valued at the closing price reported on the active market on which the individual securities are traded.
- *Corporate Bonds*: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basis value on yields currently available on comparable securities of issuers with similar credit ratings.
- *U.S. Government Securities*: Valued using pricing models maximizing the use of observable inputs for similar securities.
- *Partnerships*: Valued using a discounted cash flow value using a risk-based market discount rate.

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
Notes to Financial Statements
December 31, 2024 and 2023**

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation method is 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.

Investments at fair value as of December 31, 2024 are as follows:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money market funds	\$ 800,946	\$ -	\$ -	\$ 800,946
Common stocks	30,219,860	-	-	30,219,860
Partnerships	-	-	146,050	146,050
Corporate bonds	-	405,811	-	405,811
U.S. government securities	-	11,191,938	-	11,191,938
Total investments at fair value	<u>\$ 31,020,806</u>	<u>\$ 11,597,749</u>	<u>\$ 146,050</u>	<u>\$ 42,764,605</u>

Investments at fair value as of December 31, 2023 are as follows:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money market funds	\$ 1,032,085	\$ -	\$ -	\$ 1,032,085
Common stocks	29,410,168	-	-	29,410,168
Partnerships	-	-	64,401	64,401
Corporate bonds	-	39,485	-	39,485
U.S. government securities	-	10,285,993	-	10,285,993
Total investments at fair value	<u>\$ 30,442,253</u>	<u>\$ 10,325,478</u>	<u>\$ 64,401</u>	<u>\$ 40,832,132</u>

The following table provides further details of the level 3 fair value measurements as of December 31, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Balance as of beginning of year	\$ 64,401	\$ 44,886
Purchase of investment	-	-
Unrealized gains related to investment still held at reporting date	<u>81,649</u>	<u>19,515</u>
Balance as of end of year	<u>\$ 146,050</u>	<u>\$ 64,401</u>

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
Notes to Financial Statements
December 31, 2024 and 2023**

Note 5. Related Party Transactions

Services rendered by the Plan's trustee, First State Trust Company ("First State"), qualify as party-in-interest transactions. Fees paid to First State amounted to \$64,848 and \$67,289, respectively, for the years ended December 31, 2024 and 2023, which included foreign taxes and fees of \$19,588 and \$23,463, respectively, ADR fees of \$7,318 and \$7,824, respectively, and \$96 and \$80 for a class action vendor fee, respectively. Services rendered by the Plan's investment advisor, Morgan Stanley Wealth Management ("Morgan Stanley"), qualify as party-in-interest transactions. Fees paid to Morgan Stanley amounted to \$315,822 and \$277,818, respectively, for the years ended December 31, 2024 and 2023.

Note 6. Tax Status

The Plan obtained its latest determination letter dated November 13, 2015, in which the Internal Revenue Service ("IRS") states that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and the plan document.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 7. Plan Termination

The Company expects to continue this Plan indefinitely, but reserves the right to terminate it at any time. Should the Plan terminate at some future time, its net assets will be distributed to the employees based on priorities established in the Plan and by ERISA. The Pension Benefit Guaranty Corporation ("PBGC") guarantees the payment of certain nonforfeitable basic benefits, subject to limitations provided by ERISA. However, there is a ceiling on the amount of an individual's monthly benefit that the PBGC guarantees, which is adjusted periodically.

Note 8. Risks and Uncertainties

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

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

Supplemental Schedules

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
EIN 13-2757199 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
Year Ended December 31, 2024**

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	Shares/Par	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	(d) Cost	(e) Current Value
	Money Market Funds				
*	Morgan Stanley Bank Deposit	137,967.50	Money Market Fund	\$ 137,968	\$ 137,968
	FDIC Bank Deposit Fund	662,977.95	Money Market Fund	662,978	662,978
	U.S. Treasury Bonds & Notes				
	US Treasury Note	60,000.00	United States Of America 3.8750% 09/30/29	60,747	58,711
	US Treasury Note	60,000.00	United States Of America 3.8750% 11/30/29	60,832	58,669
	US Treasury Note	60,000.00	United States Of America 3.8750% 12/31/29	60,781	58,636
	US Treasury Note	65,000.00	United States Of America 4.2500% 10/15/25	65,201	65,010
	US Treasury Note	4,000.00	United States Treas Nts 1.3750% 11/15/31	3,836	3,270
	US Treasury Note	2,000.00	United States Treas Nts 1.6250% 02/15/26	1,904	1,943
	US Treasury Note	5,000.00	United States Treas Nts 1.8750% 02/28/29	4,664	4,530
	US Treasury Note	60,000.00	United States Treas Nts 2.3750% 05/15/27	58,315	57,460
	US Treasury Note	60,000.00	United States Treas Nts 3.2500% 06/30/27	59,621	58,594
	US Treasury Note	65,000.00	United States Treas Nts 3.3750% 05/15/33	63,336	59,759
	US Treasury Note	70,000.00	United States Treas Nts 3.6250% 05/31/28	70,213	68,474
	US Treasury Note	65,000.00	United States Treas Nts 4.0000% 02/15/34	66,020	62,268
	US Treasury Note	70,000.00	United States Treas Nts 4.0000% 02/29/28	70,937	69,376
	US Treasury Note	60,000.00	United States Treas Nts 4.0000% 07/31/30	61,171	58,763
	US Treasury Note	60,000.00	United States Treas Nts 4.8750% 10/31/28	62,752	61,092
	US Treasury Note	60,000.00	United States Treas Nts 2.2500% 11/15/27	57,842	56,728
	US Treasury Note	65,000.00	United States Treas Nts 4.0000% 12/15/25	65,138	64,883
	US Treasury Note	73,000.00	UNITED STATES TREAS NTS 4.3750% 11/30/30	73,000	72,755
	US Treasury Note	45,000.00	United States Treas Nts 1.6250% 05/15/26	43,757	43,432
	US Treasury Note	1,000.00	UNITED STATES TREAS NTS 4.0000% 07/31/29	993	985
	US Treasury Note	60,000.00	UNITED STATES TREAS NTS 3.875% 01/15/26	60,082	59,789
	US Treasury Note	70,000.00	US Treasury Treas Nts 1.5000% 08/15/26	67,457	66,998
	US Treasury Strips & Zeros	9,940,000.00	UNITED STATES TREAS BILLS 01/07/25	9,896,802	9,933,138
	FHLMC	4,000.00	Federal Home Ln Mtg Corp 0.3750% 07/21/25	3,984	3,914
	FNMA	3,000.00	Federal Natl Mtg Assn 0.5000% 11/07/25	2,998	2,906
	FNMA	6,000.00	Federal Natl Mtg Assn 0.7500% 10/08/27	6,003	5,449
	USA	65,000.00	United States Of America 4.5000% 11/15/25	65,401	65,117
	US Treasury Note	70,000.00	US Treasury Note 4.0000% 06/30/28	71,157	69,289
	Corporate Bonds - Domestic				
	US Bancorp	2,000.00	2.2150% 01/27/28	1,778	1,896
	AbbVie Inc	25,000.00	4.8000% 03/15/29	25,757	24,986
	Berkshire Hathaway Fin Corp	25,000.00	2.8750% 03.15.32	23,238	21,898
	Cisco Sys Inc	25,000.00	4.9500% 02/26/31	26,150	25,100
	Costco Whsl Corp New	3,000.00	1.3750% 06/20/27	3,001	2,788
	Deere John Capital Corp	25,000.00	4.7500% 1/20/28	25,616	25,121
	Disney Walt Co	25,000.00	3.8000% 03/22/30	24,884	23,948
	Emerson Elec Co	3,000.00	2.0000% 12/21/28	2,966	2,705
	Home Depot I	25,000.00	4.5000% 09/15/32	25,588	24,334
	Pepsico Inc	25,000.00	4.4500% 05/15/28	25,556	24,981
	Pfizer Investment Enterpris	25,000.00	4.7500% 05/19/33	25,480	24,310
	Public Storage	25,000.00	1.9500% 11/09/28	23,063	22,465
	Schwab Charles Corp	5,000.00	.09000% 03/11/26	5,007	4,786
	Simon Ppty Group Lp	25,000.00	2.4500% 09/13/29	23,002	22,475
	State Str Corp	3,000.00	3.550% 08/18/25	3,020	2,983
	Truist Finl Corp	2,000.00	1.9500% 06/05/30	2,036	1,706
	Unitedhealth Group Incorpor	25,000.00	5.2500% 02/15/28	25,989	25,426
	Bank Amer Corp	25,000.00	3.1940% 07/23/30	23,797	23,038
	Jpmorgan Chase & Co	25,000.00	5.0120% 01/23/30	25,553	24,958
	Pnc Finl Svcs Group Inc	25,000.00	5.5820% 06/12/29	25,926	25,425
	The Bank Of New York Mellon	25,000.00	5.8020% 10/25/28	26,193	25,675
	Us Bancorp	25,000.00	4.5480% 07/22/28	25,230	24,807
	Common Stocks				
	Abbott Labs	760.00	Common Stock	80,676	85,964
	AbbVie Inc	1,039.00	Common Stock	158,890	184,630
	Adobe Systems Inc	352.00	Common Stock	79,284	156,527
	Advanced Drainage Systems Inc	541.00	Common Stock	42,775	62,540
	Allegheny Technologies Inc	1,550.00	Common Stock	91,769	85,312
	Alphabet Inc Cl A	2,321.00	Common Stock	131,909	439,365
	Alphabet Inc Cl C	1,981.00	Common Stock	193,570	377,262
	Amazon Com Inc	2,441.00	Common Stock	317,460	535,531
	Ameren Corp	413.00	Common Stock	34,802	36,815

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
EIN 13-2757199 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
Year Ended December 31, 2024**

Continued

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	Shares/Par	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	(d) Cost	(e) Current Value
	American Electric Power Inc	873.00	Common Stock	\$ 77,744	\$ 80,517
	Amgen Inc	176.00	Common Stock	47,547	45,873
	Analog Devices Inc	487.00	Common Stock	79,463	103,468
	Apple Computer Inc	3,098.00	Common Stock	169,968	775,801
	Ares Management Corporation	1,201.00	Common Stock	55,330	212,613
	AT&T Inc	6,196.00	Common Stock	99,738	141,083
	Automatic Data Processing Inc	326.00	Common Stock	82,235	95,430
	Avery Dennison Corp	717.00	Common Stock	118,096	134,172
	Azek Co Inc	2,186.00	Common Stock	47,227	103,769
	Ball Corp	2,480.00	Common Stock	133,667	136,722
	Bank America Corp	3,020.00	Common Stock	109,476	132,729
	Bank Of New York Mellon Corp	1,117.00	Common Stock	57,206	85,819
	Becton Dickinson & Co	1,492.00	Common Stock	296,576	338,490
	Berkley W R Corp	1,257.00	Common Stock	30,739	73,560
	Berkshire Hathaway Inc-CI B	410.00	Common Stock	82,013	185,845
	Bio Techne Corp	1,360.00	Common Stock	102,304	97,961
	Blackrock Inc	86.67	Common Stock	57,891	88,843
	Blackstone Group Inc	200.00	Common Stock	15,810	34,484
	Booking Hldgs Inc	18.15	Common Stock	38,593	90,167
	Booz Allen Hamilton Holding	199.00	Common Stock	21,096	25,611
	Bristol Myers Squibb Co	2,823.00	Common Stock	148,505	159,669
	Broadcom Inc	1,715.00	Common Stock	215,331	397,606
	C M S Energy Corp	381.00	Common Stock	23,379	25,394
	C S X Corp	983.00	Common Stock	32,404	31,721
	Cadence Design Systems Inc	535.00	Common Stock	144,604	160,746
	CBRE Group Inc	803.00	Common Stock	69,017	105,426
	Charles Schwab Corp	3,142.00	Common Stock	189,109	232,539
	Chevron Corporation	2,056.00	Common Stock	312,680	297,791
	Chewy Inc	2,905.00	Common Stock	84,072	97,288
	Chipotle Mexican Grill-CI A	1,629.00	Common Stock	88,862	98,229
	Church & Dwight Inc	3,377.00	Common Stock	201,571	353,606
	Cintas Corp	361.00	Common Stock	31,336	65,955
	Cisco Sys Inc	2,187.00	Common Stock	106,821	129,470
	Cme Group Inc.	355.00	Common Stock	70,140	82,442
	Coca Cola Co	1,932.00	Common Stock	116,342	120,286
	Colgate Palmolive Co	1,028.00	Common Stock	75,919	93,455
	Comcast Corp-CI A	3,101.00	Common Stock	117,179	116,381
	Conocophillips	392.00	Common Stock	48,570	38,875
	Constellation Brands Inc	1,323.00	Common Stock	288,955	292,383
	Cooper Companies, Inc.	952.00	Common Stock	87,796	87,517
	Costco Wholesale Corp New	120.00	Common Stock	58,047	109,952
	Cummins Inc	108.00	Common Stock	25,913	37,649
	D T E Energy Company	162.00	Common Stock	18,640	19,562
	Disney Walt Co	650.00	Common Stock	72,149	72,378
	Dover Corp	512.00	Common Stock	82,090	96,051
	Duke Energy Corp	433.00	Common Stock	44,839	46,651
	Dun & Bradstreet Hldgs Inc	6,343.00	Common Stock	101,464	79,034
	eBay Inc	597.00	Common Stock	32,153	36,984
	Entergy Corp	1,348.00	Common Stock	70,221	102,205
	Eog Res Inc	534.00	Common Stock	69,084	65,458
	Exxon Mobil Corp	1,580.00	Common Stock	170,889	169,961
	Fair Isaac Corp	84.91	Common Stock	67,877	169,046
	Fastenal Co	1,034.00	Common Stock	25,903	74,355
	General Mls Inc	792.00	Common Stock	52,959	50,506
	Genuine Parts Co	219.00	Common Stock	34,606	25,570
	Gilead Sciences Inc	837.00	Common Stock	59,750	77,314

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
EIN 13-2757199 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
Year Ended December 31, 2024**

Continued

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	Shares/Par	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	(d) Cost	(e) Current Value
	Globe Life Inc	1,417.00	Common Stock	\$ 125,463	\$ 158,024
	Hexagon Ab	3,026.00	Common Stock	30,124	28,641
	Home Depot Inc	595.00	Common Stock	174,946	231,449
	Honeywell Intl Inc	520.00	Common Stock	104,364	117,463
	Huntington Bancshares Inc	2,940.00	Common Stock	39,626	47,834
	Idexx Labs Inc	192.00	Common Stock	88,403	79,380
	Illinois Tool Wks Inc	561.00	Common Stock	116,708	142,247
	Insulet Corp	756.00	Common Stock	131,490	197,369
	International Business Machines Corp	478.00	Common Stock	67,536	105,079
	J P Morgan Chase & Co	2,044.00	Common Stock	250,159	489,967
	Jacobs Solutions Inc	709.00	Common Stock	81,834	94,737
	Johnson & Johnson	1,442.00	Common Stock	236,208	208,542
	Kenvue Inc Com	1,610.00	Common Stock	33,300	34,374
	Keysight Technologies Inc	486.00	Common Stock	74,609	78,066
	Kla-Tencor Corp	86.13	Common Stock	32,955	54,270
	Labcorp Holdings Inc	898.00	Common Stock	127,114	205,929
	Lam Research Corp.	751.00	Common Stock	48,416	54,245
	Lilly Eli & Co	292.00	Common Stock	99,314	225,424
	Lockheed Martin Corp	125.00	Common Stock	57,471	60,743
	Lowes Cos Inc	285.00	Common Stock	25,923	70,338
	Markel Corporation	46.52	Common Stock	39,638	80,301
	Marsh & McLennan Cos Inc	531.00	Common Stock	92,764	112,790
	Martin Marietta Mats Inc	137.00	Common Stock	67,204	70,761
	Marvell Technology Group Ltd	1,995.00	Common Stock	95,081	220,348
	Masco Corp	895.00	Common Stock	42,570	64,950
	Mastercard Inc-A	344.00	Common Stock	62,724	181,140
	Mc Donald's Corporation	373.00	Common Stock	98,514	108,129
	McCormick & Co Inc Com Non Vtg	1,763.00	Common Stock	89,208	134,411
	McKesson Corp. Common Stock	221.00	Common Stock	70,817	125,950
	Merck & Co Inc	683.00	Common Stock	71,601	67,945
	Microsoft Corp	2,433.00	Common Stock	462,824	1,025,510
	Mondelez International Inc	2,727.00	Common Stock	168,919	162,884
	Monolithic Power	235.00	Common Stock	111,123	139,050
	Morgan Stanley	1,027.00	Common Stock	94,664	129,114
	Motorola Solutions Inc	291.00	Common Stock	103,390	134,509
	Nasdaq Omx Group, Inc.	1,057.00	Common Stock	71,264	81,717
	Netflix Com Inc	369.00	Common Stock	224,276	328,897
	NextEra Energy	400.00	Common Stock	30,966	28,676
	Northrop Grumman Corp	163.00	Common Stock	81,893	76,494
	O'Reilly Automotive	113.00	Common Stock	52,344	133,995
	Oracle Corporation	441.00	Common Stock	24,838	73,488
	Packaging Corp Of America	180.00	Common Stock	28,214	40,523
	Palo Alto Networks Inc	1,934.00	Common Stock	170,018	351,911
	Parker Hannifin Corp	173.00	Common Stock	58,513	110,033
	Paychex Inc	216.00	Common Stock	27,627	30,288
	Paycom Software Inc	433.00	Common Stock	67,814	88,752
	Pepsico Inc	2,187.00	Common Stock	256,465	332,555
	Pfizer Inc	1,680.00	Common Stock	67,928	44,570
	Philip Morris International	468.00	Common Stock	44,525	56,324
	Pinterest Inc	5,926.00	Common Stock	205,265	171,854
	Pnc Financial Services Group	744.00	Common Stock	117,194	143,480
	PPG Industries Inc	354.00	Common Stock	43,731	42,285
	Ppl Corporation	965.00	Common Stock	28,036	31,324
	Procter & Gamble Co	814.00	Common Stock	115,734	136,467
	Progressive Corp Ohio	143.00	Common Stock	29,838	34,264
	Prologis Inc	719.00	Common Stock	85,731	75,998

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
EIN 13-2757199 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
Year Ended December 31, 2024**

Continued

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	Shares/Par	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	(d) Cost	(e) Current Value
	Public Storage Inc	88.11	Common Stock	\$ 25,077	\$ 26,383
	Public Svc Enterprise Group Inc	396.00	Common Stock	26,527	33,458
	Qualcomm Inc	1,220.00	Common Stock	202,558	187,416
	Quanta Services Incorporated	1,514.00	Common Stock	153,709	478,500
	Raytheon Technologies Corp	949.00	Common Stock	88,950	109,818
	Realty Income Corp Reit	862.00	Common Stock	50,743	46,039
	Reinsurance Group Of America Inc	868.00	Common Stock	106,847	185,431
	Republic Services Inc	574.00	Common Stock	83,974	115,477
	S&P Global Inc	142.00	Common Stock	30,072	70,720
	Salesforce.Com	991.00	Common Stock	183,639	331,321
	Service Corp International	952.00	Common Stock	64,859	75,989
	Servicenow Inc.	328.00	Common Stock	201,538	347,719
	Southern Company	1,280.00	Common Stock	88,034	105,370
	Starbucks Corp	3,190.00	Common Stock	228,630	291,088
	Stryker Corp	203.00	Common Stock	32,451	73,090
	Synopsys Inc	270.00	Common Stock	12,969	131,047
	Tetra Tech Inc	1,827.00	Common Stock	65,526	72,788
	Texas Instruments Inc	260.00	Common Stock	42,715	48,753
	Thermo Fisher Scientific Inc	322.00	Common Stock	118,915	167,514
	Tjx Cos Inc	2,530.00	Common Stock	169,011	305,649
	Truist Finl Corp	1,156.00	Common Stock	54,796	50,147
	Ulta Salon Cosmetics & Frag Inc	410.00	Common Stock	138,107	178,321
	Union Pac Corp	354.00	Common Stock	73,502	80,726
	United Parcel Service Cl B	220.00	Common Stock	32,514	27,742
	Unitedhealth Group Inc	617.00	Common Stock	234,430	312,116
	US Bancorp New	1,393.00	Common Stock	56,988	66,627
	Valero Energy Corp	504.00	Common Stock	65,461	61,785
	Verizon Communications	1,952.00	Common Stock	86,425	78,060
	Visa Inc-Class A	976.00	Common Stock	209,066	308,455
	Wal Mart Stores Inc	2,068.00	Common Stock	102,526	186,844
	Waste Mgmt Inc Del	1,153.00	Common Stock	139,458	232,664
	WEC Energy Group Inc	610.00	Common Stock	55,327	57,364
	Wells Fargo & Co Ne	1,635.00	Common Stock	74,593	114,842
	West Pharmaceutical Service Inc	764.00	Common Stock	220,850	250,256
	Williams Cos Inc	491.00	Common Stock	17,658	26,573
	Xcel Energy Inc	954.00	Common Stock	54,223	64,414
	Zebra Technologies Corp	358.00	Common Stock	117,067	138,267
	Zoetis Inc	2,035.00	Common Stock	241,807	331,563
	3i Group Plc	2,708.00	Common Stock	54,384	61,201
	Abb Ltd Spon Adr	2,711.00	Common Stock	70,722	145,608
	Accenture Plc Cl A	316.00	Common Stock	99,804	111,166
	Adidas Ag Adr	847.00	Common Stock	99,326	103,139
	AIA Group Ltd-Sp ADR	2,700.00	Common Stock	99,539	78,276
	Amcor Plc Ord	2,280.00	Common Stock	28,078	21,455
	Aon Plc	502.00	Common Stock	79,122	180,298
	Asm Intl N V	73.74	Common Stock	27,962	41,967
	ASML Holdings NV	302.00	Common Stock	207,534	209,310
	Astrazeneca Plc Adr	1,373.00	Common Stock	108,527	89,959
	Bank of Montreal	449.00	Common Stock	41,550	43,575
	Bankinter S A	7,176.00	Common Stock	58,007	56,116
	Bureau Veritas Sa	1,638.00	Common Stock	99,119	98,739
	Canadian Imperial Bk Comm Toronto O	337.00	Common Stock	14,840	21,309
	Capgemini S E	3,119.00	Common Stock	122,392	101,243
	Chubb Ltd	660.00	Common Stock	140,980	182,358
	Cie Financiere Rich Unspns Adr	7,798.00	Common Stock	106,586	118,374
	Compass Group Plc	3,869.00	Common Stock	81,476	129,960

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
EIN 13-2757199 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
Year Ended December 31, 2024**

Continued

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	Shares/Par	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	(d) Cost	(e) Current Value
	Continental AG ADR (Germany)	5,685.00	Common Stock	\$ 43,500	\$ 37,578
	Crh Plc	432.00	Common Stock	33,287	39,969
	Croda Intl Plc	2,244.00	Common Stock	61,139	47,057
	Dbs Group Hldgs Ltd Sponsd Adr	537.00	Common Stock	26,194	68,839
	Diageo Plc Adr	858.00	Common Stock	115,392	109,078
	Diploma Plc Adr	435.00	Common Stock	77,793	92,846
	Disco Corp	1,405.00	Common Stock	41,406	38,201
	DSV A/S-Unsponsored ADR	381.00	Common Stock	40,885	40,462
	Enbridge Incorporated	1,805.00	Common Stock	79,426	76,586
	Epiroc Aktiebolag	4,417.00	Common Stock	82,850	76,975
	Experian Group Ltd Spons Adr	2,261.00	Common Stock	94,747	96,613
	Fanuc Ltd Unspns Adr	5,967.00	Common Stock	85,151	79,260
	Gildan Activewear Inc-Cl A	2,161.00	Common Stock	81,664	101,675
	Halma Plc	1,178.00	Common Stock	64,340	80,693
	Hoya Corporation-Adr	722.00	Common Stock	77,506	89,528
	Icon PLC (Ireland)	311.00	Common Stock	72,209	65,220
	Imcd N V	1,115.00	Common Stock	83,098	82,811
	Ing Groep Nv Sponsored Adr	6,333.00	Common Stock	82,073	99,238
	Intercontinental Hotels Group	773.00	Common Stock	81,766	96,563
	James Hardie Inds Plc	1,671.00	Common Stock	65,363	51,484
	Kao Corp	5,528.00	Common Stock	45,347	44,666
	KBC Groep NV ADR Netherlands	2,574.00	Common Stock	86,119	99,279
	L Air Liquide Adr	4,315.00	Common Stock	127,101	140,229
	Linde Plc	178.00	Common Stock	58,260	74,523
	London Stock Exchange Group ADR	2,877.00	Common Stock	76,594	102,680
	Lyondellbasell INDU-CL A	665.00	Common Stock	61,199	49,390
	Medtronic Plc	634.00	Common Stock	49,421	50,644
	Mitsui Fudosan Co Ltd	1,883.00	Common Stock	57,207	45,117
	Mizuho Financial Group Inc Spons Adr	28,494.00	Common Stock	118,037	139,336
	Mtu Aero Engines Holding-Unspon Adr	703.00	Common Stock	79,977	116,473
	National Grid Plc	971.00	Common Stock	70,275	57,697
	Nitori Holdings Co Ltd	6,447.00	Common Stock	91,759	76,332
	Nomura Research Institute Ltd	2,352.00	Common Stock	64,608	69,102
	Nordea Bk Abp	4,284.00	Common Stock	51,238	46,653
	Novo-Nordisk A S Spons Adr	2,761.00	Common Stock	229,280	237,500
	Nvent Electric Plc	1,222.00	Common Stock	88,723	83,292
	NXP Semiconductors NV	313.00	Common Stock	30,633	65,057
	Puma Se	9,521.00	Common Stock	45,247	43,130
	Recruit Holdings Co Ltd	4,189.00	Common Stock	27,244	58,520
	Relx Plc Spon ADR	4,951.00	Common Stock	123,558	224,873
	Renesas Electronics Corp	6,292.00	Common Stock	42,638	40,967
	Ryanair Hldgs Plc Adr	2,119.00	Common Stock	80,087	92,367
	Sampo Oyj-A SHS-Unsp ADR	4,258.00	Common Stock	69,478	86,182
	Sanofi-Aventis Adr	1,243.00	Common Stock	61,828	59,950
	Sap Aktiengesellschaft Spns Adr	790.00	Common Stock	157,431	194,506
	Shin Etsu Chemical Co Unspns Adr	4,225.00	Common Stock	85,516	69,797
	Siemens A G Sponsored Adr	1,150.00	Common Stock	109,442	111,182
	Steris Plc	509.00	Common Stock	104,378	104,630
	Suncor Energy Inc	5,517.00	Common Stock	184,158	196,847
	Suzuki Motor Corp-Uns ADR	1,481.00	Common Stock	72,855	66,689
	Symrise Ag-Unspon Adr	2,677.00	Common Stock	81,982	71,136
	Taiwan Semiconductor Spons Adr	844.00	Common Stock	165,008	166,682
	Tc Energy Corp	1,227.00	Common Stock	52,824	57,092
	Techtronic Industries Company LTD.	1,267.00	Common Stock	83,458	83,592
	Thales Unsponsord Adr	3,045.00	Common Stock	79,267	86,995
	Tokyo Electron Ltd Unspns Adr	1,065.00	Common Stock	100,086	80,397

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
EIN 13-2757199 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
Year Ended December 31, 2024**

Continued

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	Shares/Par	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	(d) Cost	(e) Current Value
	Total S.A. Spon Adr	1,264.00	Common Stock	\$ 69,071	\$ 68,888
	Trane Technologies Plc	201.00	Common Stock	36,661	74,239
	Unilever Plc	6,085.00	Common Stock	287,663	345,020
	Universal Music Group Nv	6,752.00	Common Stock	75,819	86,156
	Vat Group Ag	711.00	Common Stock	36,975	26,790
	Alexandria Real Estate Equities Inc	397.00	Common Stock	46,687	38,727
	Avalonbay Communities Inc	146.00	Common Stock	27,661	32,115
	Spdr Ser Tr Spdr Bloomberg	1,063.00	Common Stock	97,504	97,190
	Partnerships				
	Asics Corporation	3,515.00	Partnerships	15,725	69,210
	Nippon Sanso Holdings Corporation	5,616.00	Partnerships	83,720	76,840
					<u>\$ 42,764,605</u>
*	Party-in-interest to the Plan				

**Cash Balance Retirement Plan for
Employees of Crédit Industriel et Commercial
EIN 13-2757199 PN 001
Schedule H, Line 4j - Schedule of Reportable Transactions
Year Ended December 31, 2024**

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Identity of Party Involved	Description of Assets (Include Interest Rate and Maturity in Case of a Loan)	Purchase Price	Selling Price	Lease Rental	Expense Incurred with Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or (Loss)
FDIC Bank Deposit Fund	Money Market Fund	\$ 1,953,814	\$ -	N/A	N/A	\$ 1,953,814	\$ 1,953,814	\$ -
FDIC Bank Deposit Fund	Money Market Fund	\$ -	\$ 2,078,769	N/A	N/A	\$ 2,078,769	\$ 2,078,769	\$ -
Morgan Stanley Bank Deposit	Money Market Fund	\$ 78,745,530	\$ -	N/A	N/A	\$ 78,745,530	\$ 78,745,530	\$ -
Morgan Stanley Bank Deposit	Money Market Fund	\$ -	\$ 78,851,714	N/A	N/A	\$ 78,851,714	\$ 78,851,714	\$ -
UNITED STATES TREAS BILLS 01/07/25	Treasury Bill	\$ 10,040,000	\$ -	N/A	N/A	\$ 9,996,368	\$ 9,996,368	\$ -
UNITED STATES TREAS BILLS 01/07/25	Treasury Bill	\$ -	\$ 100,000	N/A	N/A	\$ 99,565	\$ 99,565	\$ -
United States Treas Nts 0.3750% 04/15/24	Treasury Bill	\$ 10,200,000	\$ -	N/A	N/A	\$ 10,100,391	\$ 10,100,391	\$ -
United States Treas Nts 0.8750% 01/31/24	Treasury Bill	\$ 10,200,000	\$ -	N/A	N/A	\$ 10,165,336	\$ 10,165,336	\$ -
United States Treas Nts 1.5000% 11/30/24	Treasury Bill	\$ 10,000,000	\$ -	N/A	N/A	\$ 9,949,609	\$ 9,949,609	\$ -
United States Treas Nts 3.0000% 06/30/24	Treasury Bill	\$ 10,400,000	\$ -	N/A	N/A	\$ 10,349,219	\$ 10,349,219	\$ -
United States Treas Nts 3.0000% 06/30/24	Treasury Bill	\$ -	\$ 200,000	N/A	N/A	\$ 199,023	\$ 199,133	\$ -
United States Treas Nts 3.2500% 08/31/24	Treasury Bill	\$ 10,200,000	\$ -	N/A	N/A	\$ 10,163,742	\$ 10,163,742	\$ -
Us T Bills Zero Cp		\$ 10,290,000	\$ -	N/A	N/A	\$ 10,250,207	\$ 10,250,207	\$ -

SCHEDULE SB ATTACHMENTS

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

Attained Age	Attained Years of Credited Service ¹										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	1	0	0	0	0	0	0	0	0	0	1
30-34	0	3	1	0	0	0	0	0	0	0	0	4
35-39	0	2	3	0	1	0	0	0	0	0	0	6
40-44	0	3	2	1	0	0	0	0	0	0	0	6
45-49	0	2	3	0	2	2	0	0	0	0	0	9
50-54	0	4	6	3	6	2	1	0	0	0	0	22
55-59	0	0	1	1	4	4	2	3	1	0	0	16
60-64	0	3	2	1	1	1	1	0	1	1	1	11
65-69	0	0	1	0	2	1	0	0	1	2	0	7
70 & over	0	0	0	0	0	0	0	1	0	2	0	3
Total	0	18	19	6	16	10	4	4	3	5	0	85

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

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
 EIN / PN: 13-2757199/001
 Plan Sponsor: Crédit Industriel et Commercial
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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 Corridors	Not Reflecting Corridors
-----------------	----------------------	--------------------------

- | | | |
|---------------------------|-------|-------|
| • First segment rate | 4.75% | 4.37% |
| • Second segment rate | 4.96% | 4.96% |
| • Third segment rate | 5.59% | 4.95% |
| • Effective interest rate | 5.07% | 4.91% |

Annual rates of increase

- Compensation: 4.00%
- Future Social Security wage bases 3.00%
- Statutory limits on compensation 3.00%

Administrative expenses The amount included for plan-related expenses is \$44,000

Cash balance interest crediting rate 5.78% for 2024, 5.25% for 2025, 4.75% for 2026 and 4.25% per year after 2026

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
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
Participant data	Employee data and data on persons receiving benefits were supplied by Crédit Industriel et Commercial as of January 1, 2024.
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 generational 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	None
Termination	10% per year for employees under age 35 No termination after age 34
Disability	None
Retirement	Age 65 or immediately if participant is age 65 and over
Benefit commencement date:	
• Preretirement death benefit	Upon death of the active participant
• Deferred vested benefit	Age 65
• Retirement benefit	Upon termination of employment

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Form of payment	All active participants are assumed to elect a lump sum benefit upon separation of service. Participants who do not elect a lump sum and become a terminated vested participant are assumed to elect an annuity at age 65.
Percent married	For purposes of valuing the pre-retirement surviving spouse's benefit, 100% of participants are assumed to be married.
Spouse age	Female spouses are assumed to be three years younger than male spouses.
Covered pay	Assumed plan compensation for the year beginning on the valuation date was determined as base rate of pay on the valuation date with ½ year's assumed pay increases, plus the target bonus up to 20% of base pay.
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.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Actuarial value of assets for determining minimum required contributions

Average of the fair market value of assets on the valuation dates 12 and 24 months before the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).

Annuity conversion

For purposes of converting cash balances to annuities for certain participants with deferred benefits, the prescribed mortality assumption under IRC §417(e) is used and an interest rate of 5% is used.

Tax policy

The actuarial valuation performed for the plan year ending December 31, 2024 is used to determine the maximum deductible contribution for the tax year ending December 31, 2024.

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with CIC and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

The plan sponsor furnished participant data as of 1/1/2024. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. There were no significant issues found with missing or inconsistent data. We are aware of no adjustments made by the data provider.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale – Significant Economic Assumptions for Contributions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Cash Balance Interest Crediting rate

The plan credits interest to cash balance accounts using the 1-year Treasury Constant Maturity rate for the month of November preceding the first day of such plan year, as reported in the Federal Reserve Bulletin, plus 50 basis points, but with a minimum interest credit rate of 2.00%. After examining historical variability in this rate, and considering the increase in interest crediting expected to be caused by the minimum interest credit, we believe that the selected assumption does not significantly conflict with what would be reasonable based on a combination of market conditions at the measurement date and future expectations consistent with other economic assumptions used, other than the discount rate.

Annuity conversion rate for hybrid plans

As required by IRC §430, annuity benefits are valued by converting accounts to annuities using the current IRC §430 interest rates, so that the interest rates assumed are effectively the same as described above for the discount rate.

Rates of increase in:

- **Compensation**

Assumed compensation increases are based on plan sponsor expectations for near-term years and the effect that the assumed long-term CPI and NAW will have on compensation increases over the longer term.

The resulting salary increase assumption is a composite rate that reflects both current conditions and future expectations.
- **National average wages (NAW) (e.g., Social Security wage bases)**

The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages).
- **Increases in statutory limits (CPI)**

The assumed CPI is based on a combination of current conditions and future forecasts by economists.

Administrative “and investment” expenses

Administrative expenses are estimated by determining the expected actual expenses for the coming year reflecting the actual expenses paid from the trust for the preceding year and adjusting for changes in PBGC premiums.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Assumptions Rationale – Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were selected by the plan sponsor and represent a best estimate of future experience with periodic monitoring of observed gains and losses caused by termination patterns different than assumed.
Retirement	Retirement rates are based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by retirement patterns different than assumed.
Benefit commencement date for deferred benefits:	
<ul style="list-style-type: none">• Preretirement death benefit	The benefit commencement date is based on the first eligibility date.
<ul style="list-style-type: none">• Deferred vested benefit	Deferred vested participants are assumed to begin benefits at age 65 (or current age if later) because the plan's experience is not considered to be credible, but deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at earlier ages is not expected to be significant.
Form of payment	Most participants elect a lump sum benefit upon termination; however, since the plan's experience is not considered to be credible and none of the other optional forms are subsidized, the difference between this approach and assuming other optional forms are elected is not expected to be significant.
Percent married	Since the cash balance account can be paid to spousal and non-spousal beneficiaries, it is expected that all accounts will be paid out.
Spouse age	The assumed age difference for spouses is based on general population statistics of the age difference for married individuals of retirement age.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Source of Prescribed Methods

Funding methods

The methods used for funding purposes, 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 and methods since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430 and reflect the interest rate corridors of ARPA.
- The mortality table used to calculate the funding target and target normal cost was changed from using a static projection of mortality improvement to a generational projection as required by guidance issued by the IRS under IRC §430.
- The cash balance interest crediting rate was changed from 5.23% for 2023 and 3.00% per year after 2023 to 5.78% for 2024, 5.25% for 2025, 4.75% for 2026 and 4.25% per year after 2026.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

Plan Name	Cash Balance Retirement Plan For Employees Of Credit Industriel Et Commercial
Plan Sponsor EIN	13-2757199
ERISA Plan #	001
Plan Year Ending	December 31, 2024

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).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
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
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

**SCHEDULE SB
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan
Actuarial Information**

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

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

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

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.

A Name of plan CASH BALANCE RETIREMENT PLAN FOR EMPLOYEES OF CREDIT INDUSTRIEL ET COMMERCIAL		B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Credit Industriel et Commercial		D Employer Identification Number (EIN) 13-2757199	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B		F Prior year plan size: <input type="checkbox"/> 100 or fewer <input checked="" type="checkbox"/> 101-500 <input type="checkbox"/> More than 500	

Part I Basic Information

1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>			
2 Assets:			
a Market value.....	2a	40,964,530	
b Actuarial value.....	2b	41,596,611	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	31	7,901,666	7,901,666
b For terminated vested participants.....	15	2,199,644	2,199,644
c For active participants.....	85	14,876,661	15,216,173
d Total.....	131	24,977,971	25,317,483
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
a Funding target disregarding prescribed at-risk assumptions.....	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b		
5 Effective interest rate.....	5	5.07%	
6 Target normal cost			
a Present value of current plan year accruals.....	6a	869,285	
b Expected plan-related expenses.....	6b	44,000	
c Target normal cost.....	6c	913,285	

Statement by Enrolled Actuary

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

SIGN HERE	William C Walter, Jr. <i>ww</i>	<u>6/27/2025</u>
	Signature of actuary	Date
	William C Walter, Jr.	2305710
	Type or print name of actuary	Most recent enrollment number
	Willis Towers Watson US LLC	212-309-3588
	Firm name	Telephone number (including area code)
	200 Liberty Street	
	New York NY 10281	
	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

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

**Schedule SB (Form 5500) 2024
v. 240311**

Part V Assumptions Used to Determine Funding Target and Target Normal Cost				
21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code).....				21b 0
22 Weighted average retirement age				22 65
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined		<input checked="" type="checkbox"/> Prescribed - separate	
<input type="checkbox"/> Substitute				

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

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

Part VIII Minimum Required Contribution For Current Year				
31 Target normal cost and excess assets (see instructions):				
a Target normal cost (line 6c).....				31a 913,285
b Excess assets, if applicable, but not greater than line 31a				31b 913,285
32 Amortization installments:	Outstanding Balance		Installment	
a Net shortfall amortization installment	0		0	
b Waiver amortization installment	0		0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount				33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....				34 0
	Carryover balance	Prefunding balance	Total balance	
35 Balances elected for use to offset funding requirement	0	0	0	
36 Additional cash requirement (line 34 minus line 35).....				36 0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....				37 0
38 Present value of excess contributions for current year (see instructions)				
a Total (excess, if any, of line 37 over line 36)				38a 0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances				38b 0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)				39 0
40 Unpaid minimum required contributions for all years				40 0

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

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Crédit Industriel et Commercial
EIN/PN	13-2757199/001
Plan Name	Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
Valuation Date	January 1, 2024
Enrolled Actuary	William C. Walter, Jr.
Enrollment Number	23-05710

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

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

Each participant is assumed to retire at a single retirement age which is entered on Line 22.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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 Corridors	Not Reflecting Corridors
-----------------	----------------------	--------------------------

- | | | |
|---------------------------|-------|-------|
| • First segment rate | 4.75% | 4.37% |
| • Second segment rate | 4.96% | 4.96% |
| • Third segment rate | 5.59% | 4.95% |
| • Effective interest rate | 5.07% | 4.91% |

Annual rates of increase

- Compensation: 4.00%
- Future Social Security wage bases 3.00%
- Statutory limits on compensation 3.00%

Administrative expenses The amount included for plan-related expenses is \$44,000

Cash balance interest crediting rate 5.78% for 2024, 5.25% for 2025, 4.75% for 2026 and 4.25% per year after 2026

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
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
Participant data	Employee data and data on persons receiving benefits were supplied by Crédit Industriel et Commercial as of January 1, 2024.
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 generational 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	None
Termination	10% per year for employees under age 35 No termination after age 34
Disability	None
Retirement	Age 65 or immediately if participant is age 65 and over
Benefit commencement date:	
• Preretirement death benefit	Upon death of the active participant
• Deferred vested benefit	Age 65
• Retirement benefit	Upon termination of employment

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Form of payment	All active participants are assumed to elect a lump sum benefit upon separation of service. Participants who do not elect a lump sum and become a terminated vested participant are assumed to elect an annuity at age 65.
Percent married	For purposes of valuing the pre-retirement surviving spouse's benefit, 100% of participants are assumed to be married.
Spouse age	Female spouses are assumed to be three years younger than male spouses.
Covered pay	Assumed plan compensation for the year beginning on the valuation date was determined as base rate of pay on the valuation date with ½ year's assumed pay increases, plus the target bonus up to 20% of base pay.
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.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Actuarial value of assets for determining minimum required contributions

Average of the fair market value of assets on the valuation dates 12 and 24 months before the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).

Annuity conversion

For purposes of converting cash balances to annuities for certain participants with deferred benefits, the prescribed mortality assumption under IRC §417(e) is used and an interest rate of 5% is used.

Tax policy

The actuarial valuation performed for the plan year ending December 31, 2024 is used to determine the maximum deductible contribution for the tax year ending December 31, 2024.

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with CIC and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

The plan sponsor furnished participant data as of 1/1/2024. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. There were no significant issues found with missing or inconsistent data. We are aware of no adjustments made by the data provider.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale – Significant Economic Assumptions for Contributions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Cash Balance Interest Crediting rate

The plan credits interest to cash balance accounts using the 1-year Treasury Constant Maturity rate for the month of November preceding the first day of such plan year, as reported in the Federal Reserve Bulletin, plus 50 basis points, but with a minimum interest credit rate of 2.00%. After examining historical variability in this rate, and considering the increase in interest crediting expected to be caused by the minimum interest credit, we believe that the selected assumption does not significantly conflict with what would be reasonable based on a combination of market conditions at the measurement date and future expectations consistent with other economic assumptions used, other than the discount rate.

Annuity conversion rate for hybrid plans

As required by IRC §430, annuity benefits are valued by converting accounts to annuities using the current IRC §430 interest rates, so that the interest rates assumed are effectively the same as described above for the discount rate.

Rates of increase in:

- Compensation

Assumed compensation increases are based on plan sponsor expectations for near-term years and the effect that the assumed long-term CPI and NAW will have on compensation increases over the longer term.

The resulting salary increase assumption is a composite rate that reflects both current conditions and future expectations.

- National average wages (NAW) (e.g., Social Security wage bases)

The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages).

- Increases in statutory limits (CPI)

The assumed CPI is based on a combination of current conditions and future forecasts by economists.

Administrative “and investment” expenses

Administrative expenses are estimated by determining the expected actual expenses for the coming year reflecting the actual expenses paid from the trust for the preceding year and adjusting for changes in PBGC premiums.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Assumptions Rationale – Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were selected by the plan sponsor and represent a best estimate of future experience with periodic monitoring of observed gains and losses caused by termination patterns different than assumed.
Retirement	Retirement rates are based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by retirement patterns different than assumed.
Benefit commencement date for deferred benefits:	
<ul style="list-style-type: none">• Preretirement death benefit	The benefit commencement date is based on the first eligibility date.
<ul style="list-style-type: none">• Deferred vested benefit	Deferred vested participants are assumed to begin benefits at age 65 (or current age if later) because the plan's experience is not considered to be credible, but deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at earlier ages is not expected to be significant.
Form of payment	Most participants elect a lump sum benefit upon termination; however, since the plan's experience is not considered to be credible and none of the other optional forms are subsidized, the difference between this approach and assuming other optional forms are elected is not expected to be significant.
Percent married	Since the cash balance account can be paid to spousal and non-spousal beneficiaries, it is expected that all accounts will be paid out.
Spouse age	The assumed age difference for spouses is based on general population statistics of the age difference for married individuals of retirement age.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Source of Prescribed Methods

Funding methods

The methods used for funding purposes, 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 and methods since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430 and reflect the interest rate corridors of ARPA.
- The mortality table used to calculate the funding target and target normal cost was changed from using a static projection of mortality improvement to a generational projection as required by guidance issued by the IRS under IRC §430.
- The cash balance interest crediting rate was changed from 5.23% for 2023 and 3.00% per year after 2023 to 5.78% for 2024, 5.25% for 2025, 4.75% for 2026 and 4.25% per year after 2026.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

The cash balance interest crediting rate was changed from 5.23% for 2023 and 3.00% per year after 2023 to 5.78% for 2024, 5.25% for 2025, 4.75% for 2026 and 4.25% per year after 2026.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Sponsor

Crédit Industriel et Commercial

EIN/PN

13-2757199/001

Plan Provisions

The plan was originally effective January 1, 1978 and last restated effective December 31, 2015. The most recent plan amendment is effective January 1, 2021.

Covered employees	All employees
Participation date	All participants of the prior plan automatically participate in this plan as of January 1, 1996. All other eligible employees enter the plan on the January 1 following the attainment of age 21 and completion of one year of service. Credits are allocated from date of hire upon entry into the plan.

Definitions

Plan Year	The twelve-month period ending December 31.
Vesting service	Years and months from date of employment
Pension service	Years and months from date of employment
Cash balance account	For all participants hired after January 1, 1996 and converted cash balance participants on January 1, 1996, a cash balance account is established. The cash balance account is increased monthly with a percentage of pensionable compensation (pay-related credits) and interest credits.
Pensionable pay	Base salary rate plus targeted bonus amounts up to 20% of the base salary for the year.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Cash balance crediting rate (Plan interest rate) The variable rate of interest in effect for the plan year equal to the yield on the 1-year Treasury Constant Maturities for the month of November preceding the first day of such plan year, as reported in the Federal Reserve Bulletin, plus 50 basis points, subject to a 2.00% minimum.

Plan conversion premium The lump sum amount that is in excess, if any, of the actuarial equivalent of the accrued benefit on the conversion date over the actuarial equivalent of the pre-1996 accrued benefit.

Initial account balance The lump sum amount that is the actuarial equivalent of the accrued benefit on December 31, 1995, using an interest rate of 6% and the 1983 Group Annuity Mortality Table, which shall include the value of any subsidized early retirement.

Account balance An amount equal to the initial account balance increased to reflect current year allocations and the plan interest rate.

Cash Balance Benefits

Plan participants' contributions They are not required or permitted.

Current year allocation

- Regular allocation For any plan year and any participant not described under Transition Allocation, a percentage of the participant's Compensation for the plan year based upon the Years of Credited Service the participant has completed as of the first day of such plan year (rounded to the nearest whole integer and which shall be assumed to be at least one for any participant whose Entry Date occurs in such plan year), and determined by applying the Basic and Excess Allocation Rates set forth in the following table:

Years of Credited Service	Basic Allocation Rate	Excess Allocation Rate
1 to 5	4.0%	4.0%
6 to 10	5.0%	5.0%
11 to 15	6.0%	5.7%
16 to 20	5.0%	5.0%
21 to 25	3.5%	3.5%
Over 25	2.0%	2.0%

The Basic Allocation Rate shall apply to the Participant's total Compensation. The Excess Allocation Rate shall apply to the Participant's Compensation in excess of the Taxable Wage Base.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

- Transition allocation

For any plan year and for any participant who was in the active employ of the Employer on December 31, 1995 and who has at least 9.5 Years of Credited Service as of January 1, 1996, a percentage of the participant's Compensation for the plan year based upon the sum of the participant's age (rounded to the nearest integer) and Years of Credited Service (rounded to the nearest whole integer) and determined by applying the Basic and Excess Allocation Rates set forth in the following tables:

(a) For an eligible Participant whose sum of age and Years of Credited Service as of January 1, 1996 is less than 56:

Years of Credited Service	Basic Allocation Rate	Excess Allocation Rate
10	7.5%	5.7%
11 to 15	8.5%	5.7%
16 to 20	7.5%	5.7%
21 to 25	6.0%	5.7%
Over 25	4.5%	4.5%

(b) For an eligible Participant whose sum of age and Years of Credited Service as of January 1, 1996 is between 56 and 65:

Years of Credited Service	Basic Allocation Rate	Excess Allocation Rate
10	11.0%	5.7%
11 to 15	12.0%	5.7%
16 to 20	11.0%	5.7%
21 to 25	9.5%	5.7%
Over 25	8.0%	5.7%

(c) For an eligible Participant whose sum of age and Years of Credited Service as of January 1, 1996 is over 65:

Years of Credited Service	Basic Allocation Rate	Excess Allocation Rate
10	13.0%	5.7%
11 to 15	14.0%	5.7%
16 to 20	13.0%	5.7%
21 to 25	11.5%	5.7%
Over 25	10.0%	5.7%

The Basic Allocation Rate shall apply to the Participant's total Compensation. The Excess Allocation Rate shall apply to the Participant's Compensation in excess of the Taxable Wage Base.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

- Supplemental 1996 allocation For the plan year beginning January 1, 1996, the Participant's Regular Monthly Allocations, as shown in Appendix C of the plan document.
- Supplemental entry date allocation For the plan year in which falls the participant's Entry Date, an amount equal to the amount that would have been the participant's Regular Allocation for the prior plan year determined as if the participant had been a participant for the prior plan year.
- Supplemental 1997 allocation For the plan year beginning January 1, 1997, the Participant's Regular Monthly Allocations, as shown in Appendix E of the plan document.
- Supplemental 1998 allocation For the plan year beginning January 1, 1998, the Participant's Regular Monthly Allocations, as shown in Appendix F of the plan document.
- Supplemental 1999 allocation For the plan year beginning January 1, 1999, the Participant's Regular Monthly Allocations, as shown in Appendix G of the plan document.
- Supplemental 2000 allocation For the plan year beginning January 1, 2000, the Participant's Regular Monthly Allocations, as shown in Appendix H of the plan document.
- Supplemental 2002 allocation For the plan year beginning January 1, 2002, the Participant's Regular Monthly Allocations, as shown in Appendix J of the plan document.
- Supplemental 2003 allocation For the plan year beginning January 1, 2003, the Participant's Regular Monthly Allocations, as shown in Appendix K of the plan document.
- Supplemental 2004 allocation For the plan year beginning January 1, 2004, the Participant's Regular Monthly Allocations, as shown in Appendix L of the plan document.
- Supplemental 2005 allocation For the plan year beginning January 1, 2005, the Participant's Regular Monthly Allocations, as shown in Appendix M of the plan document.
- Supplemental 2006 allocation For the plan year beginning January 1, 2006, the Participant's Regular Monthly Allocations, as shown in Appendix N of the plan document.
- Supplemental 2007 allocation For the plan year beginning January 1, 2007, the Participant's Regular Monthly Allocations, as shown in Appendix O of the plan document.
- Supplemental 2011 allocation For the plan year beginning January 1, 2011, the Participant's Regular Monthly Allocations, as shown in Appendix Q of the plan document.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	First day of the month following the completion of 5 years of service, or age 65 if earlier
Early retirement	N/A
Vested termination	Termination for reasons other than death, disability, or retirement after completing three years of service
Preretirement death benefit	Death before commencement

Benefits Paid Upon the Following Events

Normal retirement	The Account Balance or a monthly benefit payable at normal retirement equal to 1/12 of the Account Balance divided by an annuity factor at normal retirement, as specified by the plan
Vested termination	Lump sum or annuity is payable immediately or can be deferred to age 65.
Preretirement death	The Account Balance is payable to the surviving spouse, if any, or else the participant's estate.

Other Plan Provisions

Forms of payment	Straight Life Annuity, 50% Joint and Survivor Annuity, 75% Joint and Survivor Annuity, 100% Joint and Survivor Annuity, 10 Year Certain and Life Annuity, and Lump Sum
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. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

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

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Changes in Benefits Valued Since Prior Year

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

Substantive Commitment

No substantive commitments other than the above plan provisions have been included in this valuation.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
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 ¹										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	1	0	0	0	0	0	0	0	0	0	1
30-34	0	3	1	0	0	0	0	0	0	0	0	4
35-39	0	2	3	0	1	0	0	0	0	0	0	6
40-44	0	3	2	1	0	0	0	0	0	0	0	6
45-49	0	2	3	0	2	2	0	0	0	0	0	9
50-54	0	4	6	3	6	2	1	0	0	0	0	22
55-59	0	0	1	1	4	4	2	3	1	0	0	16
60-64	0	3	2	1	1	1	1	0	1	1	1	11
65-69	0	0	1	0	2	1	0	0	1	2	0	7
70 & over	0	0	0	0	0	0	0	1	0	2	0	3
Total	0	18	19	6	16	10	4	4	3	5	0	85

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

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
 EIN / PN: 13-2757199/001
 Plan Sponsor: Crédit Industriel et Commercial
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

Each participant is assumed to retire at a single retirement age which is entered on Line 22.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Crédit Industriel et Commercial
EIN/PN	13-2757199/001
Plan Name	Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
Valuation Date	January 1, 2024
Enrolled Actuary	William C. Walter, Jr.
Enrollment Number	23-05710

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

Schedule SB, Part V Summary of Plan Provisions

Plan Sponsor

Crédit Industriel et Commercial

EIN/PN

13-2757199/001

Plan Provisions

The plan was originally effective January 1, 1978 and last restated effective December 31, 2015. The most recent plan amendment is effective January 1, 2021.

Covered employees	All employees
Participation date	All participants of the prior plan automatically participate in this plan as of January 1, 1996. All other eligible employees enter the plan on the January 1 following the attainment of age 21 and completion of one year of service. Credits are allocated from date of hire upon entry into the plan.

Definitions

Plan Year	The twelve-month period ending December 31.
Vesting service	Years and months from date of employment
Pension service	Years and months from date of employment
Cash balance account	For all participants hired after January 1, 1996 and converted cash balance participants on January 1, 1996, a cash balance account is established. The cash balance account is increased monthly with a percentage of pensionable compensation (pay-related credits) and interest credits.
Pensionable pay	Base salary rate plus targeted bonus amounts up to 20% of the base salary for the year.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Cash balance crediting rate (Plan interest rate)	The variable rate of interest in effect for the plan year equal to the yield on the 1-year Treasury Constant Maturities for the month of November preceding the first day of such plan year, as reported in the Federal Reserve Bulletin, plus 50 basis points, subject to a 2.00% minimum.
Plan conversion premium	The lump sum amount that is in excess, if any, of the actuarial equivalent of the accrued benefit on the conversion date over the actuarial equivalent of the pre-1996 accrued benefit.
Initial account balance	The lump sum amount that is the actuarial equivalent of the accrued benefit on December 31, 1995, using an interest rate of 6% and the 1983 Group Annuity Mortality Table, which shall include the value of any subsidized early retirement.
Account balance	An amount equal to the initial account balance increased to reflect current year allocations and the plan interest rate.

Cash Balance Benefits

Plan participants' contributions They are not required or permitted.

Current year allocation

- Regular allocation For any plan year and any participant not described under Transition Allocation, a percentage of the participant's Compensation for the plan year based upon the Years of Credited Service the participant has completed as of the first day of such plan year (rounded to the nearest whole integer and which shall be assumed to be at least one for any participant whose Entry Date occurs in such plan year), and determined by applying the Basic and Excess Allocation Rates set forth in the following table:

Years of Credited Service	Basic Allocation Rate	Excess Allocation Rate
1 to 5	4.0%	4.0%
6 to 10	5.0%	5.0%
11 to 15	6.0%	5.7%
16 to 20	5.0%	5.0%
21 to 25	3.5%	3.5%
Over 25	2.0%	2.0%

The Basic Allocation Rate shall apply to the Participant's total Compensation. The Excess Allocation Rate shall apply to the Participant's Compensation in excess of the Taxable Wage Base.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

- Transition allocation

For any plan year and for any participant who was in the active employ of the Employer on December 31, 1995 and who has at least 9.5 Years of Credited Service as of January 1, 1996, a percentage of the participant's Compensation for the plan year based upon the sum of the participant's age (rounded to the nearest integer) and Years of Credited Service (rounded to the nearest whole integer) and determined by applying the Basic and Excess Allocation Rates set forth in the following tables:

(a) For an eligible Participant whose sum of age and Years of Credited Service as of January 1, 1996 is less than 56:

Years of Credited Service	Basic Allocation Rate	Excess Allocation Rate
10	7.5%	5.7%
11 to 15	8.5%	5.7%
16 to 20	7.5%	5.7%
21 to 25	6.0%	5.7%
Over 25	4.5%	4.5%

(b) For an eligible Participant whose sum of age and Years of Credited Service as of January 1, 1996 is between 56 and 65:

Years of Credited Service	Basic Allocation Rate	Excess Allocation Rate
10	11.0%	5.7%
11 to 15	12.0%	5.7%
16 to 20	11.0%	5.7%
21 to 25	9.5%	5.7%
Over 25	8.0%	5.7%

(c) For an eligible Participant whose sum of age and Years of Credited Service as of January 1, 1996 is over 65:

Years of Credited Service	Basic Allocation Rate	Excess Allocation Rate
10	13.0%	5.7%
11 to 15	14.0%	5.7%
16 to 20	13.0%	5.7%
21 to 25	11.5%	5.7%
Over 25	10.0%	5.7%

The Basic Allocation Rate shall apply to the Participant's total Compensation. The Excess Allocation Rate shall apply to the Participant's Compensation in excess of the Taxable Wage Base.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

- Supplemental 1996 allocation For the plan year beginning January 1, 1996, the Participant's Regular Monthly Allocations, as shown in Appendix C of the plan document.
- Supplemental entry date allocation For the plan year in which falls the participant's Entry Date, an amount equal to the amount that would have been the participant's Regular Allocation for the prior plan year determined as if the participant had been a participant for the prior plan year.
- Supplemental 1997 allocation For the plan year beginning January 1, 1997, the Participant's Regular Monthly Allocations, as shown in Appendix E of the plan document.
- Supplemental 1998 allocation For the plan year beginning January 1, 1998, the Participant's Regular Monthly Allocations, as shown in Appendix F of the plan document.
- Supplemental 1999 allocation For the plan year beginning January 1, 1999, the Participant's Regular Monthly Allocations, as shown in Appendix G of the plan document.
- Supplemental 2000 allocation For the plan year beginning January 1, 2000, the Participant's Regular Monthly Allocations, as shown in Appendix H of the plan document.
- Supplemental 2002 allocation For the plan year beginning January 1, 2002, the Participant's Regular Monthly Allocations, as shown in Appendix J of the plan document.
- Supplemental 2003 allocation For the plan year beginning January 1, 2003, the Participant's Regular Monthly Allocations, as shown in Appendix K of the plan document.
- Supplemental 2004 allocation For the plan year beginning January 1, 2004, the Participant's Regular Monthly Allocations, as shown in Appendix L of the plan document.
- Supplemental 2005 allocation For the plan year beginning January 1, 2005, the Participant's Regular Monthly Allocations, as shown in Appendix M of the plan document.
- Supplemental 2006 allocation For the plan year beginning January 1, 2006, the Participant's Regular Monthly Allocations, as shown in Appendix N of the plan document.
- Supplemental 2007 allocation For the plan year beginning January 1, 2007, the Participant's Regular Monthly Allocations, as shown in Appendix O of the plan document.
- Supplemental 2011 allocation For the plan year beginning January 1, 2011, the Participant's Regular Monthly Allocations, as shown in Appendix Q of the plan document.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	First day of the month following the completion of 5 years of service, or age 65 if earlier
Early retirement	N/A
Vested termination	Termination for reasons other than death, disability, or retirement after completing three years of service
Preretirement death benefit	Death before commencement

Benefits Paid Upon the Following Events

Normal retirement	The Account Balance or a monthly benefit payable at normal retirement equal to 1/12 of the Account Balance divided by an annuity factor at normal retirement, as specified by the plan
Vested termination	Lump sum or annuity is payable immediately or can be deferred to age 65.
Preretirement death	The Account Balance is payable to the surviving spouse, if any, or else the participant's estate.

Other Plan Provisions

Forms of payment	Straight Life Annuity, 50% Joint and Survivor Annuity, 75% Joint and Survivor Annuity, 100% Joint and Survivor Annuity, 10 Year Certain and Life Annuity, and Lump Sum
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. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

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

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Changes in Benefits Valued Since Prior Year

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

Substantive Commitment

No substantive commitments other than the above plan provisions have been included in this valuation.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024

Plan Name	Cash Balance Retirement Plan For Employees Of Credit Industriel Et Commercial
Plan Sponsor EIN	13-2757199
ERISA Plan #	001
Plan Year Ending	December 31, 2024

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).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
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
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

The cash balance interest crediting rate was changed from 5.23% for 2023 and 3.00% per year after 2023 to 5.78% for 2024, 5.25% for 2025, 4.75% for 2026 and 4.25% per year after 2026.

Plan Name: Cash Balance Retirement Plan for Employees of Crédit Industriel et Commercial
EIN / PN: 13-2757199/001
Plan Sponsor: Crédit Industriel et Commercial
Valuation Date: January 1, 2024