

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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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 (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan EMPLOYEES' RETIREMENT PLAN OF BOSE CORPORATION
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1977
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) BOSE CORPORATION 100 THE MOUNTAIN ROAD FRAMINGHAM, MA 01701-9168
2b	Employer Identification Number (EIN) 04-2655386
2c	Plan Sponsor's telephone number 508-879-7330
2d	Business code (see instructions) 334310

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2025	EILEEN LAWLER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor EILEEN LAWLER, BENEFITS COMMITTEE C/O BOSE CORPORATION FRAMINGHAM, MA 01701-9168	3b Administrator's EIN 04-2655386 3c Administrator's telephone number 508-879-7330
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 5459
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) 1287 6a(2) 1232 6b 1510 6c 2463 6d 5205 6e 138 6f 5343 6g(1) 6g(2) 6h 136
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

1A 3H

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

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

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) 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
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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 EMPLOYEES' RETIREMENT PLAN OF BOSE CORPORATION	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF BOSE CORPORATION	D Employer Identification Number (EIN) 04-2655386
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	890678554	
b	Actuarial value	2b	927824201	
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	1535	351661202	351661202
b	For terminated vested participants	2637	324118102	324118102
c	For active participants	1428	175343727	187682790
d	Total	5600	851123031	863462094
4	If the plan is in at-risk status, check the box and complete lines (a) and (b). ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.25 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	18794816	
b	Expected plan-related expenses	6b	4325000	
c	Target normal cost	6c	23119816	

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 JAMES J HOLLOMAN Type or print name of actuary WILLIS TOWERS WATSON US LLC Firm name 800 NORTH GLEBE ROAD FLOOR 10 ARLINGTON, VA 22203 Address of the firm	10/06/2025 Date 23-06456 Most recent enrollment number 703-258-8182 Telephone number (including area code)
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	47687907
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	47687907
10 Interest on line 9 using prior year's actual return of <u>9.88</u> %	0	4711565
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.38</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	52399472

Part III Funding Percentages

14 Funding target attainment percentage	14	101.38 %
15 Adjusted funding target attainment percentage	15	107.45 %
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	109.43 %
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	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 63
23 Mortality table(s) (see instructions)	☐ Prescribed - combined	☒ Prescribed - separate	☐ Substitute	

Part VI Miscellaneous Items

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	23119816	
b Excess assets, if applicable, but not greater than line 31a	31b	11962635	
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	11157181	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	11157181	11157181
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. ☐ 2019 ☐ 2020 ☒ 2021
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SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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

A Name of plan EMPLOYEES' RETIREMENT PLAN OF BOSE CORPORATION	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BOSE CORPORATION	D Employer Identification Number (EIN) 04-2655386

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	
AB CARVAL INVESTORS, LP	1601 UTICA AVENUE SOUTH SUITE 1000 MINNEAPOLIS, MN 55416
(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
AMERICAN SECURITIES, LLC	
27-1486827	
(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
APOLLO ADVISORS X, L.P.	
87-4488104	
(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
ASIA ALTERNATIVES MANAGEMENT LLC	
20-4391329	

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

BLUE OWL DIGITAL INFRA ADVISORS LLC	399 PARK AVENUE NEW YORK, NY 10022
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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CARNELIAN ENERGY CAPITAL GP II	2229 SAN FELIPE STREET SUITE 1450 HOUSTON, TX 77019
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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CARNELIAN ENERGY CAPITAL GP III	2229 SAN FELIPE STREET SUITE 1450 HOUSTON, TX 77019
---------------------------------	---

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

CENTRE LANE PARTNERS	ONE GRAND CENTRAL PLACE SUITE 2220 NEW YORK, NY 10165
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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CVC CAPITAL PARTNERS VIII LIMITED	27 ESPLANADE ST HELIER JERSEY, CHANNEL ISLANDS JE1 1SG JE
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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

ELLIOTT INVESTMENT MANAGEMENT LP

84-3339129

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

GEM REALTY MANAGERS VI, L.P.

30-0923410

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

GEORGIAN PARTNERS GROWTH LP

84-9722236

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

HUDSON BAY CAPITAL MANAGEMENT LP

37-1511773

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

HUDSON BAY INT ASSOCIATES LLC

46-4249963

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

JOHN HANCOCK TRUST COMPANY

45-2395022

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

KAYNE ANDERSON CAPITAL ADV., L.P.

95-4486379

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

LEGAL & GENERAL INVESTMENT MANAGEM

20-8058531

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

LEXINGTON ASSOCIATES X, LP

399 PARK AVENUE
20TH FLOOR
NEW YORK, NY 10022

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

MARLIN MANAGEMENT COMPANY, LLC

20-2935766

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

MERITECH CAPITAL ASSOCIATES VII

245 LYTTON AVE
SUITE 125
PALO ALTO, CA 94301

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

MILL POINT CAPITAL LLC

85-3386561

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

MILLENNIUM INTERNATIONAL, LTD

98-1041100

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

MTS HEALTH INVESTORS IV LP

81-2484925

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

NUT TREE CAPITAL MANAGEMENT, LP

61-1764038

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

OAK HILL ADVISORS, L.P.

13-4077194

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

OCP ASIA (AUSTRALIA) PTY LIMITED

98-1669741

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

OCP ASIA (HONG KONG)LIMITED

350 ORCHARD ROAD, 21-08/10 SHAW HOUSE
SINGAPORE, SINGAPORE 238868 SG

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

ORION CAPITAL MANAGERS, LLP

63 BROOK STREET
LONDON, LONDON W1K 4HS GB

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

PLATINUM EQUITY ADVISORS, LLC

20-0080603

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

PLATINUM EQUITY PARTNERS VI, LP

87-3207867

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

POINT72 CAPITAL INTERNATIONAL, LTD.

98-1742757

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

SEI TRUST COMPANY

06-1272130

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

TCW

95-3703295

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

TRIVE CAPITAL MANAGEMENT LLC

2021 MCKINNEY AVENUE
SUITE 1200
DALLAS, TX 75201

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

TRIVE CAPITAL PARTNERS LP

2021 MCKINNEY AVENUE
SUITE 1200
DALLAS, TX 75201

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

U.S. BANCORP ASSET MANAGEMENT, INC.

41-2003732

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

U.S. BANCORP FUND SERVICES, LLC

39-1939072

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

UNICORN PARTNERS FUND IV, LP

98-1599754

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

VERITION FUND MANAGEMENT LLC

1 AMERICAN LANE
GREENWICH, CONNECTICUT 06831 GW

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

WINDROSE HEALTH INVESTORS V, MANAGE

83-2549552

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

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

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

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

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 SMITH BARNEY LLC

11-3658445

(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?
27 33 50 71 72	NONE	608827	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMPOWER

8515 E. ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(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?
12 15 17 25	NONE	507349	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SILCHESTER INTERNATIONAL INVESTORS

45-3056700

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 52	NONE	430470	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	397958	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CVC CAPITAL PARTNERS VII LIMITED

27 ESPLANADE ST HELIER
JERSEY, CHANNEL ISLANDS JE1 1SG JE

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 52	NONE	311580	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

BLACKSTONE ALTERNATIVE CREDIT ADVIS

01-0899018

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 52	NONE	225000	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

US BANK NATIONAL ASSOCIATION

31-0841368

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 51 52	NONE	149762	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

WILLIAM BLAIR INVESTMENT MANAGEMENT

47-2614791

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	97986	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

STATE STREET GLOBAL ADVISOR TRUST C

81-4017137

(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?
18 19 51 52 99	NONE	59140	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

WILMERHALE LLP

60 STATE STREET
BOSTON, MA 02109

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	23625	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

OCP ASIA (SINGAPORE) PTE. LIMITED

98-0621043

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 28 29 52 72 99	NONE	1083	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

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 D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 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 EMPLOYEES' RETIREMENT PLAN OF BOSE CORPORATION		B Three-digit plan number (PN) ▶ 001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 BOSE CORPORATION		D Employer Identification Number (EIN) 04-2655386

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)		
a Name of MTIA, CCT, PSA, or 103-12 IE: SSGA S&P 500 FLAGSHIP NL FUND			
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY			
c EIN-PN 04-0025081-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 143831098	
a Name of MTIA, CCT, PSA, or 103-12 IE: SSGA 20+ YEAR US TREASURY STRIPS IN			
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY			
c EIN-PN 90-0337987-169	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 77868963	
a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET MSCI ACWI EX USA LMI N			
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY			
c EIN-PN 90-0337987-156	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 63050868	
a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET S&P MIDCAP 400 INDEX N			
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY			
c EIN-PN 04-0025081-006	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 17122059	
a Name of MTIA, CCT, PSA, or 103-12 IE: SSGA US AGGRE BOND INDX SEC LEND FD			
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY			
c EIN-PN 04-0025081-069	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 21881789	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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

A Name of plan EMPLOYEES' RETIREMENT PLAN OF BOSE CORPORATION	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BOSE CORPORATION	D Employer Identification Number (EIN) 04-2655386

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	280	29
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	75605	47698
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	294275	275853
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	35201546	39494483
(5) Partnership/joint venture interests	1c(5)	474484856	495619089
(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)	352251525	323754777
(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)	28370467	7143464
(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	890678554	866335393
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	890678554	866335393

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)	28744	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		28744
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	539487	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	584581	
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		1124068
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	9235759	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	8484980	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		750779
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	10760233	
(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)		35413923
(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)		631349
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-312855
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		48396241

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	65597348	
(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)		65597348
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	507349	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	1636100	
(6) Bank or trust company trustee/custodial fees	2i(6)	149762	
(7) Actuarial fees	2i(7)	220339	
(8) Legal fees	2i(8)	23625	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	4604879	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		7142054
j Total expenses. Add all expense amounts in column (b) and enter total	2j		72739402

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-24343161
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **GRANT THORNTON**

(2) EIN: **36-6055558**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
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 552075.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 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		
A Name of plan EMPLOYEES' RETIREMENT PLAN OF BOSE CORPORATION		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BOSE CORPORATION		D Employer Identification Number (EIN) 04-2655386
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): 31-0841368		
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		3 244
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		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2024 v. 240311		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

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

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

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

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: 36.0 % Private Equity: 24.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 23.0 %

High-Yield Debt: _____ % Real Assets: 3.0 % Cash or Cash Equivalents: 1.0 % Other: 13.0 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☒ 10-15 years ☐ 15 years or more

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

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

**Employees' Retirement Plan of Bose
Corporation**

December 31, 2024 and 2023

Contents

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Trustees
Employees' Retirement Plan of Bose Corporation

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

We have performed audits of the financial statements of Employees' Retirement Plan of Bose Corporation (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of management for the financial statements

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

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

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

Auditor's responsibilities for the audit of the financial statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other matter - supplemental schedules required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2024 and of reportable transactions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such supplementary information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures. These additional procedures included comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with US GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

Grant Thornton LLP

Boston, Massachusetts
October 10, 2025

Employees' Retirement Plan of Bose Corporation

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2024 and 2023

	2024	2023
ASSETS		
Cash	\$ 29	\$ 280
Investments, at fair value		
Interest-bearing cash	275,853	294,275
Mutual funds	7,143,464	28,370,467
Common collective trusts	326,275,257	352,251,525
Partnerships/joint ventures	493,098,609	474,484,856
Common stocks	39,494,483	35,201,546
Total investments	866,287,666	890,602,669
Receivables		
Accrued dividend	47,698	75,605
Total receivables	47,698	75,605
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 866,335,393</u>	<u>\$ 890,678,554</u>

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

Employees' Retirement Plan of Bose Corporation

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year ended December 31, 2024

Investment income

Net appreciation in fair value of investments	\$ 47,243,428
Dividends and interest	<u>1,152,813</u>

Total investment income	<u>48,396,241</u>
-------------------------	-------------------

Deductions

Benefits paid directly to participants	65,597,348
Administrative expenses	3,651,291
PBGC insurance premiums	<u>3,490,763</u>

Total deductions	<u>72,739,402</u>
------------------	-------------------

NET DECREASE	(24,343,161)
---------------------	--------------

Net assets available for benefits, beginning of year	<u>890,678,554</u>
---	--------------------

Net assets available for benefits, end of year	<u><u>\$ 866,335,393</u></u>
---	------------------------------

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

Employees' Retirement Plan of Bose Corporation

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

NOTE 1 - DESCRIPTION OF THE PLAN

The following description of the Employees' Retirement Plan of Bose Corporation (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a non-contributory defined benefit plan covering employees who meet the eligibility requirements described below of Bose Corporation (the "Company"). Effective December 31, 2011, employees residing in Puerto Rico are no longer eligible to participate in the Plan and any accrued benefits to which they were entitled were frozen. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA") and is administered by the Company's Benefits Committee (the "Committee") which 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.

On January 15, 2020, the Company announced that all retail stores located in the United States will close over an 18-month period. The Company has since shifted their focus to online sales. Management has evaluated the impact of this matter on the Plan and believes it did not have a significant impact.

Effective March 20, 2023, the Plan was amended to fully vest the interests of certain participants affected by the Company's sale of certain assets related to the Professional Installed business.

U.S. Bank, National Association is the trustee of the Plan (the "Trustee").

Eligibility

Employees must be 21 or older as of December 31 and have completed one year of service to be eligible for participation in the Plan.

Funding Policy

The Company's funding policy is to make contributions to the Plan as determined by the Plan's independent actuary. No employee contributions are permitted. The Company's contributions for 2024 and 2023 comply with the minimum funding requirements of ERISA.

Pension Benefits

Benefits are determined based on the participant's hypothetical account balance. Plan participants are eligible for their Plan benefit after terminating employment with vested rights.

The annual retirement benefit is the greater of:

1. 1.1% of the participant's final five-year average compensation up to covered compensation, plus 1.7% of the final five-year average compensation in excess of covered compensation, multiplied by the participant's years of service up to a maximum of 30 years; or
2. The participant's years of service up to a maximum of 30 years, multiplied by \$120.

Employees' Retirement Plan of Bose Corporation
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

Participants become 20% vested after three years of service, with an additional 20% for each additional year until they become fully vested after seven years of service. Benefits are available as an annuity or a lump-sum distribution. Participants may elect to defer payment of their benefit until a later date as long as the value of the vested benefit is greater than \$1,000. Effective January 1, 2024, this amount increased to \$5,000 for distributions made prior to January 1, 2024 and \$7,000 for distributions made subsequent to January 1, 2024.

Effective September 1, 2021, the Plan was amended to add a lump-sum benefit feature offering employees who have less than eight years of service or less than \$50,000 in the Plan the opportunity to receive a lump-sum payout of their accrued vested benefit in the Plan.

During 2024, the Plan was amended to add a monthly pension enhancement for certain eligible employees who opted to participate in a voluntary early retirement window offered by the Company.

Pre-retirement Death Benefits

In the event of an eligible participant's death before retirement, the annuity paid to the contingent annuitant will be determined on the same basis as if the participant retired on the date of his or her death and elected a 50% Joint and Survivor Annuity. The Plan permits early retirement at ages 55-64 with seven years of vesting service. If the participant dies on or before his or her early retirement date, the contingent annuitant will also be paid a 50% Joint and Survivor Annuity, determined as if the participant: (a) separated from service on the date of death, (b) survived until their early retirement date, (c) retired on that date, or (d) died on the next day. The contingent annuitant will begin receiving the annuity upon the participant's normal retirement date unless the contingent annuitant elects an early retirement date based on the participant's eligibility for early retirement.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements are prepared using the accrual method of accounting and are in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America 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

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 Plan's Benefit Committee determines the Plan's valuation policies utilizing information provided by the investment advisors, trustee, and an insurance company. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis, interest income is recorded on the accrual basis, and dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Employees' Retirement Plan of Bose Corporation
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

Actuarial Present Value of Accumulated Plan Benefits

Accumulated Plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service rendered by the Plan's participants. Accumulated Plan benefits include benefits expected to be paid to: (a) retired and terminated employees or their beneficiaries, (b) beneficiaries of deceased employees, and (c) present employees or their beneficiaries. Benefits under the Plan are accumulated based upon the employees' compensation levels and years of credited service. The accumulated Plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits are payable under all circumstances including retirement, death, disability, and termination of employment to the extent they are deemed attributable to employee service rendered through the valuation date. Willis Towers Watson, the Plan's actuaries, employing actuarial assumptions to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment, determine the accumulated Plan benefits as of each December 31st, the Plan's year end. Assumptions underlying the actuarial valuations as of December 31, 2024, and 2023 are as follows:

Discount Rate 5.85% and 5.35%, 2024 and 2023, respectively, compounded annually.

Mortality The mortality assumption was updated to use Pri-2012 mortality table with separate mortality rates for non-annuitants ("Employees"), retirees ("Healthy Retiree"), and contingent survivors ("Contingent Survivor") with an 80% multiplier, and using Scale MP-2021 with generational projection.

Earnings A 4.0% annual increase in salary

Retirement	2024		2023	
	Age	Rate	Age	Rate
	55-61	5%	55-61	5%
	62-63	15%	62-63	15%
	64	20%	64	20%
	65	25%	65	25%
	66-69	20%	66-69	20%
	70+	100%	70+	100%

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

Actuarial Present Value of Accumulated Plan Benefits

The actuarial cost method used in determining Plan funding requirements is the traditional unit credit actuarial cost method, as required by the Pension Protection Act ("PPA") of 2006. PPA effective interest rates of 5.40% and 5.25% were used in determining the Plan funding requirements for 2024 and 2023, respectively. The computations of the actuarial present value of accumulated Plan benefits were made as of December 31, 2024 and 2023.

Employees' Retirement Plan of Bose Corporation
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

NOTE 3 - FAIR VALUE MEASUREMENTS

Promulgations of the Financial Accounting Standards Board have established a framework for measuring fair value, which provides a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The highest priority is assigned to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are 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.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Cash: Valued at amortized cost.

Mutual Funds: Valued at published closing net asset value ("NAV").

Common Collective Trusts: Valued based on the NAV of units of the collective fund. The NAV, as provided by the Trustee of the Plan, is used as a practical expedient for estimating fair value. The NAV is based upon the fair value of the underlying investments comprising the trust less its liabilities. The practical expedient is not used when it is determined to be probable that the fund will sell the investment

Employees' Retirement Plan of Bose Corporation
NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2024 and 2023

for an amount different than the reported NAV. Each of the fund's investments provides for daily to quarterly redemptions, with notice requirements ranging from zero to 45 days. There are no unfunded commitments. These funds seek to maximize total return through capital appreciation and current income.

Partnerships/Joint Ventures: Based upon the valuation of the funds in which the partnership has invested. The total assets of the funds and the return on the funds are calculated using the official NAV of the fund, which is used as a practical expedient. The partnerships have various objectives with some investing in private debt, equity and real assets and most have no redemption restrictions, notification period or unfunded commitments. These funds seek to maximize long-term capital appreciation.

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 methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Common Stocks: Valued at the quoted closing price reported in an active market.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured on a recurring basis at December 31:

Assets at Fair Value as of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Cash	\$ 275,853	\$ -	\$ -	\$ 275,853
Mutual funds	7,143,464	-	-	7,143,464
Common stocks	39,494,483	-	-	39,494,483
Total assets at fair value	<u>\$ 46,913,800</u>	<u>\$ -</u>	<u>\$ -</u>	46,913,800
Total investment measured at NAV as a practical expedient				<u>819,373,866</u>
Total assets at fair value				<u>\$ 866,287,666</u>

Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Cash	\$ 294,275	\$ -	\$ -	\$ 294,275
Mutual funds	28,370,467	-	-	28,370,467
Common stocks	35,201,546	-	-	35,201,546
Total assets at fair value	<u>\$ 63,866,288</u>	<u>\$ -</u>	<u>\$ -</u>	63,866,288
Total investment measured at NAV as a practical expedient				<u>826,736,381</u>
Total assets at fair value				<u>\$ 890,602,669</u>

Employees' Retirement Plan of Bose Corporation
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

NOTE 4 - PLAN TERMINATION

The Company has not expressed any intent to discontinue the Plan; however, it is free to do so at any time, subject to provisions of ERISA. In case of such discontinuance, the Plan provides that the net assets of the trusts shall be allocated amongst the participants and beneficiaries of the Plan in the order provided for in accordance with ERISA.

- (a) Annuity benefits that former employee or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefits that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.
- (b) Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC") (a U.S. Government agency) up to the applicable limitations (discussed below).
- (c) All other vested benefits (that is, vested benefits not insured by the PBGC).
- (d) All non-vested benefits.

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

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

NOTE 5 - TAX STATUS

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated January 2, 2018 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC, and therefore believes that the Plan is qualified. 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 tax position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions.

Employees' Retirement Plan of Bose Corporation
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

NOTE 6 - INFORMATION PREPARED AND CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the trustee of the Plan has certified that the following data included in the financial statements and supplemental schedules is complete and accurate:

1. Investments, at fair value, and non-interest bearing cash as shown in the statements of net assets available for benefits as of December 31, 2024 and 2023.
2. Accrued dividend as shown in the statements of net assets available for benefits as of December 31, 2024 and 2023.
3. Investment income as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2024.
4. The schedule of assets (held at end of year) at December 31, 2024.
5. The schedule of reportable transactions for the year ended December 31, 2024.

NOTE 7 - TRANSACTIONS WITH PARTIES-IN-INTEREST

Under ERISA, parties-in-interest are defined to include the Plan sponsor, officers, directors and employees of the sponsor; direct and indirect owners and their relatives, if they have combined voting power of 50% or more; the Plan custodian or trustee and the Plan Administrator; other parties with fiduciary responsibilities; and a person and their relatives, or an organization that provides services to the Plan such as the Plan actuary, auditors, lawyers, investment advisors, etc.

Certain Plan investments are managed by U.S. Bank, National Association. U.S. Bank, National Association is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees incurred and paid directly by the Plan for investment management services, consulting and actuary fees were \$3,651,291 for the year ended December 31, 2024 and qualify as party-in-interest transactions.

NOTE 8 - ACCUMULATED PLAN BENEFITS

Accumulated Plan benefits amounts were calculated by consulting actuaries as of December 31:

	2024	2023
Actuarial present value of accumulated plan benefits:		
Vested benefits:		
Participants currently receiving payments	\$ 362,513,169	\$ 349,613,400
Other participants	472,743,953	504,168,891
	835,257,122	853,782,291
Nonvested benefits	9,712,586	12,377,549
Total actuarial present value of accumulated plan benefits	\$ 844,969,708	\$ 866,159,840

Employees' Retirement Plan of Bose Corporation
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

The change in the present value of accumulated Plan benefits for the year ended December 31, 2024 is as follows:

Actuarial present value of accumulated Plan benefits at beginning of year	<u>\$ 866,159,840</u>
Increase (decrease) attributed to:	
Actual benefits paid	(65,597,348)
Benefits accumulated	19,393,790
Assumption changes	(27,662,356)
Actuarial (gains) losses	7,053,392
Decrease in the discount period	<u>45,622,390</u>
Net (decrease)	<u>(21,190,132)</u>
Actuarial present value of accumulated Plan benefits at end of year	<u>\$ 844,969,708</u>

NOTE 9 - RISKS AND UNCERTAINTIES

Investment Risk

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 change could materially affect the amounts reported in the statements of net assets available for benefits.

NOTE 10 - MANAGEMENT'S ACCEPTANCE OF FINANCIAL STATEMENTS

Management has evaluated subsequent events through October 10, 2025, the date for which the financial statements were available for issuance. No events noted subsequent to December 31, 2024 requiring disclosure in the financial statements.

SUPPLEMENTAL SCHEDULES

Employees' Retirement Plan of Bose Corporation

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

December 31, 2024

EMPLOYER ID NO: 04-2655386, PLAN #: 001

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Cash and Cash Equivalents:			
	Interest-bearing Cash		\$ 284,823	\$ 275,853
	Mutual Funds:			
	First American Govt Obligation Fund CI Z	7,143,464 shares	7,143,464	7,143,464
				<u>7,143,464</u>
	Common Collective Trusts:			
	SSGA 20+ Year US Treasury Strips Index Fund	6,716,895 shares	109,291,946	77,868,963
	SSGA MSCI ACWI Ex USA Imi NL Fund	2,087,777 shares	55,280,207	63,050,868
	SSGA S&P Midcap 400 Index NL	34,736 shares	13,004,792	17,122,059
	Meritech Capital Partners VII, L.P.	2,254,845 shares	2,281,250	2,520,480
	SSGA US Aggre Bond Indx Sec Lend Fd	676,889 shares	21,045,176	21,881,789
	SSGA S&P 500 Flagship NL (CM13)	90,169 shares	100,622,453	143,831,098
				<u>326,275,257</u>
	Partnerships/Joint Ventures:			
	AACP Tax-Exempt Investors V, L.P.	9,678,335 shares	9,040,866	12,489,930
	AACP Tax-Exempt Investors VI, L.P.	2,857,295 shares	2,857,295	3,086,516
	John Hancock Street Fix In Trust Class 14	3,829,324 shares	35,480,480	38,101,773
	LGIMA Long Duration US Credit Fund LLC	15,964,458 shares	15,964,458	46,060,670
	Silchester International Value Equity Growth Trust	276,162 shares	35,665,467	51,892,321
	AEA Investors Fund VI L.P.	904,465 shares	913,439	4,096,654
	AEA Investors SBF IV LP	4,855,817 shares	4,855,817	6,779,439
	American Securities Partners VIII LP	4,646,639 shares	4,646,639	5,161,519
	Asia Alternatives Delaware V LP	581,124 shares	581,124	933,077
	Asia Alternatives Delaware VI LP	168,869 shares	168,869	212,646
	Carnelian Energy Cap II	11,633 shares	11,633	1,487,006
	Carnelian Energy Capital III LP	1,936,012 shares	1,936,012	3,775,032
	Centre Lane Partners IV, LP	2,270,665 shares	2,270,665	8,322,933
	CVC Capital Partners VII, L.P.	7,434,961 shares	1,036	7,434,961
	CVC Capital Partners VIII (A), L.P.	4,650,741 shares	4,650,741	5,401,040
	Cvc Cap Prtns VIII Aiv (Del A)	53,218 shares	53,218	50,689
	Civic Credit Value Fund B IV, L.P.	1,235,022 shares	1,239,062	2,954,083
	Elliott International LTD	14,314 shares	30,000,000	33,163,459
	Georgian Partners Growth Fund. III	3,855,142 shares	3,867,929	4,920,741
	Georgian Partners Growth Fund IV, Intl	4,315,107 shares	4,301,068	6,964,738
	Georgian Partners Growth Fund Intl V, L.P.	2,905,890 shares	2,905,890	3,821,684
	GSO Capital Opportunities Feeder Fund III	11,526 shares	11,526	1,745,516
	Gem Realty Fund VI, LP	1,992,356 shares	1,992,356	2,927,060
	Hudson Bay Internation Fund LTD	12,041 shares	12,000,000	13,960,241
	Kayne Anderson Energy Fund VII LP	1,836,314 shares	2,537,044	2,141,217
	Kayne Anderson RE Investors V	1,663,940 shares	1,670,368	3,752,325
	Marlin Equity Fund V-A, L.P.	3,331,994 shares	3,333,107	7,654,619
	Marlin Heritage Fund II - A, LP	965,272 shares	900,933	1,484,315
	Mill Point Capital Partners II-A LP	4,498,136 shares	2,271,171	4,498,136
	Millennium International Ltd-CL Gg Ser	465 shares	811,310	996,770
	MillenniumIntl CI Gg-2C2 Ser 01A	9,232 shares	10,930,061	12,726,249
	Millennium Intl Ltd Class Gg-T1A	500,000 shares	500,000	500,000
	Millennium Intl Ltd	4,867 shares	4,866,555	5,156,522
	Blackstone Real Estate Partners X LP	3,850,008 shares	3,850,008	4,449,565
	Point72 Capital Intl Ltd	15,713,805 shares	15,146,608	15,713,805
	Lexington Partners Gp Holdings X	8,176,853 shares	8,176,853	8,176,853
	Verition International Multi Fund	10,000,000 shares	10,000,000	11,378,030
	Apollo Investment Fund X LP	2,980,253 shares	2,980,253	3,309,094
	Nut Tree Offshore Fund	7,293 shares	10,000,000	17,825,337
	Odyssey Investors Prt VI, L.P.	3,524,239 shares	3,524,239	4,890,935
	Oha Credit Solutions Fund II	5,148,047 shares	5,148,047	6,387,984
	Orchard Landmark Limited	1,499 shares	1,499,000	1,622,460
	Orchard Landmark Limited, Class A USD	4,496 shares	4,407,241	4,668,830
	Orion European Real Estate Fund IV	3,632,859 shares	3,632,859	3,632,859
	Spark Capital VI L.P.	1,790,000 shares	1,790,000	2,531,559
	Spark Capital Growth Fund III, L.P.	3,824,000 shares	3,824,000	5,672,575
	Thomas Bravo Fund XIV-A LP	4,177,044 shares	4,177,044	5,459,104
	Thomas Bravo Fund XIII LP	597,352 shares	597,055	2,642,458

Employees' Retirement Plan of Bose Corporation

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

December 31, 2024

EMPLOYER ID NO: 04-2655386, PLAN #: 001

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Partnerships/Joint Ventures:			
	Trive Capital Fund III LP	4,477,518 shares	\$ 4,478,934	\$ 9,936,248
	Trive Capital Fund IV-A LP	4,025,712 shares	4,025,712	5,476,857
	Unicorn Partners Fund IV LP	2,893,900 shares	2,893,900	3,268,842
	Venture Lending & Leasing IX, LLC	2,347,473 shares	2,281,072	4,265,376
	Venture Lending and Leasing VIII, LLC	818,242 shares	873,002	3,073,898
	Vista Equity Partners Fund V, L.P.	37,611 shares	37,611	5,062,739
	Vista Equity Partners Fund VI, L.P.	38,443 shares	38,443	654,041
	Windrose Health Investors V	5,910,315 shares	5,910,315	9,196,468
	Windrose Health Investors IV	87,547 shares	87,547	3,974,724
	WTI Equity Opportunity Fund I, L.P.	2,321,037 shares	2,297,691	2,023,784
	WTI Fund X, LLC	3,416,548 shares	3,416,548	3,876,562
	BlueOwl Asset spl Opp Fd	3,734,882 shares	3,679,621	3,734,882
	Ipi Partners II-A, L.P	4,562,107 shares	4,562,107	6,134,040
	Cd&r Fund Xii,LP	3,161,983 shares	2,638,415	3,161,983
	Platinum Equity Cap Partners VI M	5,680,254 shares	5,680,254	5,680,254
	Ir+m Core bond collective Fd CI Ms	2,000,000 shares	20,000,000	20,562,582
				<u>493,098,609</u>
	Common Stocks:			
	Agilysis Inc	1,854 shares	195,013	244,190
	Alarm Com Holdings Inc	5,986 shares	345,397	363,949
	Appfolio Inc A	2,394 shares	288,194	590,648
	Applied Indl Technologies Inc	256 shares	61,176	61,304
	Bio Techne Corp	8,676 shares	703,022	624,932
	Bright Horizons Family Solutions	2,018 shares	174,869	223,695
	Csw Industrials	1,613 shares	375,511	569,066
	Carmax Inc	4,391 shares	272,030	359,008
	Casella Waste	3,090 shares	264,134	326,953
	Charles Riv Labs Intl Inc	2,011 shares	407,369	371,231
	Core Main Inc	13,472 shares	400,875	685,860
	Douglas Dynamics Inc.	14,060 shares	423,265	332,238
	Eagle Materials Inc	2,141 shares	371,384	528,313
	Exponent Inv	3,690 shares	336,929	328,779
	Federal Signal Corp	1,114 shares	109,807	102,922
	Floor Décor Holdings Inc A	3,217 shares	258,211	320,735
	Goosehead Insurance Inc A	6,618 shares	338,824	709,582
	Guidewire Software Inc	3,525 shares	277,065	594,245
	Hamilton Lane Inc Class A	5,396 shares	380,025	798,878
	Hayward Hldngs	13,210 shares	202,678	201,981
	Healthequity Inc	4,774 shares	299,439	458,065
	H E I C O Corporation CI A	4,700 shares	587,822	874,576
	JBT Marbel	2,126 shares	254,301	270,215
	Kadant Inc	845,000 shares	179,440	291,517
	Kinsale Capital Group Inc	1,295 shares	365,407	602,343
	Lemaitre Vascular	4,220 shares	201,640	388,831
	Manhattan Associates Inc	1,778 shares	277,803	480,487
	Medpace Hldgs Inc	1,120 shares	186,838	372,098
	Morningstar Inc	1,129 shares	252,885	380,202
	Murphy USA	1,466 shares	420,239	735,565
	Perimeter Solutions Sa Common Stock	37,856 shares	301,748	483,800
	Procure Technologies Inc Com	5,454 shares	307,830	408,668
	Rbc bearings Inc	1,387 shares	437,520	414,907
	Repligen Corp	3,820 shares	602,517	549,851
	Rxsight INC	3,799 shares	172,070	130,610
	Sps Commerce Inc	2,047 shares	370,512	376,628
	Servicetitan Inc Shs CI A	298,000 shares	29,976	30,655
	Simspon Mfg Co inc	1,726 shares	197,534	286,223
	Siteone Landscape Supply Inc	2,939 shares	406,940	387,272
	Trupanion Inc	6,164 shares	342,805	297,105

Employees' Retirement Plan of Bose Corporation

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

December 31, 2024

EMPLOYER ID NO: 04-2655386, PLAN #: 001

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Utz Brands Inc CI A	25,470 shares	\$ 389,307	\$ 398,860
	W D 40 Co	1,078 shares	201,651	261,609
	Willscot Mobil Mini Hldng Corp Com	4,601 shares	184,818	153,903
	The Descartes Systems Group Inc	4,536 shares	344,512	515,290
	Endava Plc A D R	4,770 shares	433,891	147,393
	Evertec Inc	7,342 shares	275,688	253,519
	Novanta Inc	3,394 shares	465,775	518,501
	Wns Holdings Coms Shd	7,769 shares	579,274	368,173
	Agro Corp	4,583 shares	450,044	428,419
	Abm Inds Inc	2,209 shares	102,266	113,057
	Advance Auto Parts Inc	5,445 shares	280,416	257,494
	Alexander Baldwin Inc new	2,574 shares	50,795	45,663
	Veradigm Inc	4,974 shares	84,737	48,497
	American Axle & Mfg Hldgs Inc	5,810 shares	52,612	33,872
	Armstrong World Inds Inc	1,384 shares	98,470	195,601
	Beacon Roofing Supply Inc	962,000 shares	68,544	97,720
	Berry Global Group Inc	7,691 shares	418,768	497,377
	Black Hills Corp	2,307 shares	154,291	135,006
	The Brinks Co	2,992 shares	190,016	277,568
	Broadstone Net lease	3,389 shares	50,387	53,750
	Brookline Bancorp Inc	7,919 shares	108,694	93,444
	Cno Financial Group Inc	7,794 shares	156,358	290,015
	CVb Fincorp	3,914 shares	66,328	83,799
	Cabot Corp	2,042 shares	154,601	186,455
	Carters Inc	915 shares	63,285	49,584
	Celanese Corp Ser A	3,817 shares	269,429	264,174
	Chatham Lodging Trust	6,397 shares	82,565	57,253
	Citizens Financial Group	16,007 shares	530,591	700,466
	Columbia Sportswear Co	870 shares	67,560	73,019
	Concentrix Corp	4,648 shares	276,584	201,119
	Conmed Corp	1,342 shares	98,248	91,846
	Crown Holdings Inc Com	1,621 shares	159,070	134,040
	Dentsply Sirona Inc	18,507 shares	532,772	351,263
	Devon Energy Corp	17,487 shares	939,810	572,350
	DunBradstreet Hldgs Inc Com	14,707 shares	177,076	183,249
	Energizer Hldgs Inc	2,319 shares	70,445	80,910
	The Ensign Group Inc	2,439 shares	193,602	324,046
	Envista Holdings Corp	7,372 shares	137,040	142,206
	Fnb Corp	35,811 shares	422,950	529,287
	First Ctzn Bancshares Inc CI A	180,000 shares	123,377	380,344
	First Hawaiian Inc	10,399 shares	235,959	269,854
	Flower foods Inc Com	3,895 shares	85,591	80,471
	Frontdoor Inc	1,567 shares	38,987	85,668
	Genther Inc	1,908 shares	134,328	76,177
	Granite Construction Inc	3,815 shares	120,006	334,614
	Graphic Packaging Hldg Co Com	18,067 shares	398,668	490,700
	Greif Inc CI A	2,062 shares	127,440	126,029
	Hanesbrands Inc	21,585 shares	217,669	175,702
	Health peak property Inc	26,790 shares	532,457	543,033
	Hillenbrand Inc	6,418 shares	276,692	197,546
	Hope Bancorp Inc	11,897 shares	165,983	146,214
	Horace Mann Educators Corp	4,151 shares	136,522	162,844
	Hyster Yale Materials W I	279 shares	10,575	14,209
	Icu Medical Inc	2,426 shares	320,914	376,442
	Integra Lifesciences Holdings Corp	7,115 shares	199,918	161,368
	Jeld Wen Holding Inc	9,108 shares	152,461	74,595
	Jbt Marel Corporation	1,330 shares	124,328	169,043
	Kemper Corp	6,466 shares	313,726	429,601

Employees' Retirement Plan of Bose Corporation

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

December 31, 2024

EMPLOYER ID NO: 04-2655386, PLAN #: 001

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Kennametal Inc	1,911 shares	\$ 51,753	\$ 45,902
	Keycorp	45,491 shares	616,192	779,716
	Kite Realty Group Trust	9,646 shares	191,738	243,465
	Koppers Hldgs Inc	1,995 shares	54,494	64,638
	Lkq Corporation	6,875 shares	263,871	252,656
	Mrc Global Inc	8,168 shares	94,461	104,387
	Msc Indi Dirrct Co	1,102 shares	93,362	82,308
	Magnera Corp Com	2,214 shares	39,594	40,228
	Marriot vacations world	2,298 shares	192,333	206,360
	Matson Inc	1,010 shares	82,496	136,188
	Maximus Inc	2,078 shares	137,216	155,123
	Mercury Systsems Inc	2,284 shares	71,114	95,928
	Millerknoll Inc Com	3,827 shares	94,159	86,452
	NCR Corporation	10,239 shares	181,947	141,708
	NCR Atleos LLC W I	4,381 shares	106,753	148,604
	Northwestern Energy Group	935 shares	54,567	49,985
	Old Natl Bancorp Ind	30,343 shares	482,417	658,595
	Olin Corp New	7,720 shares	430,463	260,936
	Txnm Energy Inc	6,648 shares	248,654	326,882
	Patterson U T I Energy Inc	27,228 shares	318,701	224,903
	Pebblebrook Hotel Trust	11,779 shares	166,140	159,605
	Portland General Electric Co.	6,405 shares	283,849	279,386
	Radian Group Inc Com	4,816 shares	97,220	152,763
	Range Resources Group	7,937 shares	267,006	285,573
	Rayonier Inc	1,752 shares	70,335	45,727
	Resideo Technologies Inc	13,089 shares	270,541	301,701
	Science Applicatns Inte	1,784 shares	187,212	199,416
	Silgan Hldgs Inc	2,137 shares	99,050	111,231
	Simmons 1ST National Corp Cl A	3,012 shares	71,555	66,806
	Southwest Gas Holdings Inccom	2,523 shares	217,447	178,401
	Spire Inc	5,894 shares	385,044	399,790
	Tri Pointe Homes Inc	558 shares	11,937	20,233
	Tegna Inc	3,380 shares	71,130	61,820
	Terex Corp	3,757 shares	177,265	173,649
	Tetra Technologies Inc Del	13,632 shares	70,514	48,803
	Timken.co	2,240 shares	180,416	159,869
	Ugi Corp	12,314 shares	296,810	347,624
	United Bankshares Inc W Va	2,827 shares	103,582	106,154
	Valley National Bancorp	15,228 shares	152,303	137,966
	Verint Systems Inc.	5,863 shares	202,948	160,939
	Wafd Inc	6,334 shares	177,546	204,208
	Assured Guaranty Ltd	1,798 shares	113,266	161,838
	Axis Capital Holdings Ltd	2,956 shares	176,678	261,961
	Cushman Wakefield Plc	3,718 shares	36,636	48,631
	Enstar Group Ltd	98 shares	21,187	31,561
	James River Group Holdings L	2,859 shares	49,177	13,923
	Nomad Foods Ltd	8,663 shares	135,303	145,365
	Genpact Limited	3,256 shares	109,458	139,845
	Sensata Tech Holding	9,061 shares	314,704	248,271
	White Mtns Ins Group Ltd	226 shares	287,472	439,584
	Primo Water Corp	7,621 shares	109,427	234,498
				39,494,483
	Total Investments		\$ 688,043,987	\$ 866,287,666

Employees' Retirement Plan of Bose Corporation
SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
For the year ended December 31, 2024
EMPLOYER ID NO: 04-2655386, PLAN #: 001

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or Loss
CATEGORY (iii) - SERIES OF TRANSACTIONS IN EXCESS OF 5% OF PLAN ASSETS						
U.S. Bank, N.A.	First American Gov't Oblig Fund CI Z	\$ 114,363,024	\$ -	\$ 114,363,024	\$ 114,363,024	\$ -
U.S. Bank, N.A.	First American Gov't Oblig Fund CI Z	-	118,101,448	118,101,438	118,101,448	10

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	31	0	0	0	0	0	0	0	0	31
	-	84,029	-	-	-	-	-	-	-	-	84,029
25-29	1	87	30	0	0	0	0	0	0	0	118
	-	109,840	112,752	-	-	-	-	-	-	-	111,029
30-34	0	70	73	24	0	0	0	0	0	0	167
	-	129,842	123,106	150,561	-	-	-	-	-	-	129,875
35-39	0	71	76	41	7	0	0	0	0	0	195
	-	157,883	147,355	141,579	-	-	-	-	-	-	151,413
40-44	0	59	49	40	42	20	1	0	0	0	211
	-	179,176	151,257	170,440	165,444	180,561	-	-	-	-	167,998
45-49	0	33	57	23	42	41	12	0	0	0	208
	-	183,622	164,449	165,274	182,542	207,605	-	-	-	-	181,079
50-54	0	42	46	21	33	37	19	11	0	0	209
	-	186,148	172,421	173,249	180,949	187,462	-	-	-	-	189,024
55-59	0	27	26	16	19	24	23	22	0	0	157
	-	169,068	145,660	-	-	150,847	218,337	161,653	-	-	174,962
60-64	0	18	18	15	10	19	10	15	0	0	105
	-	-	-	-	-	-	-	-	-	-	178,931
65-69	0	2	7	2	5	3	1	5	0	0	25
	-	-	-	-	-	-	-	-	-	-	158,877
70 & over	0	0	0	1	0	0	0	1	0	0	2
	-	-	-	-	-	-	-	-	-	-	-
Total	1	440	382	183	158	144	66	54	0	0	1,428
	-	148,720	147,353	158,743	184,451	182,639	210,140	181,474	-	-	161,100

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

Plan Name: Employees' Retirement Plan of Bose Corporation
 EIN / PN: 04-2655386/001
 Plan Sponsor: Bose Corporation
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month September
- Interest rate basis 3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	4.75%	3.62%
• Second segment rate	4.87%	4.46%
• Third segment rate	5.59%	4.52%
• Effective interest rate	5.25%	4.47%

Annual rates of increase (for purposes of determining the annual normal cost):

- Compensation 4.00%
- Future Social Security wage bases 3.50%
- Statutory limits on compensation 3.00%
- Assumed cost of living adjustments None

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.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

Plan Name: Employees' Retirement Plan of Bose Corporation
EIN / PN: 04-2655386/001
Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

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

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

Mortality 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 generational projection as specified in the regulations under §1.430(h)(3)-1 using 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).

Termination rates (not due to disability, retirement, or mortality) The rates at which participants are assumed to leave the Company by age are shown below.

Age	Less than 3 Years of Service	3+ Years of Service
25	24.18%	24.18%
30	20.00%	16.78%
35	20.00%	11.68%
40-64	15.00%	7.00%
65 and over	100.00%	100.00%

Disability rates None.

Plan Name: Employees' Retirement Plan of Bose Corporation
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Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

The rates at which participants are assumed to retire by age are shown below.

Age	Rate
55-61	5%
62-63	15%
64	20%
65	25%
66-69	20%
70 and over	100%

Benefit commencement date:

- Preretirement death benefit
Preretirement death benefits are assumed to commence at the later of the death of the active participant or the date the participant would have attained age 65 (or age 55, if participant had seven years of vesting service).
- Deferred vested benefit
Termination benefits are assumed to commence on the later of age 65 or termination of employment. VERO participants who elected to defer the commencement of their enhanced benefits are assumed to commence their total retirement benefits at age 60.
- Retirement benefit
Retirement benefits are assumed to commence upon termination of employment.

Form of payment

30% of participants are assumed to elect single life annuity, 30% of participants are assumed to elect the joint and 75% survivor annuity, and 40% of participants are assumed to elect the 7-year certain installment option.

For active participants who are eligible to elect a lump sum upon termination: 50% are assumed to elect an immediate lump sum and the remaining 50% are assumed to elect a future annuity consistent with the schedule above.

For active participants who elected the VERO in 2023 and have deferred termination dates in 2024, 50% are assumed to elect their enhanced VERO benefit as a lump sum and 50% are assumed to elect it as a single life annuity.

Installment and lump sum options are valued using the plan's valuation interest rates and the 2024 417(e) defined mortality basis.

Plan Name: Employees' Retirement Plan of Bose Corporation
EIN / PN: 04-2655386/001
Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Contingent annuitant	100% of participants are assumed to have a contingent annuitant. Male (female) participants are assumed to have a female (male) contingent annuitant that is three years younger (older).
Plan compensation / salary	Compensation assumed paid in the current year beginning on the valuation date is the current annual rate of pay, determined by increasing the base pay rate in effect on the valuation date by load factors to estimate bonus, long-term incentives, commissions/sales incentives, and overtime.
Administrative expenses	The average of actual expenses (net of PBGC premiums) paid over the last three years plus the expected 2024 PBGC premiums rounded up to the next \$25,000. The amount included this year for plan-related expenses is \$4,325,000 (prior valuation was \$5,175,000).
Loads	None.
At-risk assumptions	N/A
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month.

Plan Name:	Employees' Retirement Plan of Bose Corporation
EIN / PN:	04-2655386/001
Plan Sponsor:	Bose Corporation
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

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 plan year plus plan-related expenses expected to be paid from plan assets during plan year as required by regulations under IRC §430.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (7.5% in the current plan year and 7.5% in the prior plan year, with such expected earnings limited as described in IRS Notice 2010-23). 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). The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.
Benefits not valued	Retroactive benefits for terminated vesteds who deferred commencement past their normal retirement date, small cashouts less than \$5,000, and cashouts for monthly death benefits less than \$150 are not valued due to the small number of affected participants. All other benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with Bose Corporation and, based on that review, is not aware of any significant benefits required to be valued that were not.

Plan Name:	Employees' Retirement Plan of Bose Corporation
EIN / PN:	04-2655386/001
Plan Sponsor:	Bose Corporation
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

The plan sponsor, in conjunction with its third-party administrator Milliman, furnished participant data as of January 1, 2024, including the census data and base pay/bonus information. Information on assets, contributions and plan provisions were also 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.

- Initial data questions were asked of Milliman on February 20, 2024 and February 23, 2024, and responses were received on February 29, 2024. The following data elements had updates based on the data question responses:

- Valuation Status
- Date of Termination
- Date of Participation
- 2023 Hours worked
- Credited Service
- Vesting Service
- Pension Benefit Amount
- Pension Payable Date
- Pension Benefit Form
- Pension Benefit End Date
- Beneficiary Name
- Beneficiary Date of Birth

- Data questions were asked of the plan sponsor on February 28, 2024 and responses were received on February 29, 2024. The following data elements had updates based on the data question responses:

- Base Pay
- Foreign Employee Indicator

In consultation with the plan sponsor and Milliman, the following assumptions were made for missing or apparently inconsistent data for significant elements:

- Missing Pay Rate for Active participants is assumed to be the average pay rate for all other active participants (\$145,000 for 2024) (0 records in 2024).
- Missing Pension Benefit Amount for Deferred participants is assumed to be the average deferred population Pension Benefit Amount (0 records in 2024).
- Participants who are currently employed overseas (as confirmed by Milliman or the plan sponsor) are treated as deferred participants with benefit at normal retirement date equal to an estimate provided by Milliman (25 records in 2024).
- Missing Pension Benefit Amount for In-Payment participants is assumed to be the average in-payment population Pension Benefit Amount (0 records in 2024).

Plan Name: Employees' Retirement Plan of Bose Corporation
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Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

- Pension Benefit Amount for deceased vested participants for whom a beneficiary has not yet been identified is provided by Milliman for valuation purposes to be 50% of the participant's accrued benefit at normal retirement date, to reflect the survivor percentage applicable to the future beneficiary's monthly benefit (38 records in 2024).
- Missing Gender is assumed to be the prior year's gender, if available (6 records in 2024).
- For retirees with a joint and survivor (J&S) form of payment, missing beneficiary gender is assumed to be opposite from that of the participant (669 records in 2024).
- For retirees who are receiving a J&S form of payment, missing beneficiary date of birth is assumed to follow valuation assumptions: male (female) participants are assumed to have a female (male) contingent annuitant that is three years younger (older) (47 records in 2024).
- For retirees who are receiving a J&S form of payment and there is no beneficiary information available, the J&S percentage is reduced for actuarial valuation purposes to reflect a percentage of the benefit that is expected to be paid as a single life annuity (47 records in 2024).
 - If participant has J&S percentage 50%, J&S percentage is reduced to 44%.
 - If participant has J&S percentage 75%, J&S percentage is reduced to 66%.
 - If participant has J&S percentage 100%, J&S percentage is reduced to 88%.

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

Plan Name: Employees' Retirement Plan of Bose Corporation
EIN / PN: 04-2655386/001
Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Economic Assumptions

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.
Installment option conversion rate	As required by IRC 430, installment benefits are valued using “annuity substitution”, 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 a combination of assumed future (i) cost-of-living (CPI) increases, (ii) productivity increases, and (iii) promotional increases. CPI increases assumed are as described below. Productivity increases are consistent with the assumed real increases in NAW described below (i.e., increases in assumed NAW less increases in assumed CPI). Promotional increases are based on plan sponsor expectation. Rates of increase in compensation were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe that the assumption chosen does not significantly conflict with what would be reasonable based on current and expected future CPI and GDP growth, taking into account historical variability adjusted to current conditions.
• 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). Such assumed future increases in real wages are based on a combination of historical averages and expectations of future rates. The other economic assumptions chosen do not significantly conflict with this assumption, taking into account historical variability in CPI and GDP growth.
• Increases in statutory limits (CPI)	The assumed CPI is based on a combination of historical averages and expectations of future experience. The other economic assumptions chosen do not significantly conflict with this assumption, taking into account historical variability in CPI.

Plan Name:	Employees' Retirement Plan of Bose Corporation
EIN / PN:	04-2655386/001
Plan Sponsor:	Bose Corporation
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 based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.
Retirement	Retirement rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.
Benefit commencement date for deferred benefits:	
• Preretirement death benefit	Contingent annuitants are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.
• Deferred vested benefit	Deferred vested participants are assumed to begin benefits at age 65 (or current age if later) based on an experience study conducted in 2019. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Plan Name:	Employees' Retirement Plan of Bose Corporation
EIN / PN:	04-2655386/001
Plan Sponsor:	Bose Corporation
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Form of payment

The percentage of retiring participants assumed to take various options is based on an experience study conducted in 2019.

Effective September 2021, the plan was amended to include a lump sum form of payment for participants who meet specified criteria. The percentage of eligible retiring participants assumed to elect an immediate lump sum is based on expected take rates for plans with similar lump sum plan provisions.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described above, 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.

Change in assumptions since prior valuation

None.

Change in methods since prior valuation

None.

Plan Name: Employees' Retirement Plan of Bose Corporation
EIN / PN: 04-2655386/001
Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

Plan Name	Employees' Retirement Plan of Bose Corporation
Plan Sponsor EIN	04-2655386
ERISA Plan #	001
Plan Year Ending	12/31/2024

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 4a	Schedule of Delinquent Participant Contributions	
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X

SCHEDULE SB (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
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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 EMPLOYEES' RETIREMENT PLAN OF BOSE CORPORATION	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Bose Corporation	D Employer Identification Number (EIN) 04-2655386
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	890,678,554	
b	Actuarial value	2b	927,824,201	
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	1,535	351,661,202	351,661,202
b	For terminated vested participants	2,637	324,118,102	324,118,102
c	For active participants	1,428	175,343,727	187,682,790
d	Total	5,600	851,123,031	863,462,094
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.25%	
6	Target normal cost			
a	Present value of current plan year accruals	6a	18,794,816	
b	Expected plan-related expenses	6b	4,325,000	
c	Target normal cost	6c	23,119,816	

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 James J Holloman Signature of actuary	10/6/2025 Date 2306456 Most recent enrollment number 703-258-8182 Telephone number (including area code)
James J Holloman Type or print name of actuary Willis Towers Watson US LLC Firm name 800 North Glebe Road Floor 10 Arlington VA 22203 Address of the firm	

Part II		Beginning of Year Carryover and Prefunding Balances	
		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	47,687,907
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	47,687,907
10	Interest on line 9 using prior year's actual return of <u>9.88</u> %	0	4,711,565
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.38</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	52,399,472

Part III		Funding Percentages	
14	Funding target attainment percentage	14	101.38 %
15	Adjusted funding target attainment percentage	15	107.45 %
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	109.43 %
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.	19a 0
b Contributions made to avoid restrictions adjusted to valuation date	19b 0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c 0
20 Quarterly contributions and liquidity shortfalls:	
a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No	
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No	
c If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year	
(1) 1st	(2) 2nd
(3) 3rd	(4) 4th

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost		
21	Discount rate:		
a	Segment rates:	1st segment: 4.75 % 2nd segment: 4.87 % 3rd segment: 5.59 %	☐ N/A, full yield curve used
b	Applicable month (enter code).....	21b	4
22	Weighted average retirement age	22	63
23	Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute		
Part VI	Miscellaneous Items		
24	Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No		
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No		
26	Demographic and benefit information		
a	Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No
27	If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	
Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years		
28	Unpaid minimum required contributions for all prior years	28	0
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0
Part VIII	Minimum Required Contribution For Current Year		
31	Target normal cost and excess assets (see instructions):		
a	Target normal cost (line 6c).....	31a	23, 119, 816
b	Excess assets, if applicable, but not greater than line 31a	31b	11, 962, 635
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 style="text-align: right;">11, 157, 181
35	Balances elected for use to offset funding requirement	Carryover balance Prefunding balance 0 11, 157, 181	Total balance 11, 157, 181
36	Additional cash requirement (line 34 minus line 35).....		36 style="text-align: right;">0
37	Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37 style="text-align: right;">0
38	Present value of excess contributions for current year (see instructions)		
a	Total (excess, if any, of line 37 over line 36)		38a style="text-align: right;">0
b	Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b style="text-align: right;">0
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39 style="text-align: right;">0
40	Unpaid minimum required contributions for all years		40 style="text-align: right;">0
Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)		
41	If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021		

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Bose Corporation
EIN/PN	04-2655386/001
Plan Name	Employees' Retirement Plan of Bose Corporation
Valuation Date	January 1, 2024
Enrolled Actuary	James J Holloman
Enrollment Number	23-06456

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

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x^r	l_x	${}_x-55p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.05	1,000	1.000000	0.050000	2.750000
56	0.05	950	0.950000	0.047500	2.660000
57	0.05	903	0.902500	0.045125	2.572125
58	0.05	857	0.857375	0.042869	2.486388
59	0.05	815	0.814506	0.040725	2.402793
60	0.05	774	0.773781	0.038689	2.321343
61	0.05	735	0.735092	0.036755	2.242030
62	0.15	698	0.698337	0.104751	6.494537
63	0.15	594	0.593587	0.089038	5.609394
64	0.20	505	0.504549	0.100910	6.458223
65	0.25	404	0.403639	0.100910	6.559133
66	0.20	303	0.302729	0.060546	3.996026
67	0.20	242	0.242183	0.048437	3.245257
68	0.20	194	0.193747	0.038749	2.634955
69	0.20	155	0.154997	0.030999	2.138964
70	1.00	124	0.123998	0.123998	8.679852

Average age at retirement 63.251020

Rounded for Schedule SB item 22 63 ==> SCHB_WARA

Plan Name: Employees' Retirement Plan of Bose Corporation
 EIN / PN: 04-2655386/001
 Plan Sponsor: Bose Corporation
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month September
- Interest rate basis 3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	4.75%	3.62%
• Second segment rate	4.87%	4.46%
• Third segment rate	5.59%	4.52%
• Effective interest rate	5.25%	4.47%

Annual rates of increase (for purposes of determining the annual normal cost):

- Compensation 4.00%
- Future Social Security wage bases 3.50%
- Statutory limits on compensation 3.00%
- Assumed cost of living adjustments None

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.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

Plan Name: Employees' Retirement Plan of Bose Corporation
EIN / PN: 04-2655386/001
Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

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Demographic Assumptions

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

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

Mortality 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 generational projection as specified in the regulations under §1.430(h)(3)-1 using 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).

Termination rates (not due to disability, retirement, or mortality) The rates at which participants are assumed to leave the Company by age are shown below.

Age	Less than 3 Years of Service	3+ Years of Service
25	24.18%	24.18%
30	20.00%	16.78%
35	20.00%	11.68%
40-64	15.00%	7.00%
65 and over	100.00%	100.00%

Disability rates None.

Plan Name: Employees' Retirement Plan of Bose Corporation
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Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

The rates at which participants are assumed to retire by age are shown below.

Age	Rate
55-61	5%
62-63	15%
64	20%
65	25%
66-69	20%
70 and over	100%

Benefit commencement date:

- Preretirement death benefit

Preretirement death benefits are assumed to commence at the later of the death of the active participant or the date the participant would have attained age 65 (or age 55, if participant had seven years of vesting service).
- Deferred vested benefit

Termination benefits are assumed to commence on the later of age 65 or termination of employment. VERO participants who elected to defer the commencement of their enhanced benefits are assumed to commence their total retirement benefits at age 60.
- Retirement benefit

Retirement benefits are assumed to commence upon termination of employment.

Form of payment

30% of participants are assumed to elect single life annuity, 30% of participants are assumed to elect the joint and 75% survivor annuity, and 40% of participants are assumed to elect the 7-year certain installment option.

For active participants who are eligible to elect a lump sum upon termination: 50% are assumed to elect an immediate lump sum and the remaining 50% are assumed to elect a future annuity consistent with the schedule above.

For active participants who elected the VERO in 2023 and have deferred termination dates in 2024, 50% are assumed to elect their enhanced VERO benefit as a lump sum and 50% are assumed to elect it as a single life annuity.

Installment and lump sum options are valued using the plan’s valuation interest rates and the 2024 417(e) defined mortality basis.

Plan Name: Employees' Retirement Plan of Bose Corporation
EIN / PN: 04-2655386/001
Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

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Contingent annuitant	100% of participants are assumed to have a contingent annuitant. Male (female) participants are assumed to have a female (male) contingent annuitant that is three years younger (older).
Plan compensation / salary	Compensation assumed paid in the current year beginning on the valuation date is the current annual rate of pay, determined by increasing the base pay rate in effect on the valuation date by load factors to estimate bonus, long-term incentives, commissions/sales incentives, and overtime.
Administrative expenses	The average of actual expenses (net of PBGC premiums) paid over the last three years plus the expected 2024 PBGC premiums rounded up to the next \$25,000. The amount included this year for plan-related expenses is \$4,325,000 (prior valuation was \$5,175,000).
Loads	None.
At-risk assumptions	N/A
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month.

Plan Name:	Employees' Retirement Plan of Bose Corporation
EIN / PN:	04-2655386/001
Plan Sponsor:	Bose Corporation
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

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 plan year plus plan-related expenses expected to be paid from plan assets during plan year as required by regulations under IRC §430.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (7.5% in the current plan year and 7.5% in the prior plan year, with such expected earnings limited as described in IRS Notice 2010-23). 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). The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.
Benefits not valued	Retroactive benefits for terminated vesteds who deferred commencement past their normal retirement date, small cashouts less than \$5,000, and cashouts for monthly death benefits less than \$150 are not valued due to the small number of affected participants. All other benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with Bose Corporation and, based on that review, is not aware of any significant benefits required to be valued that were not.

Plan Name:	Employees' Retirement Plan of Bose Corporation
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Plan Sponsor:	Bose Corporation
Valuation Date:	January 1, 2024

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Sources of Data and Other Information

The plan sponsor, in conjunction with its third-party administrator Milliman, furnished participant data as of January 1, 2024, including the census data and base pay/bonus information. Information on assets, contributions and plan provisions were also 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.

- Initial data questions were asked of Milliman on February 20, 2024 and February 23, 2024, and responses were received on February 29, 2024. The following data elements had updates based on the data question responses:

- Valuation Status
- Date of Termination
- Date of Participation
- 2023 Hours worked
- Credited Service
- Vesting Service
- Pension Benefit Amount
- Pension Payable Date
- Pension Benefit Form
- Pension Benefit End Date
- Beneficiary Name
- Beneficiary Date of Birth

- Data questions were asked of the plan sponsor on February 28, 2024 and responses were received on February 29, 2024. The following data elements had updates based on the data question responses:

- Base Pay
- Foreign Employee Indicator

In consultation with the plan sponsor and Milliman, the following assumptions were made for missing or apparently inconsistent data for significant elements:

- Missing Pay Rate for Active participants is assumed to be the average pay rate for all other active participants (\$145,000 for 2024) (0 records in 2024).
- Missing Pension Benefit Amount for Deferred participants is assumed to be the average deferred population Pension Benefit Amount (0 records in 2024).
- Participants who are currently employed overseas (as confirmed by Milliman or the plan sponsor) are treated as deferred participants with benefit at normal retirement date equal to an estimate provided by Milliman (25 records in 2024).
- Missing Pension Benefit Amount for In-Payment participants is assumed to be the average in-payment population Pension Benefit Amount (0 records in 2024).

Plan Name: Employees' Retirement Plan of Bose Corporation
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- Pension Benefit Amount for deceased vested participants for whom a beneficiary has not yet been identified is provided by Milliman for valuation purposes to be 50% of the participant's accrued benefit at normal retirement date, to reflect the survivor percentage applicable to the future beneficiary's monthly benefit (38 records in 2024).
- Missing Gender is assumed to be the prior year's gender, if available (6 records in 2024).
- For retirees with a joint and survivor (J&S) form of payment, missing beneficiary gender is assumed to be opposite from that of the participant (669 records in 2024).
- For retirees who are receiving a J&S form of payment, missing beneficiary date of birth is assumed to follow valuation assumptions: male (female) participants are assumed to have a female (male) contingent annuitant that is three years younger (older) (47 records in 2024).
- For retirees who are receiving a J&S form of payment and there is no beneficiary information available, the J&S percentage is reduced for actuarial valuation purposes to reflect a percentage of the benefit that is expected to be paid as a single life annuity (47 records in 2024).
 - If participant has J&S percentage 50%, J&S percentage is reduced to 44%.
 - If participant has J&S percentage 75%, J&S percentage is reduced to 66%.
 - If participant has J&S percentage 100%, J&S percentage is reduced to 88%.

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

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Assumptions Rationale - Significant Economic Assumptions

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.
Installment option conversion rate	As required by IRC 430, installment benefits are valued using "annuity substitution", 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 a combination of assumed future (i) cost-of-living (CPI) increases, (ii) productivity increases, and (iii) promotional increases. CPI increases assumed are as described below. Productivity increases are consistent with the assumed real increases in NAW described below (i.e., increases in assumed NAW less increases in assumed CPI). Promotional increases are based on plan sponsor expectation. Rates of increase in compensation were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe that the assumption chosen does not significantly conflict with what would be reasonable based on current and expected future CPI and GDP growth, taking into account historical variability adjusted to current conditions.
• 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). Such assumed future increases in real wages are based on a combination of historical averages and expectations of future rates. The other economic assumptions chosen do not significantly conflict with this assumption, taking into account historical variability in CPI and GDP growth.
• Increases in statutory limits (CPI)	The assumed CPI is based on a combination of historical averages and expectations of future experience. The other economic assumptions chosen do not significantly conflict with this assumption, taking into account historical variability in CPI.

Plan Name:	Employees' Retirement Plan of Bose Corporation
EIN / PN:	04-2655386/001
Plan Sponsor:	Bose Corporation
Valuation Date:	January 1, 2024

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Assumptions Rationale – Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.
Retirement	Retirement rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.
Benefit commencement date for deferred benefits:	
• Preretirement death benefit	Contingent annuitants are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.
• Deferred vested benefit	Deferred vested participants are assumed to begin benefits at age 65 (or current age if later) based on an experience study conducted in 2019. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

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Form of payment

The percentage of retiring participants assumed to take various options is based on an experience study conducted in 2019.

Effective September 2021, the plan was amended to include a lump sum form of payment for participants who meet specified criteria. The percentage of eligible retiring participants assumed to elect an immediate lump sum is based on expected take rates for plans with similar lump sum plan provisions.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described above, 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.

Change in assumptions since prior valuation

None.

Change in methods since prior valuation

None.

Plan Name: Employees' Retirement Plan of Bose Corporation
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Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

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Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

Effective date and most recent amendment	January 1, 1977, as amended through the ninth amendment signed December 18, 2023 of the restated January 1, 2017 plan document.
Plan year	The 12-month period ending December 31.
Eligibility	Employees hired prior to January 1, 1985 (excluding non-exempt employees employed in Puerto Rico): as of date of hire; all other employees: on the January 1 or July 1 following the attainment of age 21 and completion of one year of service. Effective December 31, 2011, all Puerto Rico employees are not eligible. All MIT employees are not eligible for this plan.

Definitions

Vesting service	One year per calendar year in which the employee is a participant and has 1,000 or more hours of employment.
Pension service	One year per calendar year in which the employee is a participant and has 1,000 or more hours of employment.
Final average pay	The highest consecutive five year average in the last 10 years.
Normal retirement date	Age 65.
Early retirement date	Age 55 with seven years of vesting service.
Late retirement date	Retirement may be postponed past the normal retirement date.

Plan Name:	Employees' Retirement Plan of Bose Corporation
EIN / PN:	04-2655386/001
Plan Sponsor:	Bose Corporation
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Age 65.
Early retirement	Age 55 with seven years of vesting service.
Postponed retirement	Retirement may be postponed past the normal retirement date.
Vested termination	Upon termination with three or more years of service.
Preretirement death benefit	Death while eligible for retirement or deferred vested benefit.

Benefits Paid Upon the Following Events

Normal retirement	The greater of (a) 1.1% of final average pay up to covered compensation plus 1.7% of final average pay in excess of covered compensation, times years of service up to a maximum of 30; and (b) \$120.00 times years of service up to a maximum of 30. Accrued benefits are frozen at December 31, 2011 for Puerto Rico employees. Participants who elected to participate in the Voluntary Early Retirement Offer (VERO) in 2015, 2017, and 2023 were provided with an enhanced retirement benefit, either payable as an immediate lump sum or as an additional annuity in the same form as their regular pension benefit.
Early retirement	Calculated as for normal retirement but reduced by 0.5% for each month that benefit commencement precedes normal retirement.
Postponed retirement	Calculated as for normal retirement but based on service and compensation at late retirement or actuarially adjusted for late commencement, whichever produces the larger benefit.

Plan Name:	Employees' Retirement Plan of Bose Corporation
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Plan Sponsor:	Bose Corporation
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Vested termination

Upon termination of employment with three or more years of service a benefit is payable commencing upon what would have been the participant's normal retirement date based on credited service and compensation up to termination and the Social Security law then in effect multiplied by the appropriate percentage from the following table:

Completed Years of Service at Termination	Percent of Benefit Received
3	20
4	40
5	60
6	80
7	100

Participants who terminated employment due to the sale of Pro on April 1, 2023 were granted 100% vesting in their ERP benefit.

Preretirement death

If a vested participant dies, the contingent annuitant shall be paid 50% of the annuity payable to the participant had the participant separated from service on the date of death, survived to the earliest date the participant could have elected retirement, retired on that date, elected a 50% Joint and Survivor benefit and then died. If the monthly benefit is less than \$150, the total benefit can be paid as a lump sum.

Other Plan Provisions

Forms of payment:

Normal form of benefit

Automatic form of payment is a life annuity for single participants and an actuarially equivalent 50% joint and survivor annuity for married participants.

Optional forms of retirement income in lieu of normal form

Available optional forms include single life annuity, joint & survivor annuity (100%, 75%, or 50%), single life annuity with 10 years certain, and fixed installments between 3-10 years. Optional form conversion factors are generally based on 7% interest and the mortality table described in Revenue Ruling 2001-62.

Plan Name: Employees' Retirement Plan of Bose Corporation
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Plan Sponsor: Bose Corporation
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Lump sum for smaller benefits

Lump sum is available for certain participants who meet specified criteria (the actuarial equivalent value of the participant's vested benefit as a lump sum is less than \$50,000 or the participant has fewer than 8 years of vesting service at termination).

Changes in Benefits Valued Since Prior Year

Participants who terminated employment due to the sale of Pro on April 1, 2023 were granted 100% vesting in their ERP benefit.

Certain participants were eligible to receive an enhanced pension benefit through a Voluntary Early Retirement Offer effective November 1, 2023.

Plan Name: Employees' Retirement Plan of Bose Corporation
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Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

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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	31	0	0	0	0	0	0	0	0	31
	-	84,029	-	-	-	-	-	-	-	-	84,029
25-29	1	87	30	0	0	0	0	0	0	0	118
	-	109,840	112,752	-	-	-	-	-	-	-	111,029
30-34	0	70	73	24	0	0	0	0	0	0	167
	-	129,842	123,106	150,561	-	-	-	-	-	-	129,875
35-39	0	71	76	41	7	0	0	0	0	0	195
	-	157,883	147,355	141,579	-	-	-	-	-	-	151,413
40-44	0	59	49	40	42	20	1	0	0	0	211
	-	179,176	151,257	170,440	165,444	180,561	-	-	-	-	167,998
45-49	0	33	57	23	42	41	12	0	0	0	208
	-	183,622	164,449	165,274	182,542	207,605	-	-	-	-	181,079
50-54	0	42	46	21	33	37	19	11	0	0	209
	-	186,148	172,421	173,249	180,949	187,462	-	-	-	-	189,024
55-59	0	27	26	16	19	24	23	22	0	0	157
	-	169,068	145,660	-	-	150,847	218,337	161,653	-	-	174,962
60-64	0	18	18	15	10	19	10	15	0	0	105
	-	-	-	-	-	-	-	-	-	-	178,931
65-69	0	2	7	2	5	3	1	5	0	0	25
	-	-	-	-	-	-	-	-	-	-	158,877
70 & over	0	0	0	1	0	0	0	1	0	0	2
	-	-	-	-	-	-	-	-	-	-	-
Total	1	440	382	183	158	144	66	54	0	0	1,428
	-	148,720	147,353	158,743	184,451	182,639	210,140	181,474	-	-	161,100

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

Plan Name: Employees' Retirement Plan of Bose Corporation

EIN / PN: 04-2655386/001

Plan Sponsor: Bose Corporation

Valuation Date: January 1, 2024

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Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	3,616,109	3,271,251	53,520,522	60,407,882
2025	3,706,365	5,515,238	43,447,134	52,668,737
2026	4,845,906	8,012,441	32,084,059	44,942,406
2027	6,028,121	10,457,248	27,768,117	44,253,486
2028	7,240,018	13,227,719	26,247,333	46,715,070
2029	8,606,240	16,164,263	24,969,742	49,740,245
2030	9,912,087	18,872,287	23,869,102	52,653,476
2031	10,531,870	21,491,016	22,699,990	54,722,876
2032	10,861,224	23,270,396	21,510,328	55,641,948
2033	11,501,666	24,336,428	20,476,936	56,315,030
2034	12,101,858	25,587,981	19,665,630	57,355,469
2035	12,699,495	26,632,061	19,010,020	58,341,576
2036	13,208,416	27,538,095	18,310,076	59,056,587
2037	13,658,682	28,047,941	17,566,363	59,272,986
2038	14,085,893	28,031,557	16,780,209	58,897,659
2039	14,554,840	28,070,607	15,953,873	58,579,320
2040	15,100,017	27,893,923	15,090,603	58,084,543
2041	15,404,150	27,275,042	14,194,635	56,873,827
2042	15,753,506	26,426,831	13,271,330	55,451,667
2043	16,086,742	25,522,134	12,327,180	53,936,056
2044	16,194,495	24,876,632	11,369,765	52,440,892
2045	16,311,238	24,236,872	10,407,721	50,955,831
2046	16,263,015	23,561,900	9,450,494	49,275,409
2047	16,033,778	23,054,175	8,508,076	47,596,029
2048	15,805,173	22,491,276	7,590,701	45,887,150
2049	15,372,237	21,845,127	6,708,419	43,925,783
2050	14,807,089	21,046,877	5,870,552	41,724,518
2051	14,239,126	19,976,671	5,085,229	39,301,026
2052	13,564,735	18,906,917	4,359,037	36,830,689
2053	12,938,414	17,860,397	3,696,746	34,495,557
2054	12,346,121	16,735,762	3,101,217	32,183,100
2055	11,716,959	15,714,972	2,573,305	30,005,236
2056	11,097,323	14,785,544	2,111,994	27,994,861
2057	10,476,611	13,880,237	1,714,625	26,071,473
2058	9,885,815	12,934,646	1,377,164	24,197,625
2059	9,308,860	11,955,189	1,094,619	22,358,668
2060	8,694,083	10,986,347	861,326	20,541,756
2061	8,073,313	10,067,692	671,335	18,812,340
2062	7,470,193	9,157,052	518,676	17,145,921
2063	6,888,574	8,257,246	397,584	15,543,404
2064	6,344,209	7,413,905	302,727	14,060,841
2065	5,815,101	6,667,872	229,294	12,712,267
2066	5,310,206	5,983,795	173,077	11,467,078
2067	4,834,150	5,349,201	130,476	10,313,827
2068	4,381,737	4,766,147	98,464	9,246,348
2069	3,960,918	4,227,170	74,576	8,262,664
2070	3,568,072	3,733,299	56,840	7,358,211
2071	3,200,912	3,282,648	43,716	6,527,276
2072	2,858,793	2,874,233	34,022	5,767,048
2073	2,541,189	2,505,138	26,859	5,073,186

Plan Name: Employees' Retirement Plan of Bose Corporation
 EIN / PN: 04-2655386/001
 Plan Sponsor: Bose Corporation
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x^r	l_x	${}_x-55p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.05	1,000	1.000000	0.050000	2.750000
56	0.05	950	0.950000	0.047500	2.660000
57	0.05	903	0.902500	0.045125	2.572125
58	0.05	857	0.857375	0.042869	2.486388
59	0.05	815	0.814506	0.040725	2.402793
60	0.05	774	0.773781	0.038689	2.321343
61	0.05	735	0.735092	0.036755	2.242030
62	0.15	698	0.698337	0.104751	6.494537
63	0.15	594	0.593587	0.089038	5.609394
64	0.20	505	0.504549	0.100910	6.458223
65	0.25	404	0.403639	0.100910	6.559133
66	0.20	303	0.302729	0.060546	3.996026
67	0.20	242	0.242183	0.048437	3.245257
68	0.20	194	0.193747	0.038749	2.634955
69	0.20	155	0.154997	0.030999	2.138964
70	1.00	124	0.123998	0.123998	8.679852

Average age at retirement 63.251020

Rounded for Schedule SB item 22 63 ==> SCHB_WARA

Plan Name: Employees' Retirement Plan of Bose Corporation
 EIN / PN: 04-2655386/001
 Plan Sponsor: Bose Corporation
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Bose Corporation
EIN/PN	04-2655386/001
Plan Name	Employees' Retirement Plan of Bose Corporation
Valuation Date	January 1, 2024
Enrolled Actuary	James J Holloman
Enrollment Number	23-06456

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 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	3,616,109	3,271,251	53,520,522	60,407,882
2025	3,706,365	5,515,238	43,447,134	52,668,737
2026	4,845,906	8,012,441	32,084,059	44,942,406
2027	6,028,121	10,457,248	27,768,117	44,253,486
2028	7,240,018	13,227,719	26,247,333	46,715,070
2029	8,606,240	16,164,263	24,969,742	49,740,245
2030	9,912,087	18,872,287	23,869,102	52,653,476
2031	10,531,870	21,491,016	22,699,990	54,722,876
2032	10,861,224	23,270,396	21,510,328	55,641,948
2033	11,501,666	24,336,428	20,476,936	56,315,030
2034	12,101,858	25,587,981	19,665,630	57,355,469
2035	12,699,495	26,632,061	19,010,020	58,341,576
2036	13,208,416	27,538,095	18,310,076	59,056,587
2037	13,658,682	28,047,941	17,566,363	59,272,986
2038	14,085,893	28,031,557	16,780,209	58,897,659
2039	14,554,840	28,070,607	15,953,873	58,579,320
2040	15,100,017	27,893,923	15,090,603	58,084,543
2041	15,404,150	27,275,042	14,194,635	56,873,827
2042	15,753,506	26,426,831	13,271,330	55,451,667
2043	16,086,742	25,522,134	12,327,180	53,936,056
2044	16,194,495	24,876,632	11,369,765	52,440,892
2045	16,311,238	24,236,872	10,407,721	50,955,831
2046	16,263,015	23,561,900	9,450,494	49,275,409
2047	16,033,778	23,054,175	8,508,076	47,596,029
2048	15,805,173	22,491,276	7,590,701	45,887,150
2049	15,372,237	21,845,127	6,708,419	43,925,783
2050	14,807,089	21,046,877	5,870,552	41,724,518
2051	14,239,126	19,976,671	5,085,229	39,301,026
2052	13,564,735	18,906,917	4,359,037	36,830,689
2053	12,938,414	17,860,397	3,696,746	34,495,557
2054	12,346,121	16,735,762	3,101,217	32,183,100
2055	11,716,959	15,714,972	2,573,305	30,005,236
2056	11,097,323	14,785,544	2,111,994	27,994,861
2057	10,476,611	13,880,237	1,714,625	26,071,473
2058	9,885,815	12,934,646	1,377,164	24,197,625
2059	9,308,860	11,955,189	1,094,619	22,358,668
2060	8,694,083	10,986,347	861,326	20,541,756
2061	8,073,313	10,067,692	671,335	18,812,340
2062	7,470,193	9,157,052	518,676	17,145,921
2063	6,888,574	8,257,246	397,584	15,543,404
2064	6,344,209	7,413,905	302,727	14,060,841
2065	5,815,101	6,667,872	229,294	12,712,267
2066	5,310,206	5,983,795	173,077	11,467,078
2067	4,834,150	5,349,201	130,476	10,313,827
2068	4,381,737	4,766,147	98,464	9,246,348
2069	3,960,918	4,227,170	74,576	8,262,664
2070	3,568,072	3,733,299	56,840	7,358,211
2071	3,200,912	3,282,648	43,716	6,527,276
2072	2,858,793	2,874,233	34,022	5,767,048
2073	2,541,189	2,505,138	26,859	5,073,186

Plan Name: Employees' Retirement Plan of Bose Corporation
 EIN / PN: 04-2655386/001
 Plan Sponsor: Bose Corporation
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

Effective date and most recent amendment	January 1, 1977, as amended through the ninth amendment signed December 18, 2023 of the restated January 1, 2017 plan document.
Plan year	The 12-month period ending December 31.
Eligibility	Employees hired prior to January 1, 1985 (excluding non-exempt employees employed in Puerto Rico): as of date of hire; all other employees: on the January 1 or July 1 following the attainment of age 21 and completion of one year of service. Effective December 31, 2011, all Puerto Rico employees are not eligible. All MIT employees are not eligible for this plan.

Definitions

Vesting service	One year per calendar year in which the employee is a participant and has 1,000 or more hours of employment.
Pension service	One year per calendar year in which the employee is a participant and has 1,000 or more hours of employment.
Final average pay	The highest consecutive five year average in the last 10 years.
Normal retirement date	Age 65.
Early retirement date	Age 55 with seven years of vesting service.
Late retirement date	Retirement may be postponed past the normal retirement date.

Plan Name:	Employees' Retirement Plan of Bose Corporation
EIN / PN:	04-2655386/001
Plan Sponsor:	Bose Corporation
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Age 65.
Early retirement	Age 55 with seven years of vesting service.
Postponed retirement	Retirement may be postponed past the normal retirement date.
Vested termination	Upon termination with three or more years of service.
Preretirement death benefit	Death while eligible for retirement or deferred vested benefit.

Benefits Paid Upon the Following Events

Normal retirement	The greater of (a) 1.1% of final average pay up to covered compensation plus 1.7% of final average pay in excess of covered compensation, times years of service up to a maximum of 30; and (b) \$120.00 times years of service up to a maximum of 30. Accrued benefits are frozen at December 31, 2011 for Puerto Rico employees. Participants who elected to participate in the Voluntary Early Retirement Offer (VERO) in 2015, 2017, and 2023 were provided with an enhanced retirement benefit, either payable as an immediate lump sum or as an additional annuity in the same form as their regular pension benefit.
Early retirement	Calculated as for normal retirement but reduced by 0.5% for each month that benefit commencement precedes normal retirement.
Postponed retirement	Calculated as for normal retirement but based on service and compensation at late retirement or actuarially adjusted for late commencement, whichever produces the larger benefit.

Plan Name:	Employees' Retirement Plan of Bose Corporation
EIN / PN:	04-2655386/001
Plan Sponsor:	Bose Corporation
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Vested termination

Upon termination of employment with three or more years of service a benefit is payable commencing upon what would have been the participant's normal retirement date based on credited service and compensation up to termination and the Social Security law then in effect multiplied by the appropriate percentage from the following table:

Completed Years of Service at Termination	Percent of Benefit Received
3	20
4	40
5	60
6	80
7	100

Participants who terminated employment due to the sale of Pro on April 1, 2023 were granted 100% vesting in their ERP benefit.

Preretirement death

If a vested participant dies, the contingent annuitant shall be paid 50% of the annuity payable to the participant had the participant separated from service on the date of death, survived to the earliest date the participant could have elected retirement, retired on that date, elected a 50% Joint and Survivor benefit and then died. If the monthly benefit is less than \$150, the total benefit can be paid as a lump sum.

Other Plan Provisions

Forms of payment:

Normal form of benefit

Automatic form of payment is a life annuity for single participants and an actuarially equivalent 50% joint and survivor annuity for married participants.

Optional forms of retirement income in lieu of normal form

Available optional forms include single life annuity, joint & survivor annuity (100%, 75%, or 50%), single life annuity with 10 years certain, and fixed installments between 3-10 years. Optional form conversion factors are generally based on 7% interest and the mortality table described in Revenue Ruling 2001-62.

Plan Name: Employees' Retirement Plan of Bose Corporation
EIN / PN: 04-2655386/001
Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Lump sum for smaller benefits

Lump sum is available for certain participants who meet specified criteria (the actuarial equivalent value of the participant's vested benefit as a lump sum is less than \$50,000 or the participant has fewer than 8 years of vesting service at termination).

Changes in Benefits Valued Since Prior Year

Participants who terminated employment due to the sale of Pro on April 1, 2023 were granted 100% vesting in their ERP benefit.

Certain participants were eligible to receive an enhanced pension benefit through a Voluntary Early Retirement Offer effective November 1, 2023.

Plan Name: Employees' Retirement Plan of Bose Corporation
EIN / PN: 04-2655386/001
Plan Sponsor: Bose Corporation
Valuation Date: January 1, 2024

Plan Name	Employees' Retirement Plan of Bose Corporation
Plan Sponsor EIN	04-2655386
ERISA Plan #	001
Plan Year Ending	12/31/2024

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 4a	Schedule of Delinquent Participant Contributions	
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X