

|                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| <div>Form 5500</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security<br/>Administration</div> <div>Pension Benefit Guaranty Corporation</div> | <div>Annual Return/Report of Employee Benefit Plan</div> <div>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).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div> | <div>OMB Nos. 1210-0110<br/>1210-0089</div> <div>2024</div> <div>This Form is Open to Public Inspection</div> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|

|                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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: <div><div><input type="checkbox"/> a multiemployer plan</div><div><input type="checkbox"/> a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div><input checked="" type="checkbox"/> a single-employer plan</div><div><input type="checkbox"/> a DFE (specify) _____</div></div> |
| B                                                                                          | This return/report is: <div><div><input type="checkbox"/> the first return/report</div><div><input type="checkbox"/> the final return/report</div><div><input type="checkbox"/> an amended return/report</div><div><input type="checkbox"/> a short plan year return/report (less than 12 months)</div></div>                                                                                                 |
| C                                                                                          | If the plan is a collectively-bargained plan, check here. .... ▶ <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                     |
| D                                                                                          | Check box if filing under: <div><div><input checked="" type="checkbox"/> Form 5558</div><div><input type="checkbox"/> automatic extension</div><div><input type="checkbox"/> the DFVC program</div><div><input type="checkbox"/> special extension (enter description)</div></div>                                                                                                                            |
| E                                                                                          | If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. .... ▶ <input type="checkbox"/>                                                                                                                                                                                                                                                                                      |

|         |                                                                                                                                                                                                                                                                                                                                                                  |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part II | Basic Plan Information—enter all requested information                                                                                                                                                                                                                                                                                                           |
| 1a      | Name of plan<br>THE INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INCORPORATED EMPLOYEES' RETIREMENT PLAN                                                                                                                                                                                                                                                   |
| 1b      | Three-digit plan number (PN) ▶ 001                                                                                                                                                                                                                                                                                                                               |
| 1c      | Effective date of plan<br>01/01/1963                                                                                                                                                                                                                                                                                                                             |
| 2a      | Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br>INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INC.<br><br>445 HOES LANE<br>PISCATAWAY, NJ 08854-1331 |
| 2b      | Employer Identification Number (EIN)<br>13-1656633                                                                                                                                                                                                                                                                                                               |
| 2c      | Plan Sponsor's telephone number<br>732-562-5317                                                                                                                                                                                                                                                                                                                  |
| 2d      | Business code (see instructions)<br>813000                                                                                                                                                                                                                                                                                                                       |

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. | 10/07/2025 | ROGER DUTKIN                                                 |
|           | Signature of plan administrator                   | Date       | Enter name of individual signing as plan administrator       |
| SIGN HERE | Filed with authorized/valid electronic signature. | 10/14/2025 | KELLY ARMSTRONG                                              |
|           | 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                      |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>3b</b> Administrator's EIN<br><br><b>3c</b> Administrator's telephone number<br><br><div style="background-color: #cccccc; height: 40px; width: 100%;"></div>                                                                                     |
| <b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>4b</b> EIN<br><br><b>4d</b> PN                                                                                                                                                                                                                    |
| <b>5</b> Total number of participants at the beginning of the plan year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>5</b> 731                                                                                                                                                                                                                                         |
| <b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).<br><b>a(1)</b> Total number of active participants at the beginning of the plan year .....<br><b>a(2)</b> Total number of active participants at the end of the plan year .....<br><b>b</b> Retired or separated participants receiving benefits .....<br><b>c</b> Other retired or separated participants entitled to future benefits .....<br><b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....<br><b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....<br><b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....<br><b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....<br><b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....<br><b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested..... | <div style="background-color: #cccccc; height: 20px; width: 100%;"></div><br><b>6a(1)</b> 284<br><b>6a(2)</b> 262<br><b>6b</b> 180<br><b>6c</b> 227<br><b>6d</b> 669<br><b>6e</b> 34<br><b>6f</b> 703<br><b>6g(1)</b><br><b>6g(2)</b><br><b>6h</b> 0 |
| <b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>7</b>                                                                                                                                                                                                                                             |

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

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

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

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

**a Pension Schedules**

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

**b General Schedules**

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

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

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

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

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

**11c** Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code \_\_\_\_\_

|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                   |                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| <div>SCHEDULE SB<br/>(Form 5500)<br/><br/>Department of the Treasury<br/>Internal Revenue Service<br/><br/>Department of Labor<br/>Employee Benefits Security Administration<br/><br/>Pension Benefit Guaranty Corporation</div> | <div>Single-Employer Defined Benefit Plan<br/>Actuarial Information</div> <div>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).</div> <div>► File as an attachment to Form 5500 or 5500-SF.</div> | <div>OMB No. 1210-0110</div> <div>2024</div> <div>This Form is Open to Public Inspection</div> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|

|                                                                                                                                    |                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| 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<br>THE INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INCORPORATED<br>EMPLOYEES' RETIREMENT PLAN                | B Three-digit plan number (PN) ► 001                                                                                                             |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br>INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INC.       | D Employer Identification Number (EIN)<br>13-1656633                                                                                             |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 |

|        |                                                                                                                                                                                                  |                            |                           |                          |
|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------|--------------------------|
| Part I | Basic Information                                                                                                                                                                                |                            |                           |                          |
| 1      | Enter the valuation date: Month 01 Day 01 Year 2024                                                                                                                                              |                            |                           |                          |
| 2      | Assets:                                                                                                                                                                                          |                            |                           |                          |
| a      | Market value                                                                                                                                                                                     | 2a                         | 62420972                  |                          |
| b      | Actuarial value                                                                                                                                                                                  | 2b                         | 62420972                  |                          |
| 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                                                                                                                                     | 219                        | 19231896                  | 19231896                 |
| b      | For terminated vested participants                                                                                                                                                               | 230                        | 11631761                  | 11631761                 |
| c      | For active participants                                                                                                                                                                          | 284                        | 26120147                  | 26461740                 |
| d      | Total                                                                                                                                                                                            | 733                        | 56983804                  | 57325397                 |
| 4      | If the plan is in at-risk status, check the box and complete lines (a) and (b). <input type="checkbox"/>                                                                                         |                            |                           |                          |
| a      | Funding target disregarding prescribed at-risk assumptions                                                                                                                                       | 4a                         |                           |                          |
| b      | Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | 4b                         |                           |                          |
| 5      | Effective interest rate                                                                                                                                                                          | 5                          | 5.09 %                    |                          |
| 6      | Target normal cost                                                                                                                                                                               |                            |                           |                          |
| a      | Present value of current plan year accruals                                                                                                                                                      | 6a                         | 0                         |                          |
| b      | Expected plan-related expenses                                                                                                                                                                   | 6b                         | 290000                    |                          |
| c      | Target normal cost                                                                                                                                                                               | 6c                         | 290000                    |                          |

**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.

|                          |                                                                                                                                                                                                                                             |                                                                                                                                                                              |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div>SIGN<br/>HERE</div> | <div>Signature of actuary</div> <div>IVY KESSLER</div> <div>Type or print name of actuary</div> <div>PWC US CONSULTING LLP</div> <div>Firm name</div> <div>400 CAMPUS DRIVE<br/>FLORHAM PARK, NJ 07932</div> <div>Address of the firm</div> | <div>09/05/2025</div> <div>Date</div> <div>23-05847</div> <div>Most recent enrollment number</div> <div>908-548-4438</div> <div>Telephone number (including area code)</div> |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                |                                                            |
|----------------|------------------------------------------------------------|
| <b>Part II</b> | <b>Beginning of Year Carryover and Prefunding Balances</b> |
|----------------|------------------------------------------------------------|

|             |                                                                                                                                                          | (a) Carryover balance | (b) Prefunding balance |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------|
| <b>7</b>    | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....                                                          | 0                     | 0                      |
| <b>8</b>    | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....                                                       | 0                     | 0                      |
| <b>9</b>    | Amount remaining (line 7 minus line 8) .....                                                                                                             | 0                     | 0                      |
| <b>10</b>   | Interest on line 9 using prior year's actual return of <u>10.82</u> % .....                                                                              | 0                     | 0                      |
| <b>11</b>   | Prior year's excess contributions to be added to prefunding balance:                                                                                     |                       |                        |
| <b>a</b>    | Present value of excess contributions (line 38a from prior year) .....                                                                                   |                       | 0                      |
| <b>b(1)</b> | Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.22</u> % ..... |                       | 0                      |
| <b>b(2)</b> | Interest on line 38b from prior year Schedule SB, using prior year's actual return .....                                                                 |                       | 0                      |
| <b>c</b>    | Total available at beginning of current plan year to add to prefunding balance .....                                                                     |                       | 0                      |
| <b>d</b>    | Portion of (c) to be added to prefunding balance .....                                                                                                   |                       |                        |
| <b>12</b>   | Other reductions in balances due to elections or deemed elections .....                                                                                  | 0                     | 0                      |
| <b>13</b>   | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....                                                                       | 0                     | 0                      |

| Part III | Funding Percentages |
|----------|---------------------|
|----------|---------------------|

|           |                                                                                                                                                                 |           |          |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|
| <b>14</b> | Funding target attainment percentage.....                                                                                                                       | <b>14</b> | 108.88 % |
| <b>15</b> | Adjusted funding target attainment percentage .....                                                                                                             | <b>15</b> | 108.88 % |
| <b>16</b> | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement..... | <b>16</b> | 103.24 % |
| <b>17</b> | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.....                                        | <b>17</b> | %        |

## Part IV Contributions and Liquidity Shortfalls

**18** Contributions made to the plan for the plan year by employer(s) and employees:

| Schedule H-1: Amounts paid or payable by employer(s) and employees |                                   |                                 |                          |                                   |                                 |       |   |
|--------------------------------------------------------------------|-----------------------------------|---------------------------------|--------------------------|-----------------------------------|---------------------------------|-------|---|
| (a) Date<br>(MM-DD-YYYY)                                           | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees | (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>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:

|                                                                                                                        |            |   |
|------------------------------------------------------------------------------------------------------------------------|------------|---|
| <b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years.....                    | <b>19a</b> | 0 |
| <b>b</b> Contributions made to avoid restrictions adjusted to valuation date. ....                                     | <b>19b</b> | 0 |
| <b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date..... | <b>19c</b> | 0 |

**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**

|                                                 |                                                |                                                           |                                     |                                                     |
|-------------------------------------------------|------------------------------------------------|-----------------------------------------------------------|-------------------------------------|-----------------------------------------------------|
| <b>21</b> Discount rate:                        |                                                |                                                           |                                     |                                                     |
| <b>a</b> Segment rates:                         | 1st segment:<br>4.75 %                         | 2nd segment:<br>4.87 %                                    | 3rd segment:<br>5.59 %              | <input type="checkbox"/> N/A, full yield curve used |
| <b>b</b> Applicable month (enter code) .....    |                                                |                                                           |                                     | <b>21b</b> 4                                        |
| <b>22</b> Weighted average retirement age ..... |                                                |                                                           |                                     | <b>22</b> 64                                        |
| <b>23</b> Mortality table(s) (see instructions) | <input type="checkbox"/> Prescribed - combined | <input checked="" type="checkbox"/> Prescribed - separate | <input type="checkbox"/> Substitute |                                                     |

**Part VI Miscellaneous Items**

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

**Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years**

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

**Part VIII Minimum Required Contribution For Current Year**

|                                                                                                                                                                                      |                     |                    |               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------|---------------|
| <b>31</b> Target normal cost and excess assets (see instructions):                                                                                                                   |                     |                    |               |
| <b>a</b> Target normal cost (line 6c) .....                                                                                                                                          | <b>31a</b>          | 290000             |               |
| <b>b</b> Excess assets, if applicable, but not greater than line 31a .....                                                                                                           | <b>31b</b>          | 290000             |               |
| <b>32</b> Amortization installments:                                                                                                                                                 | Outstanding Balance | Installment        |               |
| <b>a</b> Net shortfall amortization installment .....                                                                                                                                | 0                   | 0                  |               |
| <b>b</b> Waiver amortization installment .....                                                                                                                                       |                     |                    |               |
| <b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount ..... | <b>33</b>           |                    |               |
| <b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....                                                          | <b>34</b>           | 0                  |               |
|                                                                                                                                                                                      | Carryover balance   | Prefunding balance | Total balance |
| <b>35</b> Balances elected for use to offset funding requirement .....                                                                                                               | 0                   | 0                  | 0             |
| <b>36</b> Additional cash requirement (line 34 minus line 35) .....                                                                                                                  | <b>36</b>           | 0                  |               |
| <b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....                                                  | <b>37</b>           | 0                  |               |
| <b>38</b> Present value of excess contributions for current year (see instructions)                                                                                                  |                     |                    |               |
| <b>a</b> Total (excess, if any, of line 37 over line 36)                                                                                                                             | <b>38a</b>          | 0                  |               |
| <b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....                                                                | <b>38b</b>          | 0                  |               |
| <b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....                                                                      | <b>39</b>           | 0                  |               |
| <b>40</b> Unpaid minimum required contributions for all years .....                                                                                                                  | <b>40</b>           | 0                  |               |

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

|                                                                                                                                                                                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                                                                                                                                                              |                                                                                                                                                                                                                             |                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| <div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div> | <div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> | 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

|                                                                                                                                      |                                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| <div>A Name of plan</div> <div>THE INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INCORPORATED EMPLOYEES' RETIREMENT PLAN</div>  | <div>B Three-digit plan number (PN)</div> <div>001</div>                |
| <div>C Plan sponsor's name as shown on line 2a of Form 5500</div> <div>INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INC.</div> | <div>D Employer Identification Number (EIN)</div> <div>13-1656633</div> |

|        |                                                 |
|--------|-------------------------------------------------|
| 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).....

X

YesNo
- 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 |
| DODGE & COX                                                                                                |
| 94-1441976                                                                                                 |

|                                                                                                            |
|------------------------------------------------------------------------------------------------------------|
| (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

---

---

---

**(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

---

---

---

**(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)

INCOME RESEARCH & MANAGEMENT

04-2955404

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 27                     | NONE                                                                                              | 169757                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

BANK OF NEW YORK MELLON

13-5160382

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 19 21 27               | TRUSTEE                                                                                           | 37682                                                                  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                                            | 0                                                                                                                                                                               | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                          |

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

SIT INVESTMENTS ASSOCIATES

41-1404829

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 27                     | NONE                                                                                              | 9886                                                                   | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

**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<br>(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<br>(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<br>(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)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

|                                                                                                                                                                                              |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|----------------------------------------------------------------------------------------------------------------|--|
| <div>SCHEDULE D</div> <div>(Form 5500)</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security Administration</div> |  | <div>DFE/Participating Plan Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> |  | <div>OMB No. 1210-0110</div> <div>2024</div> <div>This Form is Open to Public Inspection.</div>                |  |
| For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024                                                                                                   |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>A</div> Name of plan<br>THE INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INCORPORATED<br>EMPLOYEES' RETIREMENT PLAN                                                               |  |                                                                                                                                                                                                                                   |  | <div>B</div> Three-digit plan number (PN) ▶ 001                                                                |  |
| <div>C</div> Plan or DFE sponsor's name as shown on line 2a of Form 5500<br>INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INC.                                                          |  |                                                                                                                                                                                                                                   |  | <div>D</div> Employer Identification Number (EIN)<br>13-1656633                                                |  |
| <div>Part I</div> Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)<br>(Complete as many entries as needed to report all interests in DFEs)  |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE: SHORT TERM INVESTMENT FUND                                                                                                                |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a): BANK OF NEW YORK MELLON                                                                                                                |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN 25-6078093-023                                                                                                                                                           |  | <div>d</div> Entity code C                                                                                                                                                                                                        |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 290113 |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>c</div> EIN-PN                                                                                                                                                                          |  | <div>d</div> Entity code                                                                                                                                                                                                          |  | <div>e</div> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)        |  |
| <div>a</div> Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                           |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <div>b</div> Name of sponsor of entity listed in (a):                                                                                                                                        |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |
| <                                                                                                                                                                                            |  |                                                                                                                                                                                                                                   |  |                                                                                                                |  |

**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

|                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                   |                                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| <div>SCHEDULE H</div> <div>(Form 5500)</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div> | <div>Financial Information</div> <div>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).</div> <div>▶ File as an attachment to Form 5500.</div> | 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

|                                                                                                                                                 |                                                                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| <div>A</div> <div>Name of plan</div> <div>THE INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INCORPORATED EMPLOYEES' RETIREMENT PLAN</div>  | <div>B</div> <div>Three-digit plan number (PN)</div> <div>001</div>                |
| <div>C</div> <div>Plan sponsor's name as shown on line 2a of Form 5500</div> <div>INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INC.</div> | <div>D</div> <div>Employer Identification Number (EIN)</div> <div>13-1656633</div> |

| Part I                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Asset and Liability Statement |                       |                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-----------------------|-----------------|
| <b>1</b> 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. <b>Round off amounts to the nearest dollar.</b> 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 |
| <b>a</b> Total noninterest-bearing cash .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>1a</b>                     | 79                    | 0               |
| <b>b</b> Receivables (less allowance for doubtful accounts):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                               |                       |                 |
| <b>(1)</b> Employer contributions .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1b(1)</b>                  |                       |                 |
| <b>(2)</b> Participant contributions.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>1b(2)</b>                  |                       |                 |
| <b>(3)</b> Other .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>1b(3)</b>                  | 656717                | 661331          |
| <b>c</b> General investments:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                               |                       |                 |
| <b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>1c(1)</b>                  |                       |                 |
| <b>(2)</b> U.S. Government securities .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>1c(2)</b>                  | 15153675              | 13950990        |
| <b>(3)</b> Corporate debt instruments (other than employer securities):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                               |                       |                 |
| <b>(A)</b> Preferred .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(3)(A)</b>               | 16692312              | 17905257        |
| <b>(B)</b> All other .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(3)(B)</b>               | 20787325              | 17074532        |
| <b>(4)</b> Corporate stocks (other than employer securities):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                               |                       |                 |
| <b>(A)</b> Preferred .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(4)(A)</b>               |                       |                 |
| <b>(B)</b> Common .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1c(4)(B)</b>               | 3711856               | 3466965         |
| <b>(5)</b> Partnership/joint venture interests .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>1c(5)</b>                  |                       |                 |
| <b>(6)</b> Real estate (other than employer real property) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>1c(6)</b>                  |                       |                 |
| <b>(7)</b> Loans (other than to participants) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>1c(7)</b>                  |                       |                 |
| <b>(8)</b> Participant loans .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>1c(8)</b>                  |                       |                 |
| <b>(9)</b> Value of interest in common/collective trusts .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>1c(9)</b>                  | 333096                | 290113          |
| <b>(10)</b> Value of interest in pooled separate accounts .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>1c(10)</b>                 |                       |                 |
| <b>(11)</b> Value of interest in master trust investment accounts .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1c(11)</b>                 |                       |                 |
| <b>(12)</b> Value of interest in 103-12 investment entities .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>1c(12)</b>                 |                       |                 |
| <b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>1c(13)</b>                 | 3549581               | 3277709         |
| <b>(14)</b> Value of funds held in insurance company general account (unallocated contracts).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>1c(14)</b>                 |                       |                 |
| <b>(15)</b> Other.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>1c(15)</b>                 | 1536341               | 1632138         |

|                                                                          |              |                       |                 |
|--------------------------------------------------------------------------|--------------|-----------------------|-----------------|
| <b>1d</b> Employer-related investments:                                  |              | (a) Beginning of Year | (b) End of Year |
| (1) Employer securities.....                                             | <b>1d(1)</b> |                       |                 |
| (2) Employer real property.....                                          | <b>1d(2)</b> |                       |                 |
| <b>e</b> Buildings and other property used in plan operation.....        | <b>1e</b>    |                       |                 |
| <b>f</b> Total assets (add all amounts in lines 1a through 1e).....      | <b>1f</b>    | 62420982              | 58259035        |
| <b>Liabilities</b>                                                       |              |                       |                 |
| <b>g</b> Benefit claims payable.....                                     | <b>1g</b>    |                       |                 |
| <b>h</b> Operating payables.....                                         | <b>1h</b>    | 0                     | 0               |
| <b>i</b> Acquisition indebtedness.....                                   | <b>1i</b>    |                       |                 |
| <b>j</b> Other liabilities.....                                          | <b>1j</b>    | 0                     | 0               |
| <b>k</b> Total liabilities (add all amounts in lines 1g through 1j)..... | <b>1k</b>    | 0                     | 0               |
| <b>Net Assets</b>                                                        |              |                       |                 |
| <b>l</b> Net assets (subtract line 1k from line 1f).....                 | <b>1l</b>    | 62420982              | 58259035        |

**Part II Income and Expense Statement**

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

|                                                                                              |                 |            |           |
|----------------------------------------------------------------------------------------------|-----------------|------------|-----------|
| <b>Income</b>                                                                                |                 | (a) Amount | (b) Total |
| <b>a Contributions:</b>                                                                      |                 |            |           |
| (1) Received or receivable in cash from: (A) Employers.....                                  | <b>2a(1)(A)</b> |            |           |
| (B) Participants.....                                                                        | <b>2a(1)(B)</b> |            |           |
| (C) Others (including rollovers).....                                                        | <b>2a(1)(C)</b> |            |           |
| (2) Noncash contributions.....                                                               | <b>2a(2)</b>    |            |           |
| (3) Total contributions. Add lines <b>2a(1)(A)</b> , (B), (C), and line <b>2a(2)</b> .....   | <b>2a(3)</b>    |            | 0         |
| <b>b Earnings on investments:</b>                                                            |                 |            |           |
| (1) Interest:                                                                                |                 |            |           |
| (A) Interest-bearing cash (including money market accounts and certificates of deposit)..... | <b>2b(1)(A)</b> |            |           |
| (B) U.S. Government securities.....                                                          | <b>2b(1)(B)</b> | 515506     |           |
| (C) Corporate debt instruments.....                                                          | <b>2b(1)(C)</b> | 1903614    |           |
| (D) Loans (other than to participants).....                                                  | <b>2b(1)(D)</b> |            |           |
| (E) Participant loans.....                                                                   | <b>2b(1)(E)</b> |            |           |
| (F) Other.....                                                                               | <b>2b(1)(F)</b> | 98198      |           |
| (G) Total interest. Add lines <b>2b(1)(A)</b> through (F).....                               | <b>2b(1)(G)</b> |            | 2517318   |
| (2) Dividends: (A) Preferred stock.....                                                      | <b>2b(2)(A)</b> |            |           |
| (B) Common stock.....                                                                        | <b>2b(2)(B)</b> | 31817      |           |
| (C) Registered investment company shares (e.g. mutual funds).....                            | <b>2b(2)(C)</b> | 48497      |           |
| (D) Total dividends. Add lines <b>2b(2)(A)</b> , (B), and (C).....                           | <b>2b(2)(D)</b> |            | 80314     |
| (3) Rents.....                                                                               | <b>2b(3)</b>    |            |           |
| (4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....                           | <b>2b(4)(A)</b> | 13631961   |           |
| (B) Aggregate carrying amount (see instructions).....                                        | <b>2b(4)(B)</b> | 13878901   |           |
| (C) Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....            | <b>2b(4)(C)</b> |            |           |
| (5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....                   | <b>2b(5)(A)</b> |            |           |
| (B) Other.....                                                                               | <b>2b(5)(B)</b> | -2763035   |           |
| (C) Total unrealized appreciation of assets.<br>Add lines <b>2b(5)(A)</b> and (B).....       | <b>2b(5)(C)</b> |            |           |

|                                                                                                 |               | (a) Amount | (b) Total |
|-------------------------------------------------------------------------------------------------|---------------|------------|-----------|
| (6) Net investment gain (loss) from common/collective trusts .....                              | <b>2b(6)</b>  |            | 16426     |
| (7) Net investment gain (loss) from pooled separate accounts .....                              | <b>2b(7)</b>  |            |           |
| (8) Net investment gain (loss) from master trust investment accounts .....                      | <b>2b(8)</b>  |            |           |
| (9) Net investment gain (loss) from 103-12 investment entities .....                            | <b>2b(9)</b>  |            |           |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) ..... | <b>2b(10)</b> |            | 422166    |
| <b>c</b> Other income .....                                                                     | <b>2c</b>     |            |           |
| <b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....        | <b>2d</b>     |            | 26249     |

**Expenses**

|                                                                                             |               |         |         |
|---------------------------------------------------------------------------------------------|---------------|---------|---------|
| <b>e</b> Benefit payment and payments to provide benefits:                                  |               |         |         |
| (1) Directly to participants or beneficiaries, including direct rollovers .....             | <b>2e(1)</b>  | 3970868 |         |
| (2) To insurance carriers for the provision of benefits .....                               | <b>2e(2)</b>  |         |         |
| (3) Other .....                                                                             | <b>2e(3)</b>  |         |         |
| (4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....                 | <b>2e(4)</b>  |         | 3970868 |
| <b>f</b> Corrective distributions (see instructions) .....                                  | <b>2f</b>     |         |         |
| <b>g</b> Certain deemed distributions of participant loans (see instructions) .....         | <b>2g</b>     |         |         |
| <b>h</b> Interest expense .....                                                             | <b>2h</b>     |         |         |
| <b>i</b> Administrative expenses:                                                           |               |         |         |
| (1) Salaries and allowances .....                                                           | <b>2i(1)</b>  |         |         |
| (2) Contract administrator fees .....                                                       | <b>2i(2)</b>  |         |         |
| (3) Recordkeeping fees .....                                                                | <b>2i(3)</b>  |         |         |
| (4) IQPA audit fees .....                                                                   | <b>2i(4)</b>  |         |         |
| (5) Investment advisory and investment management fees .....                                | <b>2i(5)</b>  | 179642  |         |
| (6) Bank or trust company trustee/custodial fees .....                                      | <b>2i(6)</b>  | 37682   |         |
| (7) Actuarial fees .....                                                                    | <b>2i(7)</b>  |         |         |
| (8) Legal fees .....                                                                        | <b>2i(8)</b>  |         |         |
| (9) Valuation/appraisal fees .....                                                          | <b>2i(9)</b>  |         |         |
| (10) Other trustee fees and expenses .....                                                  | <b>2i(10)</b> |         |         |
| (11) Other expenses .....                                                                   | <b>2i(11)</b> | 4       |         |
| (12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....        | <b>2i(12)</b> |         | 217328  |
| <b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total ..... | <b>2j</b>     |         | 4188196 |

**Net Income and Reconciliation**

|                                                                               |              |  |          |
|-------------------------------------------------------------------------------|--------------|--|----------|
| <b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> ..... | <b>2k</b>    |  | -4161947 |
| <b>l</b> Transfers of assets:                                                 |              |  |          |
| (1) To this plan .....                                                        | <b>2l(1)</b> |  |          |
| (2) From this plan .....                                                      | <b>2l(2)</b> |  |          |

**Part III Accountant's Opinion**

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

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

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

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

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

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

(1) Name: **CROWE, LLP**

(2) EIN: **35-0921680**

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

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

**Part IV Compliance Questions**

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

During the plan year:

|                                                                                                                                                                                                                                                                                                                  | Yes                                 | No                                  | Amount  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|---------|
| <b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.) .....                 |                                     | <input checked="" type="checkbox"/> |         |
| <b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) ..... |                                     | <input checked="" type="checkbox"/> |         |
| <b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) .....                                                                                                                             |                                     | <input checked="" type="checkbox"/> |         |
| <b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) .....                                                                                                                  |                                     | <input checked="" type="checkbox"/> |         |
| <b>e</b> Was this plan covered by a fidelity bond? .....                                                                                                                                                                                                                                                         | <input checked="" type="checkbox"/> |                                     | 5000000 |
| <b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....                                                                                                                                                                          |                                     | <input checked="" type="checkbox"/> |         |
| <b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? .....                                                                                                                                       |                                     | <input checked="" type="checkbox"/> |         |
| <b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? .....                                                                                                                             |                                     | <input checked="" type="checkbox"/> |         |
| <b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) .....                                                                                                                                                   | <input checked="" type="checkbox"/> |                                     |         |
| <b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) .....                                                                                     | <input checked="" type="checkbox"/> |                                     |         |
| <b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? .....                                                                                                                                              |                                     | <input checked="" type="checkbox"/> |         |
| <b>l</b> Has the plan failed to provide any benefit when due under the plan? .....                                                                                                                                                                                                                               |                                     | <input checked="" type="checkbox"/> |         |
| <b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....                                                                                                                                                                                     |                                     |                                     |         |
| <b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. ....                                                                                                                         |                                     |                                     |         |

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

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

| <b>5b(1)</b> Name of plan(s) | <b>5b(2)</b> EIN(s) | <b>5b(3)</b> PN(s) |
|------------------------------|---------------------|--------------------|
|                              |                     |                    |
|                              |                     |                    |
|                              |                     |                    |
|                              |                     |                    |

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 555887.

|                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| <div>SCHEDULE R<br/>(Form 5500)<br/><br/>Department of the Treasury<br/>Internal Revenue Service<br/><br/>Department of Labor<br/>Employee Benefits Security Administration<br/><br/>Pension Benefit Guaranty Corporation</div> | <div>Retirement Plan Information</div> <div>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).</div> <div>▶ File as an attachment to Form 5500.</div> | <div>OMB No. 1210-0110</div> <div>2024</div> <div>This Form is Open to Public Inspection.</div> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|

|                                                                                                                                      |                                                                         |  |
|--------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|--|
| For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024                                           |                                                                         |  |
| <div>A Name of plan</div> <div>THE INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INCORPORATED EMPLOYEES' RETIREMENT PLAN</div>  | <div>B Three-digit plan number (PN)</div> <div>001</div>                |  |
| <div>C Plan sponsor's name as shown on line 2a of Form 5500</div> <div>INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INC.</div> | <div>D Employer Identification Number (EIN)</div> <div>13-1656633</div> |  |

|        |               |
|--------|---------------|
| 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):<br><br>EIN(s): 13-5160382 |   |    |
| 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 | 13 |

|         |                                                                                                                                                                        |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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)? .....                                                                                                                                                                                                                                        | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No | <input type="checkbox"/> 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 _____<br>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? .....                                                                                                                                                                                                                                                          | <input type="checkbox"/> Yes | <input type="checkbox"/> No            | <input type="checkbox"/> 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? .....                                                                                 | <input type="checkbox"/> Yes | <input type="checkbox"/> No            | <input checked="" type="checkbox"/> 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..... | <input type="checkbox"/> Increase | <input type="checkbox"/> Decrease | <input type="checkbox"/> Both | <input checked="" type="checkbox"/> 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? .....                                                         | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 11 | a Does the ESOP hold any preferred stock? .....                                                                                                                                       | <input type="checkbox"/> Yes | <input type="checkbox"/> 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.) ..... | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 12 | Does the ESOP hold any stock that is not readily tradable on an established securities market? .....                                                                                  | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

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

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

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

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

**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: \_\_\_\_\_% Private Equity: \_\_\_\_\_% Investment-Grade Debt and Interest Rate Hedging Assets: \_\_\_\_\_%

High-Yield Debt: \_\_\_\_\_% Real Assets: \_\_\_\_\_% Cash or Cash Equivalents: \_\_\_\_\_% Other: \_\_\_\_\_%

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.....

## **Part VII IRS Compliance Questions**

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

**THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN**

**FINANCIAL STATEMENTS**  
December 31, 2024 and 2023

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
Piscataway, New Jersey

FINANCIAL STATEMENTS  
December 31, 2024 and 2023

CONTENTS

|                                                                      |    |
|----------------------------------------------------------------------|----|
| INDEPENDENT AUDITOR'S REPORT .....                                   | 1  |
| FINANCIAL STATEMENTS                                                 |    |
| STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS .....                | 4  |
| STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS .....     | 5  |
| NOTES TO FINANCIAL STATEMENTS .....                                  | 6  |
| SUPPLEMENTAL SCHEDULES                                               |    |
| SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR) ..... | 15 |
| SCHEDULE H, LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS .....      | 23 |

## INDEPENDENT AUDITOR'S REPORT

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

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

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 4 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).

---

(Continued)

### ***Basis for Opinion***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (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 from 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 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 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.

---

(Continued)

- 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 schedules of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2024 and Schedule H, Line 4j – Schedule 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 information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with 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 their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

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

*Crowe LLP*

Crowe LLP

New York, New York  
October 7, 2025

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS  
December 31, 2024 and 2023

---

|                                              | <u>2024</u>              | <u>2023</u>              |
|----------------------------------------------|--------------------------|--------------------------|
| <b>ASSETS</b>                                |                          |                          |
| Cash                                         | \$ -                     | \$ 79                    |
| Investments, at fair value                   | 57,597,704               | 61,764,186               |
| Accrued income                               | 661,331                  | 656,717                  |
| Total assets                                 | <u>58,259,035</u>        | <u>62,420,982</u>        |
| <br><b>NET ASSETS AVAILABLE FOR BENEFITS</b> | <br><u>\$ 58,259,035</u> | <br><u>\$ 62,420,982</u> |

---

See accompanying notes to financial statements.

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS  
Years ended December 31, 2024 and 2023

---

|                                                              | <u>2024</u>              | <u>2023</u>              |
|--------------------------------------------------------------|--------------------------|--------------------------|
| <b>Investment income (loss)</b>                              |                          |                          |
| Interest and dividends                                       | \$ 2,614,057             | \$ 2,580,127             |
| Net (depreciation) appreciation in fair value of investments | <u>(2,587,808)</u>       | <u>3,745,987</u>         |
| Total assets                                                 | 26,249                   | 6,326,114                |
| <br>Payments to participants and beneficiaries               | <br>(3,970,868)          | <br>(4,188,641)          |
| Administrative expenses                                      | <u>(217,328)</u>         | <u>(203,034)</u>         |
| <br>Net (decrease) increase                                  | <br>(4,161,947)          | <br>1,934,439            |
| <br><b>NET ASSETS AVAILABLE FOR BENEFITS</b>                 |                          |                          |
| Beginning of year                                            | <u>62,420,982</u>        | <u>60,486,543</u>        |
| <br>End of year                                              | <br><u>\$ 58,259,035</u> | <br><u>\$ 62,420,982</u> |

---

See accompanying notes to financial statements.

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

---

**NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

The following description of The Institute of Electrical and Electronics Engineers, Incorporated Employees' Retirement Plan (the "Plan") (formerly known as The Institute of Electrical and Electronics Engineers, Inc. Amended and Restated Employees' Retirement Plan (Plan 001: New Jersey and New York Employees)) provides general information about the Plan's provisions. The Institute of Electrical and Electronics Engineers, Inc. (the "Institute" or "IEEE") is the Plan sponsor. Participants should refer to the Plan document and Summary Plan Description for a more complete description of the Plan's provisions.

General: The Institute of Electrical and Electronics Engineers, Inc. Amended and Restated Employees' Retirement Plan (Plan 001: New Jersey and New York Employees) (the "Original Plan") was a non-contributory, defined benefit pension plan covering substantially all regular employees of the Institute who had completed six months of service and was subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") as amended.

Effective January 1, 2001, the Original Plan was split into two plans, one for participants in the Institute's New Jersey or New York offices and the second plan for the remaining participants. The respective plans were known as The Institute of Electrical and Electronics Engineers, Inc. Amended and Restated Employees' Retirement Plan (Plan 001: New Jersey and New York Employees) ("Plan 001") and The Institute of Electrical and Electronics Engineers, Incorporated Amended and Restated Employees' Retirement Plan Non-New Jersey and Non-New York Employees ("Plan 002"). Participants are eligible to participate in these plans based on the location of their work office. Effective June 30, 2007, the Institute froze both plans, ceasing further accrual of benefits and entry of new participants.

Subsequently, effective December 31, 2015, Plan 002 was merged into Plan 001. The benefits to participants under the Plan after the merger are identical to the benefits under Plans 001 and 002 prior to the merger. The Bank of New York Mellon/BNY Mellon, N.A. ("BoNY") is the recordkeeper and trustee of the Plan and custodian of the Plan assets. Effective June 21, 2017, the Plan changed its name from The Institute of Electrical and Electronics Engineers, Inc. Amended and Restated Employees' Retirement Plan (Plan 001: New Jersey and New York Employees) to The Institute of Electrical and Electronics Engineers, Incorporated Employees' Retirement Plan.

The IEEE Board of Directors is responsible for oversight of the Plan. The Investment Committee determines the appropriateness of the Plan's investment allocations, monitors investment performance and reports to the Plan's Board of Directors.

Funding Policy: The Institute's policy is to make annual contributions to the Plan in amounts that meet the Internal Revenue Service ("IRS") and Department of Labor ("DOL") stipulated minimum funding contribution requirements and are based on the assumptions specified in Note 3.

There were no contributions required to be made by the Institute for 2024 and 2023.

Pension Benefits: Generally, employees with three years of service are entitled to annual pension benefits beginning at normal retirement age (65), equal to the greater of two formulas, each based primarily on salary, length of service, and any benefit earned by employee contributions prior to 1963 under the Plan. Additionally, there is a portability option, which allows all vested employees, upon retirement or separation from service with the Institute, to receive a lump-sum distribution equal to the present value of their vested benefit as of that date.

---

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

---

**NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

The Plan also provides for certain death and disability benefits, as well as early retirement or deferred retirement benefits. Participants should refer to the Plan document for a more complete description of pension benefits.

Vesting: Participants become fully vested upon completing five full years of service. If the participant becomes terminated before qualifying for early or normal retirement, they will be entitled to a vested benefit equal to a percentage of their accrued pension benefit, provided that at least three full years of service have been completed.

Administrative Expenses: The Plan's expenses are paid either by the Plan or IEEE, as provided by the Plan document. Expenses that are paid directly by IEEE 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 Statements of Changes in Net Assets Available for Benefits. In addition, certain investment-related expenses are included in the net appreciation (depreciation) of fair value of investments in the accompanying Statements of Changes in Net Assets Available for Benefits.

**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

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

Use of Estimates: The preparation of financial statements in conformity with accounting principles Generally accepted in the United States of America ("U.S. GAAP") requires the Plan's 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.

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Management determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians, and trust company. See Note 5 for discussion of fair value measurements.

Purchases and sales of securities are reflected on a trade-date basis. Interest income is recorded as earned on the accrual basis. Dividend income is recorded on the ex-dividend date. Gain or loss on sales of securities are based on average cost. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits: Benefit payments to participants are recorded upon distribution.

Plan Termination: In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations.

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

---

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

---

**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

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.

Subsequent Events: The Plan has evaluated subsequent events through October 7, 2025, the date the financial statements were available to be issued, and has determined there were no subsequent events requiring recognition or adjustment to the Plan's financial statements.

**NOTE 3 – ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS**

Accumulated plan benefits represent the actuarial present value of estimated future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to services rendered by the employees through the valuation date. Accumulated plan benefits include benefits expected to be paid to: (a) retired or terminated employees or their beneficiaries and (b) active employees or their beneficiaries. Benefits payable under all circumstances - retirement, death, disability, and termination of employment - are included, to the extent they are deemed attributable to employee services rendered through the valuation date.

The Plan's actuary estimated the actuarial present value of accumulated plan benefits, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected payment date.

The significant actuarial assumptions underlying the actuarial computations are as follows as of December 31, 2023:

|                    |                                                                                                      |
|--------------------|------------------------------------------------------------------------------------------------------|
| Investment return: | 6.5%                                                                                                 |
| Mortality basis:   | Pri-2012 White Collar Mortality<br>Projected generationally with Mortality Improvement Scale MP-2021 |
| Retirement age:    | Graded scale from ages 55 to 70                                                                      |

The significant actuarial assumptions underlying the actuarial computations are as follows as of December 31, 2022:

|                    |                                                                                                      |
|--------------------|------------------------------------------------------------------------------------------------------|
| Investment return: | 5.3%                                                                                                 |
| Mortality basis:   | Pri-2012 White Collar Mortality<br>Projected generationally with Mortality Improvement Scale MP-2021 |
| Retirement age:    | Graded scale from ages 55 to 70                                                                      |

---

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

---

**NOTE 3 – ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (Continued)**

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.

The actuarial present value of accumulated plan benefits as of December 31, 2023 is as follows:

|                                                            |                      |
|------------------------------------------------------------|----------------------|
| Actuarial present value of accumulated plan benefits       |                      |
| Vested benefits                                            |                      |
| Participants currently receiving payments                  | \$ 17,976,328        |
| Other participants                                         | 33,823,967           |
|                                                            | <u>51,800,295</u>    |
| Nonvested benefits                                         | 273,685              |
|                                                            | <u>273,685</u>       |
| Total actuarial present value of accumulated plan benefits | <u>\$ 52,073,980</u> |

During the December 31, 2023 plan year, the changes in accumulated plan benefits were as follows:

|                                                                           |                      |
|---------------------------------------------------------------------------|----------------------|
| Actuarial present value of accumulated plan benefits at beginning of year | \$ 61,049,120        |
| Increase (decrease) during the year attributable to:                      |                      |
| Interest due to the shortening of the discount period                     | 3,126,372            |
| Benefits paid                                                             | (4,188,641)          |
| Changes in actuarial assumptions                                          | (7,478,827)          |
| Other (including benefits accumulated and actuarial                       | (434,044)            |
| Experience gains and losses)                                              | <u>(8,975,140)</u>   |
| Net decrease                                                              | <u>(8,975,140)</u>   |
| Total actuarial present value of accumulated plan benefits                | <u>\$ 52,073,980</u> |

The decrease in present value of accumulated plan benefits in 2023 attributable to changes in actuarial assumptions reflects the change in discount rate from 5.30% used as of January 1, 2023 to 6.50% as of January 1, 2024 and the change in the segment rate assumption used to determine the lump sums from 3.79%, 4.62%, and 4.69% used as of January 1, 2023 to 5.45%, 5.52%, and 5.43% used as of January 1, 2024.

An actuarial valuation of the Plan's accumulated plan benefits as of December 31, 2024, has not yet been completed

**NOTE 4 – CERTIFIED INFORMATION**

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments at December 31, 2024 and 2023, and net appreciation (depreciation) in fair value of investments, and interest and dividends, for the years then ended, was obtained by management and agreed to or derived from information certified as complete and accurate by Bank of New York Mellon/BNY Mellon, N.A. (the trustee of the Plan).

---

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

---

## NOTE 5 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value as of the measurement date. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB Accounting Standards Codification ("ASC") 820 are described as follows:

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

Level 2 - Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability; and/or
- 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 inputs must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and involve significant estimates/judgments to the fair value measurement.

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

The Plan also follows the accounting guidance for measuring fair value using net asset value ("NAV") as a practical expedient. The practical expedient allows for measurement, without adjustment, for certain investments that do not have a readily determinable fair value, and which prepares financial statements consistent with the principles of an investment company. NAV is reported by recordkeepers, which may use third-party pricing sources, and is determined primarily from the fair value of the underlying investment holdings.

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

*Common Stocks:* Valued at the closing price reported on the active market on which the individual securities are traded (Level 1 inputs).

*Mutual Funds:* The fair values of mutual fund investments are determined by obtaining quoted prices on nationally recognized securities exchanges (Level 1 inputs).

---

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

**NOTE 5 – FAIR VALUE MEASUREMENTS** (Continued)

*Asset Backed Securities and Corporate, Foreign, Government, and Municipal Bonds:* Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available in comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote if available (Level 2 inputs).

*Collective Trusts:* The fair values of participation units held in collective trusts are based on the net asset values per unit as reported by the fund managers. The collective trusts provide for daily redemptions by the Plan at reported net asset values per share, with no advance notice requirement.

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

| Fair Value Measurements at December 31, 2024 Using |                                                                            |                                                           |                                                    |                      |
|----------------------------------------------------|----------------------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------|----------------------|
|                                                    | Quoted Prices in<br>Active Markets<br>for Identical<br>Assets<br>(Level 1) | Significant<br>Other<br>Observable<br>Inputs<br>(Level 2) | Significant<br>Unobservable<br>Inputs<br>(Level 3) | Total                |
| Asset Backed Securities                            | \$ -                                                                       | \$ 797,528                                                | \$ -                                               | \$ 797,528           |
| Common Stock                                       | 3,466,965                                                                  | -                                                         | -                                                  | 3,466,965            |
| Corporate Bonds                                    | -                                                                          | 30,927,688                                                | -                                                  | 30,927,688           |
| Foreign Bonds                                      | -                                                                          | 3,254,573                                                 | -                                                  | 3,254,573            |
| Municipal Bonds                                    | -                                                                          | 1,444,981                                                 | -                                                  | 1,444,981            |
| Mutual Funds                                       | 3,277,709                                                                  | -                                                         | -                                                  | 3,277,709            |
| Government Bonds                                   | -                                                                          | 14,138,147                                                | -                                                  | 14,138,147           |
| Total                                              | <u>\$ 6,744,674</u>                                                        | <u>\$ 50,562,917</u>                                      | <u>\$ -</u>                                        | 57,307,591           |
| Collective trusts measured at NAV (a)              |                                                                            |                                                           |                                                    | <u>290,113</u>       |
| Total investments                                  |                                                                            |                                                           |                                                    | <u>\$ 57,597,704</u> |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

**NOTE 5 – FAIR VALUE MEASUREMENTS (Continued)**

| Fair Value Measurements at December 31, 2023 Using |                                                                            |                                                           |                                                    |                      |
|----------------------------------------------------|----------------------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------|----------------------|
|                                                    | Quoted Prices in<br>Active Markets<br>for Identical<br>Assets<br>(Level 1) | Significant<br>Other<br>Observable<br>Inputs<br>(Level 2) | Significant<br>Unobservable<br>Inputs<br>(Level 3) | Total                |
| Asset Backed Securities                            | \$ -                                                                       | \$ 505,013                                                | \$ -                                               | \$ 505,013           |
| Common Stock                                       | 3,711,856                                                                  | -                                                         | -                                                  | 3,711,856            |
| Corporate Bonds                                    | -                                                                          | 32,737,831                                                | -                                                  | 32,737,831           |
| Foreign Bonds                                      | -                                                                          | 4,236,793                                                 | -                                                  | 4,236,793            |
| Municipal Bonds                                    | -                                                                          | 1,536,341                                                 | -                                                  | 1,536,341            |
| Mutual Funds                                       | 3,549,581                                                                  | -                                                         | -                                                  | 3,549,581            |
| Government Bonds                                   | -                                                                          | 15,153,675                                                | -                                                  | 15,153,675           |
| Total                                              | <u>\$ 7,261,437</u>                                                        | <u>\$ 54,169,653</u>                                      | <u>\$ -</u>                                        | 61,431,090           |
| Collective trusts measured at NAV (a)              |                                                                            |                                                           |                                                    | <u>333,096</u>       |
| Total investments                                  |                                                                            |                                                           |                                                    | <u>\$ 61,764,186</u> |

(a) In accordance with Topic 820, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits. The Plan's cash and collective short-term investments at NAV mostly relate to Bank of New York Mellon EB Temporary Investment Funds. The assets of the Funds are primarily invested in direct obligations of the U.S. government, or securities readily convertible to cash. Issuances and redemptions of units are made with limited restrictions which are typically at a constant NAV of \$1.00 per unit.

Fair Value of Investments in Entities that Use NAV: The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2024 and 2023, respectively.

| <u>December 31, 2024</u>                          | <u>Fair Value</u> | <u>Unfunded<br/>Commitments</u> | <u>Redemption<br/>Frequency (if<br/>Currently Eligible)</u> | <u>Redemption<br/>Notice Period</u> |
|---------------------------------------------------|-------------------|---------------------------------|-------------------------------------------------------------|-------------------------------------|
| EB Temp Inv FD - Var Rt<br>12/31/2049 DD 04/02/10 | \$ 290,113        | \$ -                            | Daily                                                       | None                                |
| <u>December 31, 2023</u>                          |                   |                                 |                                                             |                                     |
| EB Temp Inv FD - Var Rt<br>12/31/2049 DD 04/02/10 | \$ 333,096        | \$ -                            | Daily                                                       | None                                |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

---

**NOTE 6 – RISK AND UNCERTAINTIES**

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

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to inherent uncertainties in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements. Accordingly, the valuation of investments at December 31, 2024 may not necessarily be indicative of amounts that could be realized in a current market exchange.

**NOTE 7 – TAX STATUS**

The Plan obtained its latest determination letter dated July 31, 2014, in which the IRS states that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code ("IRC"). Although the Plan has been amended and restated since receiving the determination letter, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

U.S. GAAP requires the Plan's management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more-likely-than-not, based on the technical merits, to be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

**NOTE 8 – PARTY-IN-INTEREST AND RELATED PARTY TRANSACTIONS**

The Plan holds units of a collective short-term investment fund managed by Bank of New York Mellon. Bank of New York Mellon is the trustee of the Plan, and therefore, these transactions and the Plan's payment of fees to Bank of New York Mellon qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA.

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

---

**NOTE 9 – DECEMBER 31, 2024 ACTUARIAL VALUATION - UNAUDITED**

The December 31, 2024 actuarial valuation was completed prior to the release of the financial statements. A summary of the actuarial valuation information provided by the Plan's actuary, which has not been audited by independent accountants, is provided below for informational purposes.

The significant actuarial assumptions used in the valuation as of December 31, 2024, are as follows:

|                    |                                                                                                      |
|--------------------|------------------------------------------------------------------------------------------------------|
| Investment return: | 5.6%                                                                                                 |
| Mortality basis:   | Pri-2012 White Collar Mortality<br>Projected generationally with Mortality Improvement Scale MP-2021 |
| Retirement age:    | Graded scale from ages 55 to 70                                                                      |

The following accumulated plan benefits information is as of December 31, 2024, the date of the most recent valuation, and is determined by the Plan's actuary:

Actuarial present value of accumulated plan benefits

Vested benefits

|                                           |               |
|-------------------------------------------|---------------|
| Participants currently receiving payments | \$ 20,746,017 |
| Other participants                        | 34,614,036    |

55,360,053

Nonvested benefits

239,790

Total actuarial present value of accumulated plan benefits

\$ 55,599,843

During the December 31, 2024 Plan year, the changes in accumulated plan benefits were as follows:

|                                                                                  |               |
|----------------------------------------------------------------------------------|---------------|
| Actuarial present value of accumulated plan benefits at beginning of year        | \$ 52,073,980 |
| Increase (decrease) during the year attributable to:                             |               |
| Interest due to the shortening of the discount period                            | 3,259,023     |
| Benefits paid                                                                    | (3,970,868)   |
| Changes in actuarial assumptions                                                 | 4,828,556     |
| Other (including benefits accumulated and actuarial experience gains and losses) | (590,848)     |
| Net decrease                                                                     | 3,525,863     |
| Total actuarial present value of accumulated plan benefits                       | \$ 55,599,843 |

## **SUPPLEMENTAL SCHEDULES**

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a) | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|-----|-----------------------------------------------------------------|----------------------------------|----------------------|-------------------------|
|     |                                                                 | <b>Common Stock</b>              |                      |                         |
|     | ABBOTT LABORATORIES                                             | Common Stock                     | \$ 24,907            | \$ 34,499               |
|     | ABBVIE INC                                                      | Common Stock                     | 15,816               | 15,993                  |
|     | ACCENTURE PLC                                                   | Common Stock                     | 19,356               | 66,840                  |
|     | ADOBE INC                                                       | Common Stock                     | 9,561                | 42,245                  |
|     | ALPHABET INC                                                    | Common Stock                     | 2,450                | 52,371                  |
|     | ALPHABET INC                                                    | Common Stock                     | 14,261               | 179,835                 |
|     | AMAZON.COM INC                                                  | Common Stock                     | 50,586               | 153,573                 |
|     | AMERIPRISE FINANCIAL INC                                        | Common Stock                     | 8,596                | 53,243                  |
|     | APPLE INC                                                       | Common Stock                     | 12,585               | 289,235                 |
|     | APPLIED MATERIALS INC                                           | Common Stock                     | 6,305                | 60,986                  |
|     | ARISTA NETWORKS INC                                             | Common Stock                     | 10,852               | 35,370                  |
|     | ATLASSIAN CORP                                                  | Common Stock                     | 21,705               | 42,592                  |
|     | AUTODESK INC                                                    | Common Stock                     | 17,089               | 35,468                  |
|     | BROADCOM INC                                                    | Common Stock                     | 5,590                | 208,656                 |
|     | CENTENE CORP                                                    | Common Stock                     | 20,207               | 14,539                  |
|     | CHENIERE ENERGY INC                                             | Common Stock                     | 23,765               | 38,677                  |
|     | CHUBB LTD                                                       | Common Stock                     | 15,160               | 30,393                  |
|     | CONOCOPHILLIPS                                                  | Common Stock                     | 44,468               | 45,618                  |
|     | CONSTELLATION BRANDS INC                                        | Common Stock                     | 26,355               | 30,940                  |
|     | DEXCOM INC                                                      | Common Stock                     | 24,106               | 28,386                  |
|     | DYNATRACE INC                                                   | Common Stock                     | 16,332               | 20,381                  |
|     | EATON CORP PLC                                                  | Common Stock                     | 19,179               | 19,912                  |
|     | ELI LILLY & CO                                                  | Common Stock                     | 46,542               | 42,460                  |
|     | FEDEX CORP                                                      | Common Stock                     | 25,121               | 32,353                  |
|     | GENERAL DYNAMICS CORP                                           | Common Stock                     | 16,938               | 19,762                  |
|     | GOLDMAN SACHS GROUP INC/THE                                     | Common Stock                     | 22,894               | 74,441                  |
|     | HOME DEPOT INC/THE                                              | Common Stock                     | 5,432                | 42,789                  |
|     | HONEYWELL INTERNATIONAL INC                                     | Common Stock                     | 8,843                | 28,236                  |
|     | INTUIT INC                                                      | Common Stock                     | 17,082               | 50,280                  |
|     | NOVO NORDISK A/S                                                | Common Stock                     | 19,530               | 13,763                  |
|     | INTUITIVE SURGICAL INC                                          | Common Stock                     | 20,694               | 27,664                  |
|     | JPMORGAN CHASE & CO                                             | Common Stock                     | 10,849               | 59,928                  |
|     | LINDE PLC                                                       | Common Stock                     | 23,957               | 37,680                  |
|     | LULULEMON ATHLETICA INC                                         | Common Stock                     | 19,886               | 26,769                  |
|     | MCDONALD'S CORP                                                 | Common Stock                     | 24,194               | 36,236                  |
|     | META PLATFORMS INC                                              | Common Stock                     | 64,301               | 90,169                  |
|     | MICROSOFT CORP                                                  | Common Stock                     | 18,591               | 210,750                 |
|     | MONDELEZ INTERNATIONAL INC                                      | Common Stock                     | 21,745               | 23,892                  |
|     | NETFLIX INC                                                     | Common Stock                     | 21,335               | 44,566                  |
|     | NEXTERA ENERGY INC                                              | Common Stock                     | 13,930               | 21,507                  |
|     | NORTHROP GRUMMAN CORP                                           | Common Stock                     | 14,984               | 18,772                  |
|     | NVIDIA CORP                                                     | Common Stock                     | 18,965               | 365,940                 |
|     | PALO ALTO NETWORKS INC                                          | Common Stock                     | 26,640               | 54,588                  |
|     | PARKER-HANNIFIN CORP                                            | Common Stock                     | 14,425               | 30,529                  |
|     | PEPSICO INC                                                     | Common Stock                     | 12,047               | 26,611                  |
|     | SALESFORCE INC                                                  | Common Stock                     | 28,318               | 75,224                  |
|     | SERVICENOW INC                                                  | Common Stock                     | 22,888               | 58,307                  |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a)                                    | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment               | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|----------------------------------------|-----------------------------------------------------------------|------------------------------------------------|----------------------|-------------------------|
| <b><u>Common Stock (continued)</u></b> |                                                                 |                                                |                      |                         |
|                                        | SHELL PLC                                                       | Common Stock                                   | \$ 14,656            | \$ 15,663               |
|                                        | SHERWIN-WILLIAMS CO/THE                                         | Common Stock                                   | 11,553               | 35,693                  |
|                                        | SIEMENS AG                                                      | Common Stock                                   | 31,585               | 39,051                  |
|                                        | THERMO FISHER SCIENTIFIC INC                                    | Common Stock                                   | 8,016                | 41,618                  |
|                                        | TJX COS INC/THE                                                 | Common Stock                                   | 11,989               | 50,136                  |
|                                        | TRANE TECHNOLOGIES PLC                                          | Common Stock                                   | 5,879                | 35,088                  |
|                                        | ULTA BEAUTY INC                                                 | Common Stock                                   | 8,867                | 15,222                  |
|                                        | UNION PACIFIC CORP                                              | Common Stock                                   | 12,955               | 33,066                  |
|                                        | UNITEDHEALTH GROUP INC                                          | Common Stock                                   | 32,030               | 85,995                  |
|                                        | VERTIV HOLDINGS CO                                              | Common Stock                                   | 7,945                | 10,225                  |
|                                        | VISA INC                                                        | Common Stock                                   | 11,294               | 64,787                  |
|                                        | WASTE CONNECTIONS INC                                           | Common Stock                                   | 20,867               | 27,453                  |
|                                        |                                                                 | Total Common Stock                             | <u>1,126,998</u>     | <u>3,466,965</u>        |
| <b><u>Collective Trust Fund:</u></b>   |                                                                 |                                                |                      |                         |
| * Bank of New York Mellon              |                                                                 | EB TEMP INV FDVAR RT<br>12/31/2049 DD 04/02/10 | 5,776                | 5,776                   |
| * Bank of New York Mellon              |                                                                 | EB TEMP INV FDVAR RT<br>12/31/2049 DD 04/02/10 | 65,918               | 65,918                  |
| * Bank of New York Mellon              |                                                                 | EB TEMP INV FDVAR RT<br>12/31/2049 DD 04/02/10 | 218,419              | 218,419                 |
|                                        |                                                                 | Total Collective Trust Funds                   | <u>290,113</u>       | <u>290,113</u>          |
| <b><u>Asset Backed Securities</u></b>  |                                                                 |                                                |                      |                         |
| STORE MASTER FUNDING                   |                                                                 | 1 A2 144A3.650% 11/20/2049<br>DD 11/13/19      | \$ 325,475           | \$ 273,057              |
| WENDY'S FUNDING                        |                                                                 | L 1A A2II 144A4.080% 06/15/2049<br>DD 06/26/19 | 52,299               | 47,027                  |
| SBA TOWER TRUST 144A                   |                                                                 | 144A2.593% 10/15/2056<br>DD 10/27/21           | 250,000              | 205,668                 |
| SUBWAY FUNDING LLC                     |                                                                 | 1A A23 144A 6.505% 07/30/2054<br>DD 06/20/24   | 104,000              | 106,742                 |
| SUBWAY FUNDING LLC                     |                                                                 | 3A A23 144A 5.914% 07/30/2054<br>DD 09/13/24   | 169,000              | 165,034                 |
|                                        |                                                                 | Total Asset Backed Security                    | <u>900,774</u>       | <u>797,528</u>          |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a)                    | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|------------------------|-----------------------------------------------------------------|----------------------------------|----------------------|-------------------------|
| <b>Corporate Bonds</b> |                                                                 |                                  |                      |                         |
|                        | ABBVIE INC                                                      | 4.400% 11/06/2042 DD 05/06/13    | \$ 420,399           | \$ 377,968              |
|                        | ABBVIE INC                                                      | 4.875% 11/14/2048 DD 09/18/18    | 115,969              | 89,921                  |
|                        | ABBVIE INC                                                      | 5.400% 03/15/2054 DD 02/26/24    | 67,767               | 65,477                  |
|                        | ALABAMA POWER CO                                                | 3.700% 12/01/2047 DD 11/08/17    | 352,928              | 246,527                 |
|                        | AMAZON.COM INC                                                  | 3.250% 05/12/2061 DD 05/12/21    | 295,334              | 206,029                 |
|                        | AMAZON.COM INC                                                  | 3.950% 04/13/2052 DD 04/13/22    | 178,252              | 141,385                 |
|                        | AMERICAN ELECTRIC POWER CO INC                                  | 3.250% 03/01/2050 DD 03/05/20    | 99,829               | 64,324                  |
|                        | AMGEN INC                                                       | 4.400% 05/01/2045 DD 05/01/15    | 306,782              | 224,127                 |
|                        | AMGEN INC                                                       | 5.650% 03/02/2053 DD 03/02/23    | 195,230              | 186,174                 |
|                        | AMPHENOL CORP                                                   | 5.375% 11/15/2054 DD 10/31/24    | 105,983              | 102,870                 |
|                        | ANALOG DEVICES INC                                              | 2.950% 10/01/2051 DD 10/05/21    | 83,305               | 53,442                  |
|                        | ANHEUSER-BUSCH COS LLC / ANHEU                                  | 4.900% 02/01/2046 DD 02/01/19    | 707,960              | 661,672                 |
|                        | AON CORP / AON GLOBAL HOLDINGS                                  | 3.900% 02/28/2052 DD 02/28/22    | 179,245              | 133,795                 |
|                        | APPLE INC                                                       | 3.850% 08/04/2046 DD 08/04/16    | 222,423              | 169,529                 |
|                        | APPLE INC                                                       | 2.850% 08/05/2061 DD 08/05/21    | 145,826              | 87,653                  |
|                        | APPLIED MATERIALS INC                                           | 4.350% 04/01/2047 DD 03/31/17    | 64,881               | 55,114                  |
|                        | ARTHUR J GALLAGHER & CO                                         | 5.550% 02/15/2055 DD 12/19/24    | 134,158              | 130,302                 |
|                        | AT&T INC                                                        | 3.500% 09/15/2053 DD 03/15/21    | 347,394              | 266,793                 |
|                        | AT&T INC                                                        | 3.550% 09/15/2055 DD 03/15/21    | 261,824              | 215,232                 |
|                        | AT&T INC                                                        | 3.800% 12/01/2057 DD 06/01/21    | 489,001              | 315,251                 |
|                        | BALTIMORE GAS AND ELECTRIC CO                                   | 5.400% 06/01/2053 DD 05/10/23    | 160,921              | 153,565                 |
|                        | BANK OF AMERICA CORP                                            | VAR RT 06/19/2041 DD 06/19/20    | 734,347              | 667,517                 |
|                        | BERKSHIRE HATHAWAY ENERGY CO                                    | 4.450% 01/15/2049 DD 07/25/18    | 241,402              | 165,224                 |
|                        | BERKSHIRE HATHAWAY ENERGY CO                                    | 6.125% 04/01/2036 DD 10/01/06    | 463,585              | 435,756                 |
|                        | BERKSHIRE HATHAWAY FINANCE COR                                  | 4.250% 01/15/2049 DD 01/11/19    | 67,648               | 46,829                  |
|                        | BERKSHIRE HATHAWAY FINANCE COR                                  | 3.850% 03/15/2052 DD 03/15/22    | 186,340              | 141,696                 |
|                        | BLACKSTONE HOLDINGS FINAN 144A                                  | 6.250% 08/15/2042 DD 08/17/12    | 176,006              | 172,946                 |
|                        | BOEING CO/THE                                                   | 3.750% 02/01/2050 DD 07/31/19    | 239,458              | 228,630                 |
|                        | BP CAPITAL MARKETS AMERICA INC                                  | 3.379% 02/08/2061 DD 02/08/21    | 155,000              | 98,310                  |
|                        | BRISTOL-MYERS SQUIBB CO                                         | 4.350% 11/15/2047 DD 05/15/20    | 210,432              | 144,634                 |
|                        | BROADCOM INC 144A                                               | 3.750% 02/15/2051 DD 01/19/21    | 162,553              | 119,290                 |
|                        | BROADCOM INC 144A                                               | 3.500% 02/15/2041 DD 01/19/21    | 112,840              | 89,064                  |
|                        | BROOKFIELD FINANCE INC                                          | 5.968% 03/04/2054 DD 03/04/24    | 68,000               | 68,828                  |
|                        | BURLINGTON NORTHERN SANTA FE L                                  | 5.750% 05/01/2040 DD 05/17/10    | 434,503              | 375,012                 |
|                        | BURLINGTON NORTHERN SANTA FE L                                  | 4.450% 01/15/2053 DD 06/07/22    | 59,668               | 50,329                  |
|                        | BURLINGTON NORTHERN SANTA FE L                                  | 5.500% 03/15/2055 DD 06/07/24    | 153,184              | 151,750                 |
|                        | CAMERON LNG LLC 144A                                            | 3.701% 01/15/2039 DD 12/13/19    | 165,000              | 133,043                 |
|                        | CARLYLE FINANCE LLC 144A                                        | 5.650% 09/15/2048 DD 09/14/18    | 26,977               | 25,648                  |
|                        | CARLYLE HOLDINGS II FINAN 144A                                  | 5.625% 03/30/2043 DD 03/28/13    | 126,868              | 123,369                 |
|                        | CATERPILLAR INC                                                 | 3.803% 08/15/2042 DD 08/15/12    | 262,488              | 195,187                 |
|                        | CHARTER COMMUNICATIONS OPERATI                                  | 6.484% 10/23/2045 DD 10/23/16    | 526,989              | 416,130                 |
|                        | CHARTER COMMUNICATIONS OPERATI                                  | 4.400% 12/01/2061 DD 06/02/21    | 201,810              | 134,754                 |
|                        | CHUBB INA HOLDINGS LLC                                          | 6.700% 05/15/2036 DD 05/22/06    | 129,412              | 112,065                 |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a) | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment   | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|-----|-----------------------------------------------------------------|------------------------------------|----------------------|-------------------------|
|     |                                                                 | <b>Corporate Bonds (continued)</b> |                      |                         |
|     | CIGNA GROUP/THE                                                 | 4.800% 07/15/2046 DD 01/15/20      | \$ 300,340           | \$ 230,920              |
|     | CINCINNATI FINANCIAL CORP                                       | 6.125% 11/01/2034 DD 11/01/04      | 85,293               | 74,805                  |
|     | CISCO SYSTEMS INC                                               | 5.900% 02/15/2039 DD 02/17/09      | 240,742              | 190,305                 |
|     | CITIGROUP INC                                                   | 8.125% 07/15/2039 DD 07/23/09      | 59,345               | 61,751                  |
|     | CITIGROUP INC                                                   | 6.675% 09/13/2043 DD 09/13/13      | 351,837              | 298,811                 |
|     | CITIGROUP INC                                                   | VAR RT 04/24/2048 DD 04/25/17      | 73,550               | 57,185                  |
|     | CLEVELAND CLINIC FOUNDATION/TH                                  | 4.858% 01/01/2114 DD 09/18/14      | 84,000               | 69,950                  |
|     | COMCAST CORP                                                    | 4.049% 11/01/2052 DD 10/19/17      | 198,869              | 146,855                 |
|     | COMCAST CORP                                                    | 2.937% 11/01/2056 DD 05/01/22      | 306,803              | 182,839                 |
|     | COMCAST CORP                                                    | 2.987% 11/01/2063 DD 05/01/22      | 437,233              | 252,698                 |
|     | COMMONWEALTH EDISON CO                                          | 3.700% 03/01/2045 DD 03/02/15      | 64,000               | 48,890                  |
|     | CONNECTICUT LIGHT AND POWER CO                                  | 4.000% 04/01/2048 DD 03/28/18      | 153,035              | 102,064                 |
|     | CONOCOPHILLIPS CO                                               | 4.025% 03/15/2062 DD 09/15/22      | 299,472              | 222,108                 |
|     | CONSOLIDATED EDISON CO OF NEW                                   | 3.875% 06/15/2047 DD 06/08/17      | 89,667               | 68,690                  |
|     | CONSOLIDATED EDISON CO OF NEW                                   | 5.700% 05/15/2054 DD 05/09/24      | 114,475              | 112,580                 |
|     | CONSUMERS ENERGY CO                                             | 3.100% 08/15/2050 DD 09/03/19      | 179,920              | 152,866                 |
|     | CORNING INC                                                     | 5.850% 11/15/2068 DD 11/06/18      | 106,324              | 95,834                  |
|     | COX COMMUNICATIONS INC 144A                                     | 4.500% 06/30/2043 DD 05/01/13      | 139,499              | 112,102                 |
|     | CSL FINANCE PLC 144A                                            | 4.750% 04/27/2052 DD 04/27/22      | 145,163              | 138,205                 |
|     | CSX CORP                                                        | 4.900% 03/15/2055 DD 09/18/24      | 140,824              | 126,359                 |
|     | CUMMINS INC                                                     | 5.450% 02/20/2054 DD 02/20/24      | 104,775              | 102,337                 |
|     | CVS HEALTH CORP                                                 | 4.780% 03/25/2038 DD 03/09/18      | 205,258              | 159,990                 |
|     | CVS HEALTH CORP                                                 | 5.050% 03/25/2048 DD 03/09/18      | 234,439              | 195,456                 |
|     | CVS PASS-THROUGH TRUST 144A                                     | 5.926% 01/10/2034 DD 12/21/11      | 219,689              | 217,747                 |
|     | DEERE & CO                                                      | 2.875% 09/07/2049 DD 09/06/19      | 79,968               | 52,328                  |
|     | DEERE & CO                                                      | 3.750% 04/15/2050 DD 03/30/20      | 121,331              | 95,414                  |
|     | DIAMONDBACK ENERGY INC                                          | 4.250% 03/15/2052 DD 03/17/22      | 153,560              | 116,490                 |
|     | DIAMONDBACK ENERGY INC                                          | 5.750% 04/18/2054 DD 04/18/24      | 125,946              | 118,473                 |
|     | DISCOVERY COMMUNICATIONS LLC                                    | 5.000% 09/20/2037 DD 09/21/17      | 170,335              | 141,326                 |
|     | DOMINION ENERGY INC                                             | 5.250% 08/01/2033 DD 07/24/03      | 180,250              | 156,947                 |
|     | DOMINO'S PIZZA MA 1A A2II 144A                                  | 3.151% 04/25/2051 DD 04/16/21      | 70,993               | 62,087                  |
|     | DOMINO'S PIZZA MAST 1A A2 144A                                  | 3.668% 10/25/2049 DD 11/19/19      | 202,522              | 185,839                 |
|     | DUKE ENERGY CAROLINAS LLC                                       | 5.300% 02/15/2040 DD 11/19/09      | 549,475              | 430,760                 |
|     | DUKE ENERGY CORP                                                | 5.000% 08/15/2052 DD 08/11/22      | 97,591               | 85,658                  |
|     | DUKE ENERGY PROGRESS LLC                                        | 4.100% 03/15/2043 DD 03/12/13      | 285,883              | 235,570                 |
|     | ELEVANCE HEALTH INC                                             | 4.375% 12/01/2047 DD 11/21/17      | 272,562              | 222,939                 |
|     | ELEVANCE HEALTH INC                                             | 3.700% 09/15/2049 DD 09/09/19      | 54,664               | 39,233                  |
|     | ELEVANCE HEALTH INC                                             | 5.650% 06/15/2054 DD 05/30/24      | 125,490              | 120,922                 |
|     | ELI LILLY & CO                                                  | 5.100% 02/09/2064 DD 02/09/24      | 154,816              | 141,924                 |
|     | EMERSON ELECTRIC CO                                             | 2.800% 12/21/2051 DD 12/21/21      | 109,917              | 74,288                  |
|     | ENERGY TRANSFER LP                                              | 5.150% 02/01/2043 DD 01/22/13      | 143,577              | 132,405                 |
|     | ENERGY TRANSFER LP                                              | 5.000% 05/15/2050 DD 01/22/20      | 174,696              | 169,910                 |
|     | ENERGY TRANSFER LP                                              | 5.300% 04/01/2044 DD 04/03/14      | 152,224              | 134,289                 |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

|     | (b)                                                      | (c)                                | (d)           | (e)              |
|-----|----------------------------------------------------------|------------------------------------|---------------|------------------|
| (a) | Identity of Issue, Borrower,<br>Lessor, or Similar Party | Description of Investment          | Cost<br>Value | Current<br>Value |
|     |                                                          | <u>Corporate Bonds (continued)</u> |               |                  |
|     | ENTERPRISE PRODUCTS OPERATING                            | 5.700% 02/15/2042 DD 08/24/11      | \$ 409,586    | \$ 359,978       |
|     | EOG RESOURCES INC                                        | 5.650% 12/01/2054 DD 11/21/24      | 148,122       | 146,111          |
|     | EQUITABLE HOLDINGS INC                                   | 5.000% 04/20/2048 DD 10/20/18      | 68,701        | 60,659           |
|     | ESSEX PORTFOLIO LP                                       | 4.500% 03/15/2048 DD 03/08/18      | 70,001        | 58,008           |
|     | EXELON CORP                                              | 5.100% 06/15/2045 DD 12/15/15      | 443,401       | 315,382          |
|     | EXXON MOBIL CORP                                         | 4.327% 03/19/2050 DD 03/19/20      | 140,000       | 115,289          |
|     | EXXON MOBIL CORP                                         | 3.452% 04/15/2051 DD 04/15/20      | 296,164       | 186,046          |
|     | FIRSTENERGY TRANSMISSION 144A                            | 4.550% 04/01/2049 DD 03/28/19      | 99,821        | 83,829           |
|     | FLORIDA POWER & LIGHT CO                                 | 5.690% 03/01/2040 DD 02/09/10      | 284,786       | 232,804          |
|     | FLORIDA POWER & LIGHT CO                                 | 3.700% 12/01/2047 DD 11/16/17      | 122,107       | 91,570           |
|     | GATX CORP                                                | 3.100% 06/01/2051 DD 02/03/21      | 98,290        | 63,289           |
|     | GENERAL DYNAMICS CORP                                    | 4.250% 04/01/2050 DD 03/25/20      | 101,657       | 66,151           |
|     | GENERAL MOTORS CO                                        | 6.600% 04/01/2036 DD 02/23/16      | 119,069       | 103,946          |
|     | GOLDMAN SACHS GROUP INC/THE                              | 6.250% 02/01/2041 DD 01/28/11      | 335,645       | 303,345          |
|     | GOLDMAN SACHS GROUP INC/THE                              | VAR RT 04/22/2042 DD 04/22/21      | 62,407        | 62,020           |
|     | GOLDMAN SACHS GROUP INC/THE                              | 5.150% 05/22/2045 DD 05/22/15      | 181,811       | 168,818          |
|     | GOLDMAN SACHS GROUP INC/THE                              | VAR RT 10/31/2038 DD 10/31/17      | 76,766        | 81,322           |
|     | HCA INC                                                  | 5.125% 06/15/2039 DD 06/12/19      | 69,360        | 63,790           |
|     | HCA INC                                                  | 3.500% 07/15/2051 DD 06/30/21      | 108,861       | 101,076          |
|     | HOME DEPOT INC/THE                                       | 3.900% 06/15/2047 DD 06/05/17      | 186,947       | 122,131          |
|     | HOME DEPOT INC/THE                                       | 4.500% 12/06/2048 DD 12/06/18      | 49,151        | 42,762           |
|     | HONEYWELL INTERNATIONAL INC                              | 5.250% 03/01/2054 DD 03/01/24      | 263,406       | 247,666          |
|     | INTEL CORP                                               | 3.734% 12/08/2047 DD 06/08/18      | 92,750        | 59,420           |
|     | INTEL CORP                                               | 4.900% 08/05/2052 DD 08/05/22      | 85,825        | 68,003           |
|     | INTERCONTINENTAL EXCHANGE INC                            | 3.000% 06/15/2050 DD 05/26/20      | 60,218        | 38,225           |
|     | JPMORGAN CHASE & CO                                      | 6.400% 05/15/2038 DD 05/22/08      | 207,270       | 168,142          |
|     | JPMORGAN CHASE & CO                                      | VAR RT 07/24/2038 DD 07/24/17      | 236,260       | 204,926          |
|     | JPMORGAN CHASE & CO                                      | VAR RT 11/15/2048 DD 11/10/17      | 63,018        | 41,474           |
|     | JPMORGAN CHASE & CO                                      | VAR RT 01/23/2049 DD 01/23/18      | 30,487        | 31,563           |
|     | JPMORGAN CHASE & CO                                      | VAR RT 04/22/2035 DD 04/22/24      | 170,000       | 173,941          |
|     | KEYSPAN GAS EAST CORP 144A                               | 5.819% 04/01/2041 DD 03/31/11      | 322,142       | 251,844          |
|     | KINDER MORGAN INC                                        | 5.050% 02/15/2046 DD 02/26/15      | 323,421       | 282,861          |
|     | KKR GROUP FINANCE CO II L 144A                           | 5.500% 02/01/2043 DD 02/01/13      | 78,240        | 75,771           |
|     | KKR GROUP FINANCE CO III 144A                            | 5.125% 06/01/2044 DD 05/29/14      | 80,479        | 74,066           |
|     | KLA CORP                                                 | 5.000% 03/15/2049 DD 03/20/19      | 79,422        | 73,558           |
|     | KLA CORP                                                 | 4.950% 07/15/2052 DD 06/23/22      | 30,922        | 28,217           |
|     | KROGER CO/THE                                            | 4.450% 02/01/2047 DD 01/24/17      | 258,117       | 214,167          |
|     | L3HARRIS TECHNOLOGIES INC                                | 5.500% 08/15/2054 DD 08/02/24      | 190,396       | 185,676          |
|     | LAM RESEARCH CORP                                        | 2.875% 06/15/2050 DD 05/05/20      | 105,375       | 68,343           |
|     | LOCKHEED MARTIN CORP                                     | 4.700% 05/15/2046 DD 11/23/15      | 382,474       | 295,383          |
|     | LOWE'S COS INC                                           | 4.050% 05/03/2047 DD 05/03/17      | 268,283       | 209,806          |
|     | LOWE'S COS INC                                           | 5.800% 09/15/2062 DD 09/08/22      | 160,775       | 156,850          |
|     | LYB INTERNATIONAL FINANCE III                            | 4.200% 05/01/2050 DD 04/20/20      | 99,373        | 74,629           |
|     | MARATHON PETROLEUM CORP                                  | 6.500% 03/01/2041 DD 09/01/11      | 108,711       | 103,674          |
|     | MARKEL GROUP INC                                         | 5.000% 05/20/2049 DD 05/20/19      | 100,073       | 87,106           |
|     | MARKEL GROUP INC                                         | 6.000% 05/16/2054 DD 05/16/24      | 160,331       | 158,934          |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a) | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment   | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|-----|-----------------------------------------------------------------|------------------------------------|----------------------|-------------------------|
|     |                                                                 | <b>Corporate Bonds (continued)</b> |                      |                         |
|     | MARSH & MCLENNAN COS INC                                        | 4.900% 03/15/2049 DD 01/15/19      | \$ 149,840           | \$ 134,448              |
|     | MARSH & MCLENNAN COS INC                                        | 5.700% 09/15/2053 DD 09/11/23      | 127,807              | 127,480                 |
|     | MARTIN MARIETTA MATERIALS INC                                   | 5.500% 12/01/2054 DD 11/04/24      | 161,942              | 157,777                 |
|     | MASSACHUSETTS ELECTRIC CO 144A                                  | 5.900% 11/15/2039 DD 11/18/09      | 107,185              | 106,347                 |
|     | MCDONALD'S CORP                                                 | 4.450% 03/01/2047 DD 03/09/17      | 129,436              | 109,226                 |
|     | MCDONALD'S CORP                                                 | 3.625% 09/01/2049 DD 08/12/19      | 198,802              | 132,839                 |
|     | METLIFE INC                                                     | VAR RT 12/15/2044 DD 09/15/14      | 425,574              | 424,200                 |
|     | MICROSOFT CORP                                                  | 3.700% 08/08/2046 DD 08/08/16      | 194,293              | 164,240                 |
|     | MICROSOFT CORP                                                  | 3.041% 03/17/2062 DD 03/17/21      | 116,631              | 74,284                  |
|     | MIDAMERICAN ENERGY CO                                           | 5.300% 02/01/2055 DD 01/24/24      | 140,750              | 135,302                 |
|     | MOODY'S CORP                                                    | 4.875% 12/17/2048 DD 12/17/18      | 206,489              | 186,959                 |
|     | MORGAN STANLEY                                                  | 4.300% 01/27/2045 DD 01/27/15      | 275,251              | 197,998                 |
|     | MORGAN STANLEY                                                  | VAR RT 11/19/2055 DD 11/20/24      | 97,000               | 93,686                  |
|     | MPLX LP                                                         | 5.500% 02/15/2049 DD 11/15/18      | 132,342              | 124,119                 |
|     | NATIONWIDE MUTUAL INSURAN 144A                                  | 4.350% 04/30/2050 DD 04/30/20      | 127,702              | 95,854                  |
|     | NEW YORK AND PRESBYTERIAN HOSP                                  | 4.763% 08/01/2116 DD 06/28/16      | 143,475              | 103,608                 |
|     | NISOURCE INC                                                    | 3.950% 03/30/2048 DD 09/14/17      | 67,927               | 51,903                  |
|     | NNN REIT INC                                                    | 3.500% 04/15/2051 DD 03/10/21      | 152,105              | 104,957                 |
|     | NORFOLK SOUTHERN CORP                                           | 4.050% 08/15/2052 DD 02/15/18      | 343,501              | 246,701                 |
|     | NORFOLK SOUTHERN CORP                                           | 5.100% 08/01/2118 DD 08/02/18      | 77,849               | 66,372                  |
|     | NORTHERN STATES POWER CO/MN                                     | 6.250% 06/01/2036 DD 05/25/06      | 81,291               | 68,239                  |
|     | NORTHERN STATES POWER CO/MN                                     | 5.350% 11/01/2039 DD 11/17/09      | 153,370              | 117,943                 |
|     | NORTHROP GRUMMAN CORP                                           | 3.850% 04/15/2045 DD 02/06/15      | 261,512              | 203,460                 |
|     | NORTHROP GRUMMAN CORP                                           | 4.950% 03/15/2053 DD 02/08/23      | 62,956               | 59,000                  |
|     | OCCIDENTAL PETROLEUM CORP                                       | 0.000% 10/10/2036 DD 09/18/19      | 289,042              | 291,015                 |
|     | OCCIDENTAL PETROLEUM CORP                                       | 6.050% 10/01/2054 DD 07/26/24      | 58,481               | 55,979                  |
|     | ONCOR ELECTRIC DELIVERY CO LLC                                  | 5.300% 06/01/2042 DD 05/18/12      | 128,778              | 100,596                 |
|     | ONCOR ELECTRIC DELIVERY CO LLC                                  | 5.350% 10/01/2052 DD 04/01/21      | 169,082              | 98,705                  |
|     | ONCOR ELECTRIC DELIVERY CO LLC                                  | 4.950% 09/15/2052 DD 09/08/22      | 80,064               | 77,840                  |
|     | ORACLE CORP                                                     | 4.000% 07/15/2046 DD 07/07/16      | 212,935              | 157,932                 |
|     | ORACLE CORP                                                     | 4.000% 11/15/2047 DD 11/09/17      | 150,936              | 170,890                 |
|     | ORACLE CORP                                                     | 3.950% 03/25/2051 DD 03/24/21      | 281,538              | 207,567                 |
|     | PFIZER INC                                                      | 7.200% 03/15/2039 DD 03/24/09      | 154,547              | 128,629                 |
|     | PHILLIPS 66 CO                                                  | 4.680% 02/15/2045 DD 02/15/23      | 224,825              | 196,596                 |
|     | PPL ELECTRIC UTILITIES CORP                                     | 4.750% 07/15/2043 DD 07/11/13      | 187,943              | 144,897                 |
|     | PRUDENTIAL FINANCIAL INC                                        | 5.700% 12/14/2036 DD 12/14/06      | 333,313              | 328,608                 |
|     | PUBLIC SERVICE ELECTRIC AND GA                                  | 4.050% 05/01/2048 DD 05/04/18      | 187,933              | 127,339                 |
|     | RTX CORP                                                        | 4.350% 04/15/2047 DD 10/15/20      | 226,947              | 144,711                 |
|     | RTX CORP                                                        | 6.400% 03/15/2054 DD 11/08/23      | 70,734               | 77,346                  |
|     | RTX CORP                                                        | 4.500% 06/01/2042 DD 06/01/12      | 269,793              | 203,611                 |
|     | S&P GLOBAL INC                                                  | 3.700% 03/01/2052 DD 03/01/23      | 135,789              | 103,174                 |
|     | SEMPRA                                                          | 6.000% 10/15/2039 DD 10/08/09      | 390,089              | 308,984                 |
|     | SHELL FINANCE US INC                                            | 3.750% 09/12/2046 DD 09/12/24      | 61,069               | 55,656                  |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a)                                | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|------------------------------------|-----------------------------------------------------------------|----------------------------------|----------------------|-------------------------|
| <b>Corporate Bonds (continued)</b> |                                                                 |                                  |                      |                         |
|                                    | SIMON PROPERTY GROUP LP                                         | 4.250% 11/30/2046 DD 11/23/16    | \$ 208,966           | \$ 146,990              |
|                                    | SIMON PROPERTY GROUP LP                                         | 5.850% 03/08/2053 DD 03/08/23    | 231,908              | 236,120                 |
|                                    | SNAP-ON INC                                                     | 3.100% 05/01/2050 DD 04/30/20    | 141,022              | 132,570                 |
|                                    | TEXAS INSTRUMENTS INC                                           | 5.050% 05/18/2063 DD 05/18/23    | 129,909              | 118,252                 |
|                                    | T-MOBILE USA INC                                                | 3.300% 02/15/2051 DD 02/15/21    | 257,581              | 175,072                 |
|                                    | T-MOBILE USA INC                                                | 5.750% 01/15/2054 DD 05/11/23    | 188,235              | 185,061                 |
|                                    | TRANSCONTINENTAL GAS PIPE LINE                                  | 4.600% 03/15/2048 DD 09/15/18    | 119,131              | 99,840                  |
|                                    | TTX CO 144A                                                     | 4.600% 02/01/2049 DD 01/18/19    | 223,193              | 216,798                 |
|                                    | UBER TECHNOLOGIES INC                                           | 5.350% 09/15/2054 DD 09/09/24    | 116,460              | 107,870                 |
|                                    | UDR INC                                                         | 3.100% 11/01/2034 DD 10/11/19    | 79,646               | 65,170                  |
|                                    | UNION PACIFIC CORP                                              | 3.950% 08/15/2059 DD 08/05/19    | 255,675              | 184,246                 |
|                                    | UNITED PARCEL SERVICE INC                                       | 5.050% 03/03/2053 DD 02/27/23    | 130,316              | 120,287                 |
|                                    | UNITEDHEALTH GROUP INC                                          | 4.750% 05/15/2052 DD 05/20/22    | 132,794              | 115,011                 |
|                                    | UNITEDHEALTH GROUP INC                                          | 5.875% 02/15/2053 DD 10/28/22    | 39,992               | 35,144                  |
|                                    | UNITEDHEALTH GROUP INC                                          | 5.750% 07/15/2064 DD 07/25/24    | 237,559              | 233,062                 |
|                                    | VERISK ANALYTICS INC                                            | 3.625% 05/15/2050 DD 05/13/20    | 207,836              | 147,460                 |
|                                    | VERIZON COMMUNICATIONS INC                                      | 2.875% 11/20/2050 DD 11/20/20    | 207,812              | 149,528                 |
|                                    | VERIZON COMMUNICATIONS INC                                      | 3.700% 03/22/2061 DD 03/22/21    | 549,087              | 365,404                 |
|                                    | VIRGINIA ELECTRIC AND POWER CO                                  | 6.350% 11/30/2037 DD 12/04/07    | 315,523              | 251,213                 |
|                                    | VIRGINIA ELECTRIC AND POWER CO                                  | 5.350% 01/15/2054 DD 01/08/24    | 80,794               | 76,522                  |
|                                    | VISA INC                                                        | 2.000% 08/15/2050 DD 08/17/20    | 162,585              | 94,528                  |
|                                    | WALT DISNEY CO/THE                                              | 3.800% 05/13/2060 DD 05/13/20    | 228,672              | 166,641                 |
|                                    | WARNERMEDIA HOLDINGS INC                                        | 5.050% 03/15/2042 DD 03/15/23    | 172,000              | 138,542                 |
|                                    | WARNERMEDIA HOLDINGS INC                                        | 5.141% 03/15/2052 DD 03/15/23    | 143,714              | 146,322                 |
|                                    | WELLS FARGO & CO                                                | 3.900% 05/01/2045 DD 04/30/15    | 310,574              | 233,124                 |
|                                    | WELLS FARGO & CO                                                | VAR RT 04/04/2051 DD 03/30/20    | 111,435              | 106,670                 |
|                                    | XCEL ENERGY INC                                                 | 4.800% 09/15/2041 DD 09/12/11    | 290,999              | 229,343                 |
|                                    |                                                                 | Total Corporate Bonds            | <u>37,652,980</u>    | <u>30,927,688</u>       |
| <b>Municipal Bonds</b>             |                                                                 |                                  |                      |                         |
|                                    | CALIFORNIA ST HLTH FACS FING A                                  | 4.353% 06/01/2041 DD 04/07/22    | 195,000              | 173,006                 |
|                                    | CALIFORNIA ST                                                   | 7.500% 04/01/2034 DD 04/28/09    | 383,383              | 325,145                 |
|                                    | CHICAGO IL MET WTR RECLAMATION                                  | 5.720% 12/01/2038 DD 08/26/09    | 220,490              | 160,642                 |
|                                    | MICHIGAN ST UNIV REVENUES                                       | 4.165% 08/15/2122 DD 03/09/22    | 110,000              | 81,028                  |
|                                    | NEW YORK CITY NY TRANSITIONAL                                   | 5.572% 11/01/2038 DD 11/03/10    | 336,400              | 278,099                 |
|                                    | RUTGERS NJ ST UNIV                                              | 3.915% 05/01/2119 DD 09/16/19    | 91,000               | 61,741                  |
|                                    | TEXAS NATURAL GAS SECURITIZTN                                   | 5.169% 04/01/2041 DD 03/23/23    | 126,782              | 123,099                 |
|                                    | UNIV OF CALIFORNIA CARGTS MED                                   | 4.563% 05/15/2053 DD 05/11/22    | 125,000              | 107,671                 |
|                                    | UNIV OF CALIFORNIA REVENUES                                     | 4.767% 05/15/2115 DD 04/08/15    | 165,000              | 134,550                 |
|                                    |                                                                 | Total municipal bonds            | <u>1,753,055</u>     | <u>1,444,981</u>        |
| <b>Mutual Funds</b>                |                                                                 |                                  |                      |                         |
|                                    | DODGE & COX STOCK-I                                             | Mutual Fund                      | <u>2,042,402</u>     | <u>3,277,709</u>        |
|                                    |                                                                 | Total mutual funds               | <u>2,042,402</u>     | <u>3,277,709</u>        |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a) | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|-----|-----------------------------------------------------------------|----------------------------------|----------------------|-------------------------|
|     |                                                                 | <b><u>Foreign Bonds</u></b>      |                      |                         |
|     | AIA GROUP LTD 144A                                              | 3.200% 09/16/2040 DD 09/16/20    | \$ 199,678           | \$ 149,254              |
|     | ANGLO AMERICAN CAPITAL PL 144A                                  | 4.750% 03/16/2052 DD 03/16/22    | 196,546              | 167,070                 |
|     | APTIV SWISS HOLDINGS LTD                                        | 5.400% 03/15/2049 DD 03/14/19    | 146,525              | 121,972                 |
|     | APTIV SWISS HOLDINGS LTD                                        | 3.100% 12/01/2051 DD 11/23/21    | 110,998              | 99,017                  |
|     | ASTRAZENECA PLC                                                 | 6.450% 09/15/2037 DD 09/12/07    | 142,339              | 108,629                 |
|     | BAE SYSTEMS PLC 144A                                            | 5.800% 10/11/2041 DD 10/11/11    | 208,906              | 211,504                 |
|     | BHP BILLITON FINANCE USA LTD                                    | 5.000% 09/30/2043 DD 09/30/13    | 177,031              | 140,277                 |
|     | CANADIAN NATIONAL RAILWAY CO                                    | 6.200% 06/01/2036 DD 05/31/06    | 245,991              | 192,697                 |
|     | CANADIAN NATURAL RESOURCES LTD                                  | 4.950% 06/01/2047 DD 05/30/17    | 150,169              | 128,751                 |
|     | CANADIAN PACIFIC RAILWAY CO                                     | 4.200% 11/15/2069 DD 04/19/23    | 108,100              | 98,517                  |
|     | CANADIAN PACIFIC RAILWAY CO                                     | 6.125% 09/15/2115 DD 09/11/15    | 129,407              | 127,286                 |
|     | GLENCORE FINANCE CANADAL 144A                                   | 6.000% 11/15/2041 DD 11/10/11    | 179,818              | 178,400                 |
|     | NXP BV / NXP FUNDING LLC / NXP                                  | 3.250% 05/11/2041 DD 05/11/22    | 138,961              | 102,348                 |
|     | RIO TINTO FINANCE USA LTD                                       | 5.200% 11/02/2040 DD 11/02/10    | 130,722              | 106,162                 |
|     | ROGERS COMMUNICATIONS INC                                       | 5.000% 03/15/2044 DD 03/10/14    | 305,100              | 265,941                 |
|     | ROGERS COMMUNICATIONS INC                                       | 4.550% 03/15/2052 DD 03/15/23    | 194,866              | 157,829                 |
|     | SHELL INTERNATIONAL FINANCE BV                                  | 6.375% 12/15/2038 DD 12/11/08    | 286,204              | 224,283                 |
|     | SIEMENS FINANCIERINGSMAAT 144A                                  | 4.400% 05/27/2045 DD 05/27/15    | 254,100              | 222,648                 |
|     | TAKEDA PHARMACEUTICAL CO LTD                                    | 3.025% 07/09/2040 DD 07/09/20    | 200,000              | 145,622                 |
|     | TRANSCANADA PIPELINES LTD                                       | 6.100% 06/01/2040 DD 06/01/10    | 203,765              | 171,856                 |
|     | XL GROUP LTD                                                    | 5.250% 12/15/2043 DD 11/21/13    | 157,020              | 134,510                 |
|     |                                                                 | Total foreign bonds              | <u>3,866,246</u>     | <u>3,254,573</u>        |
|     |                                                                 | <b><u>Government Bonds</u></b>   |                      |                         |
|     | MEXICO GOVERNMENT INTERNATIONA                                  | 6.400% 05/07/2054 DD 01/08/24    | 207,585              | 187,157                 |
|     | U S TREASURY BD PRIN STRIP                                      | 0.000% 08/15/2054 DD 08/15/24    | 62,582               | 57,750                  |
|     | U S TREASURY BOND                                               | 2.250% 08/15/2046 DD 08/15/16    | 742,751              | 667,742                 |
|     | U S TREASURY BOND                                               | 2.000% 08/15/2051 DD 08/15/21    | 3,541,397            | 1,974,415               |
|     | U S TREASURY BOND                                               | 1.750% 08/15/2041 DD 08/15/21    | 6,609,570            | 4,418,300               |
|     | U S TREASURY BOND                                               | 2.250% 02/15/2052 DD 02/15/22    | 214,663              | 202,852                 |
|     | U S TREASURY BOND                                               | 3.000% 08/15/2052 DD 08/15/22    | 1,144,883            | 991,101                 |
|     | U S TREASURY BOND                                               | 3.375% 08/15/2042 DD 08/15/22    | 1,027,045            | 961,068                 |
|     | U S TREASURY BOND                                               | 3.875% 05/15/2043 DD 05/15/23    | 725,730              | 685,465                 |
|     | U S TREASURY BOND                                               | 4.125% 08/15/2053 DD 08/15/23    | 654,800              | 624,505                 |
|     | U S TREASURY BOND                                               | 4.250% 02/15/2054 DD 02/15/24    | 1,519,365            | 1,452,076               |
|     | U S TREASURY BOND                                               | 4.500% 02/15/2044 DD 02/15/24    | 1,781,557            | 1,730,356               |
|     | U S TREASURY BOND                                               | 4.625% 05/15/2044 DD 05/15/24    | 194,876              | 185,360                 |
|     |                                                                 | Total government bonds           | <u>18,426,804</u>    | <u>14,138,147</u>       |
|     |                                                                 | Total investments                | <u>\$ 66,078,902</u> | <u>\$ 57,597,704</u>    |

\* Denotes party-in-interest.

See Independent Auditor's Report.

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS  
Year ended December 31, 2024

Plan Sponsor: The Institute of Electrical and Electronics Engineers, Incorporated  
Employer Identification Number: 13-1656633  
Plan Number: 001

| (a)                                                                                                                        | (b)                                            | (c)                   | (d)                  | (e)                  | (f)                                                                   | (g)                                 |
|----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-----------------------|----------------------|----------------------|-----------------------------------------------------------------------|-------------------------------------|
|                                                                                                                            |                                                |                       |                      |                      | <u>Current Value of</u><br><u>Asset on</u><br><u>Transaction Date</u> | <u>Net Gain or</u><br><u>(Loss)</u> |
| <u>Identity of Party Involved</u>                                                                                          | <u>Description of Asset</u>                    | <u>Purchase Price</u> | <u>Selling Price</u> | <u>Cost of Asset</u> |                                                                       |                                     |
| <b>Category (iii) -- A series of transactions in the same security in excess of 5% of the current value of Plan Assets</b> |                                                |                       |                      |                      |                                                                       |                                     |
| * Bank of New York Mellon                                                                                                  | EB TEMP INV FDVAR RT<br>12/31/2049 DD 04/02/10 | \$ -                  | \$ 11,188,722        | \$ 11,188,722        | \$ 11,188,722                                                         | \$ -                                |
| * Bank of New York Mellon                                                                                                  | EB TEMP INV FDVAR RT<br>12/31/2049 DD 04/02/10 | \$ 11,145,738         | \$ -                 | \$ 11,145,738        | \$ 11,145,738                                                         | \$ -                                |

\* Indicates a party-in-interest as defined by ERISA

See Independent Auditor's Report.

Institute of Electrical and Electronics Engineers, Inc. Employees' Retirement Plan  
Attachment to 2024 IRS Form 5500 Schedule SB, Line 26  
Schedule of Active Participant Data  
EIN: 13- 1656633 Plan: 001

**Age and Service Distribution of Active Members**

| Attained Age | Completed Years of Service on January 1, 2024 <sup>1</sup> |              |              |                |                |                |                |                |                |               | Total |
|--------------|------------------------------------------------------------|--------------|--------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|-------|
|              | Under 1 year                                               | 1 to 4 years | 5 to 9 years | 10 to 14 years | 15 to 19 years | 20 to 24 years | 25 to 29 years | 30 to 34 years | 35 to 39 years | Over 40 years |       |
|              | No.                                                        | No.          | No.          | No.            | No.            | No.            | No.            | No.            | No.            | No.           | No.   |
| <25          |                                                            |              |              |                |                |                |                |                |                |               |       |
| 25-29        |                                                            |              |              |                |                |                |                |                |                |               |       |
| 30-34        |                                                            |              |              |                |                |                |                |                |                |               |       |
| 35-39        |                                                            |              |              |                | 2              |                |                |                |                |               | 2     |
| 40-44        |                                                            |              |              |                | 16             | 4              |                |                |                |               | 20    |
| 45-49        |                                                            |              |              |                | 11             | 18             | 3              |                |                |               | 32    |
| 50-54        |                                                            |              |              |                | 9              | 25             | 26             | 2              | 1              |               | 63    |
| 55-59        |                                                            |              |              |                | 7              | 22             | 28             | 15             | 8              |               | 80    |
| 60-64        |                                                            |              |              |                | 7              | 10             | 13             | 12             | 9              | 1             | 52    |
| 65-69        |                                                            |              |              |                | 4              | 7              | 9              | 3              | 7              | 2             | 32    |
| 70&Up        |                                                            |              |              |                |                | 2              | 1              |                |                |               | 3     |
| Total        |                                                            |              |              |                | 56             | 88             | 80             | 32             | 25             | 3             | 284   |

|                                       |                        |
|---------------------------------------|------------------------|
|                                       | <u>January 1, 2024</u> |
| Number of active members              | 284                    |
| Average age                           | 56.16                  |
| Average years of service <sup>1</sup> | 25.94                  |
| Average compensation <sup>2</sup>     | N/A                    |

<sup>1</sup> Vesting Service

<sup>2</sup> Effective June 30, 2007 there are no additional benefit accruals under the plan. Therefore, compensation information is not applicable.

Institute of Electrical and Electronics Engineers, Inc. Employees' Retirement Plan  
Attachment to 2024 IRS Form 5500 Schedule SB, Part V  
Statement of Actuarial Assumptions and Methods  
EIN: 13- 1656633 Plan: 001

---

**A. Actuarial Assumptions for Funding Purposes**

Mortality - 2024 Generational Mortality Table pursuant to Internal Revenue Code section 1.430(h)(3)-1(a)(1)(i).

Valuation Interest Rate - Valuation Interest Rates are based on the three 24-month average corporate bond segment rates applicable for September 2023, adjusted for the corridor implemented by ARPA/IIJA legislation.

Segment Rates (3.62%, 4.46%, 4.52%)

Reflecting ARPA/IIJA (4.75%, 4.87%, 5.59%)

This results in a net effective rate of 5.09%.

Withdrawal prior to Retirement - Annual rates of termination are based on the Crocker-Sarason T-7 table.

Sample rates are shown below.

| <u>Age</u> | <u>Annual Rate of Termination</u> |
|------------|-----------------------------------|
| 25         | 9.7%                              |
| 30         | 9.3%                              |
| 35         | 8.7%                              |
| 40         | 7.8%                              |
| 45         | 6.4%                              |
| 50         | 4.2%                              |
| 55         | 1.5%                              |

Retirement - Graded retirement as shown below:

| <u>Age</u> | <u>Rate</u> |
|------------|-------------|
| 55-59      | 1%          |
| 60         | 3%          |
| 61         | 5%          |
| 62-64      | 10%         |
| 65-69      | 75%         |
| 70         | 100%        |

Spouse's Benefits - 80% of all participants are assumed to be married.

Female beneficiaries are assumed to be three years younger than male spouses. Male beneficiaries are assumed to be three years older than female spouses.

Benefit Election -

(a) Actives: 60% of employees who terminate are assumed to elect a lump sum. 40% of employees who terminate are assumed to elect an annuity

(b) Terminated Vested: Participants who did not elect a lump sum at termination are assumed to receive an annuity at Normal Retirement Age.

Institute of Electrical and Electronics Engineers, Inc. Employees' Retirement Plan  
Attachment to 2024 IRS Form 5500 Schedule SB, Part V  
Statement of Actuarial Assumptions and Methods  
EIN: 13- 1656633 Plan: 001

---

**B. Actuarial Methods for Funding Purposes**

1. Actuarial Cost Method

The actuarial cost method is the Unit Credit Actuarial Cost Method.

Under this cost method, the target liability is defined as the present value of the accrued benefits on the valuation date. The funding shortfall is the excess, if any, of the amount by which the target liability exceeds the actuarial value of Plan Assets.

The target normal cost, determined on the valuation date, is the amount required to fund the benefit expected to be earned in the current year plus expected expenses.

2. Asset Valuation Method

Assets are valued at market value.

Institute of Electrical and Electronics Engineers, Inc. Employees' Retirement Plan  
Attachment to 2024 IRS Form 5500 Schedule SB, Part V  
Statement of Actuarial Assumptions and Methods  
EIN: 13- 1656633 Plan: 001

---

**C. Actuarial Assumptions Rationale**

Valuation Interest Rates - The interest rate assumption is prescribed by IRC Section 430(h) subject to specified elections by the Plan sponsor.

Mortality - The mortality assumption used is prescribed by IRC Section 430(h) subject to specified elections by the Plan sponsor.

Retirement/Turnover - Retirement rates and turnover rates are based on the Plan sponsor's historical experience and expectations for the future with periodic monitoring of observed gains and losses caused by retirement patterns different than assumed.

Disability - No disability is assumed as the termination due to disability is implicitly included in the retirement and turnover rates. This assumption is not expected to generate material actuarial gains or losses.

Form of Payment - This assumption was based on best expectations given Plan provisions, based on historical experience of the Plan.

Marriage - This assumption is based on the Plan's historical experience and expectations for the future spousal age differences with periodic monitoring of observed gains and losses caused by patterns different than assumed.

Administrative Expenses - This assumption is set based on the plan sponsor's historical experience and expectations for future expenses to be paid from the trust.

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS  
Year ended December 31, 2024

Plan Sponsor: The Institute of Electrical and Electronics Engineers, Incorporated  
Employer Identification Number: 13-1656633  
Plan Number: 001

| (a)                                                                                                                        | (b)                                            | (c)                   | (d)                  | (e)                  | (f)                                               | (g)                       |
|----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-----------------------|----------------------|----------------------|---------------------------------------------------|---------------------------|
| <u>Identity of Party Involved</u>                                                                                          | <u>Description of Asset</u>                    | <u>Purchase Price</u> | <u>Selling Price</u> | <u>Cost of Asset</u> | <u>Current Value of Asset on Transaction Date</u> | <u>Net Gain or (Loss)</u> |
| <b>Category (iii) -- A series of transactions in the same security in excess of 5% of the current value of Plan Assets</b> |                                                |                       |                      |                      |                                                   |                           |
| * Bank of New York Mellon                                                                                                  | EB TEMP INV FDVAR RT<br>12/31/2049 DD 04/02/10 | \$ -                  | \$ 11,188,722        | \$ 11,188,722        | \$ 11,188,722                                     | \$ -                      |
| * Bank of New York Mellon                                                                                                  | EB TEMP INV FDVAR RT<br>12/31/2049 DD 04/02/10 | \$ 11,145,738         | \$ -                 | \$ 11,145,738        | \$ 11,145,738                                     | \$ -                      |

\* Indicates a party-in-interest as defined by ERISA

See Independent Auditor's Report.

|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                 |                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| <div>SCHEDULE SB<br/>(Form 5500)<br/><br/>Department of the Treasury<br/>Internal Revenue Service<br/><br/>Department of Labor<br/>Employee Benefits Security Administration<br/><br/>Pension Benefit Guaranty Corporation</div> | <div>Single-Employer Defined Benefit Plan<br/>Actuarial Information</div> <div>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).</div> <div>File as an attachment to Form 5500 or 5500-SF.</div> | <div>OMB No. 1210-0110</div> <div>2024</div> <div>This Form is Open to Public Inspection</div> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|

|                                                                                                                                    |                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| 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<br>THE INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INCORPORATED EMPLOYEES' RETIREMENT PLAN                   | B Three-digit plan number (PN) 001                                                                                                               |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br>INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS, INC.       | D Employer Identification Number (EIN)<br>13-1656633                                                                                             |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 |

|        |                                                                                                                                                                                                  |                            |                           |                          |
|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------|--------------------------|
| Part I | Basic Information                                                                                                                                                                                |                            |                           |                          |
| 1      | Enter the valuation date: Month 01 Day 01 Year 2024                                                                                                                                              |                            |                           |                          |
| 2      | Assets:                                                                                                                                                                                          |                            |                           |                          |
| a      | Market value                                                                                                                                                                                     | 2a                         | 62,420,972                |                          |
| b      | Actuarial value                                                                                                                                                                                  | 2b                         | 62,420,972                |                          |
| 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                                                                                                                                     | 219                        | 19,231,896                | 19,231,896               |
| b      | For terminated vested participants                                                                                                                                                               | 230                        | 11,631,761                | 11,631,761               |
| c      | For active participants                                                                                                                                                                          | 284                        | 26,120,147                | 26,461,740               |
| d      | Total                                                                                                                                                                                            | 733                        | 56,983,804                | 57,325,397               |
| 4      | If the plan is in at-risk status, check the box and complete lines (a) and (b) <input type="checkbox"/>                                                                                          |                            |                           |                          |
| a      | Funding target disregarding prescribed at-risk assumptions                                                                                                                                       | 4a                         |                           |                          |
| b      | Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | 4b                         |                           |                          |
| 5      | Effective interest rate                                                                                                                                                                          | 5                          | 5.09%                     |                          |
| 6      | Target normal cost                                                                                                                                                                               |                            |                           |                          |
| a      | Present value of current plan year accruals                                                                                                                                                      | 6a                         | 0                         |                          |
| b      | Expected plan-related expenses                                                                                                                                                                   | 6b                         | 290,000                   |                          |
| c      | Target normal cost                                                                                                                                                                               | 6c                         | 290,000                   |                          |

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.

|                                                                                             |                                                                                                                                |                                                             |
|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| <div>SIGN HERE</div>                                                                        | <div></div> <div>Signature of actuary</div> | <div>9/5/2025</div> <div>Date</div>                         |
| <div>Ivy Kessler</div> <div>Type or print name of actuary</div>                             | <div>PwC US Consulting LLP</div> <div>Firm name</div>                                                                          | <div>2305847</div> <div>Most recent enrollment number</div> |
| <div>400 Campus Drive</div> <div>Florham Park NJ 07932</div> <div>Address of the firm</div> | <div>908-548-4438</div> <div>Telephone number (including area code)</div>                                                      |                                                             |

| <b>Part II</b>                                                                                                                                                      | <b>Beginning of Year Carryover and Prefunding Balances</b> |                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|------------------------|
|                                                                                                                                                                     | (a) Carryover balance                                      | (b) Prefunding balance |
| <b>7</b> Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....                                                            | 0                                                          | 0                      |
| <b>8</b> Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....                                                         | 0                                                          | 0                      |
| <b>9</b> Amount remaining (line 7 minus line 8) .....                                                                                                               | 0                                                          | 0                      |
| <b>10</b> Interest on line 9 using prior year's actual return of <u>10.82%</u> .....                                                                                | 0                                                          | 0                      |
| <b>11</b> Prior year's excess contributions to be added to prefunding balance:                                                                                      |                                                            |                        |
| <b>a</b> Present value of excess contributions (line 38a from prior year) .....                                                                                     |                                                            | 0                      |
| <b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.22%</u> ..... |                                                            | 0                      |
| <b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....                                                                |                                                            | 0                      |
| <b>c</b> Total available at beginning of current plan year to add to prefunding balance .....                                                                       |                                                            | 0                      |
| <b>d</b> Portion of (c) to be added to prefunding balance .....                                                                                                     |                                                            |                        |
| <b>12</b> Other reductions in balances due to elections or deemed elections .....                                                                                   | 0                                                          | 0                      |
| <b>13</b> Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....                                                                        | 0                                                          | 0                      |

| <b>Part III</b>                                                                                                                                                            | <b>Funding Percentages</b> |          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|----------|
| <b>14</b> Funding target attainment percentage .....                                                                                                                       | <b>14</b>                  | 108.88 % |
| <b>15</b> Adjusted funding target attainment percentage .....                                                                                                              | <b>15</b>                  | 108.88 % |
| <b>16</b> Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement ..... | <b>16</b>                  | 103.24 % |
| <b>17</b> If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....                                        | <b>17</b>                  | %        |

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

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

|                  |                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                             |                                                                     |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <b>Part V</b>    | <b>Assumptions Used to Determine Funding Target and Target Normal Cost</b>                                                                                                                                                                                                                             |                                                                                                                                                                             |                                                                     |
| <b>21</b>        | Discount rate:                                                                                                                                                                                                                                                                                         |                                                                                                                                                                             |                                                                     |
| <b>a</b>         | Segment rates:                                                                                                                                                                                                                                                                                         | <div style="display: flex; justify-content: space-around;"> <div>1st segment:<br/>4.75 %</div> <div>2nd segment:<br/>4.87 %</div> <div>3rd segment:<br/>5.59 %</div> </div> | <input type="checkbox"/> N/A, full yield curve used                 |
| <b>b</b>         | Applicable month (enter code).....                                                                                                                                                                                                                                                                     | <b>21b</b>                                                                                                                                                                  | 4                                                                   |
| <b>22</b>        | Weighted average retirement age .....                                                                                                                                                                                                                                                                  | <b>22</b>                                                                                                                                                                   | 64                                                                  |
| <b>23</b>        | Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute                                                                                                                     |                                                                                                                                                                             |                                                                     |
| <b>Part VI</b>   | <b>Miscellaneous Items</b>                                                                                                                                                                                                                                                                             |                                                                                                                                                                             |                                                                     |
| <b>24</b>        | Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. .... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                                                       |                                                                                                                                                                             |                                                                     |
| <b>25</b>        | Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. .... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                                                                                            |                                                                                                                                                                             |                                                                     |
| <b>26</b>        | Demographic and benefit information                                                                                                                                                                                                                                                                    |                                                                                                                                                                             |                                                                     |
| <b>a</b>         | Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ....                                                                                                                                                                      |                                                                                                                                                                             | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| <b>b</b>         | Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...                                                                                                                                                                |                                                                                                                                                                             | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>27</b>        | If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....                                                                                                                                                                              | <b>27</b>                                                                                                                                                                   |                                                                     |
| <b>Part VII</b>  | <b>Reconciliation of Unpaid Minimum Required Contributions For Prior Years</b>                                                                                                                                                                                                                         |                                                                                                                                                                             |                                                                     |
| <b>28</b>        | Unpaid minimum required contributions for all prior years .....                                                                                                                                                                                                                                        | <b>28</b>                                                                                                                                                                   | 0                                                                   |
| <b>29</b>        | Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....                                                                                                                                                                              | <b>29</b>                                                                                                                                                                   | 0                                                                   |
| <b>30</b>        | Remaining amount of unpaid minimum required contributions (line 28 minus line 29) .....                                                                                                                                                                                                                | <b>30</b>                                                                                                                                                                   | 0                                                                   |
| <b>Part VIII</b> | <b>Minimum Required Contribution For Current Year</b>                                                                                                                                                                                                                                                  |                                                                                                                                                                             |                                                                     |
| <b>31</b>        | Target normal cost and excess assets (see instructions):                                                                                                                                                                                                                                               |                                                                                                                                                                             |                                                                     |
| <b>a</b>         | Target normal cost (line 6c).....                                                                                                                                                                                                                                                                      | <b>31a</b>                                                                                                                                                                  | 290,000                                                             |
| <b>b</b>         | Excess assets, if applicable, but not greater than line 31a .....                                                                                                                                                                                                                                      | <b>31b</b>                                                                                                                                                                  | 290,000                                                             |
| <b>32</b>        | Amortization installments:                                                                                                                                                                                                                                                                             | Outstanding Balance                                                                                                                                                         | Installment                                                         |
| <b>a</b>         | Net shortfall amortization installment .....                                                                                                                                                                                                                                                           | 0                                                                                                                                                                           | 0                                                                   |
| <b>b</b>         | Waiver amortization installment .....                                                                                                                                                                                                                                                                  |                                                                                                                                                                             |                                                                     |
| <b>33</b>        | If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount .....                                                                                                                             |                                                                                                                                                                             | <b>33</b>                                                           |
| <b>34</b>        | Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....                                                                                                                                                                                       |                                                                                                                                                                             | <b>34</b>                                                           |
|                  |                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                             | 0                                                                   |
|                  |                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                             |                                                                     |
| <b>35</b>        | Balances elected for use to offset funding requirement .....                                                                                                                                                                                                                                           | 0                                                                                                                                                                           | 0                                                                   |
| <b>36</b>        | Additional cash requirement (line 34 minus line 35).....                                                                                                                                                                                                                                               |                                                                                                                                                                             | <b>36</b>                                                           |
| <b>37</b>        | Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....                                                                                                                                                                               |                                                                                                                                                                             | <b>37</b>                                                           |
| <b>38</b>        | Present value of excess contributions for current year (see instructions)                                                                                                                                                                                                                              |                                                                                                                                                                             |                                                                     |
| <b>a</b>         | Total (excess, if any, of line 37 over line 36)                                                                                                                                                                                                                                                        | <b>38a</b>                                                                                                                                                                  | 0                                                                   |
| <b>b</b>         | Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....                                                                                                                                                                                           | <b>38b</b>                                                                                                                                                                  | 0                                                                   |
| <b>39</b>        | Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....                                                                                                                                                                                                  |                                                                                                                                                                             | <b>39</b>                                                           |
| <b>40</b>        | Unpaid minimum required contributions for all years .....                                                                                                                                                                                                                                              |                                                                                                                                                                             | <b>40</b>                                                           |
| <b>Part IX</b>   | <b>Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>                                                                                                                                                                                                            |                                                                                                                                                                             |                                                                     |
| <b>41</b>        | If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021 |                                                                                                                                                                             |                                                                     |

Institute of Electrical and Electronics Engineers, Inc. Employees' Retirement Plan  
Attachment to 2024 IRS Form 5500 Schedule SB, Line 22  
Description of Weighted Average Retirement Age  
EIN: 13- 1656633 Plan: 001

| (1)<br>Assumed<br>Retirement<br>Age | (2)<br>Expected<br>Number of<br>Actives | (3)<br>Probability<br>of<br>Retirement | (4)<br>Expected<br>Number of<br>Retirements | (5)<br>(1) * (4)<br>Weighted Avg.<br>Age of<br>Retirements |
|-------------------------------------|-----------------------------------------|----------------------------------------|---------------------------------------------|------------------------------------------------------------|
| 55                                  | 1,000                                   | 0.01                                   | 10                                          | 550                                                        |
| 56                                  | 990                                     | 0.01                                   | 10                                          | 554                                                        |
| 57                                  | 980                                     | 0.01                                   | 10                                          | 559                                                        |
| 58                                  | 970                                     | 0.01                                   | 10                                          | 563                                                        |
| 59                                  | 961                                     | 0.01                                   | 10                                          | 567                                                        |
| 60                                  | 951                                     | 0.03                                   | 29                                          | 1,712                                                      |
| 61                                  | 922                                     | 0.05                                   | 46                                          | 2,814                                                      |
| 62                                  | 876                                     | 0.10                                   | 88                                          | 5,433                                                      |
| 63                                  | 789                                     | 0.10                                   | 79                                          | 4,969                                                      |
| 64                                  | 710                                     | 0.10                                   | 71                                          | 4,543                                                      |
| 65                                  | 639                                     | 0.75                                   | 479                                         | 31,144                                                     |
| 66                                  | 160                                     | 0.75                                   | 120                                         | 7,906                                                      |
| 67                                  | 40                                      | 0.75                                   | 30                                          | 2,006                                                      |
| 68                                  | 10                                      | 0.75                                   | 7                                           | 509                                                        |
| 69                                  | 2                                       | 0.75                                   | 2                                           | 129                                                        |
| 70                                  | 1                                       | 1.00                                   | 1                                           | 44                                                         |
| Total                               |                                         |                                        | 1,000                                       | 64,001                                                     |

Weighted Avg. of Assumed Retirement Age =  
(Sum of column (5) / Sum of column (4))

64

Institute of Electrical and Electronics Engineers, Inc. Employees' Retirement Plan  
Attachment to 2024 IRS Form 5500 Schedule SB, Part V  
Summary of Plan Provisions  
EIN: 13- 1656633 Plan: 001

---

Eligibility Provisions for Membership:

- |                                           |                       |
|-------------------------------------------|-----------------------|
| (a) Minimum Age and Service Requirements: | Six months of service |
| (b) Maximum Age at Employment:            | None                  |

The Plan was amended in November, 2006 to freeze benefit accruals as of June 30, 2007. There are no new entrants after that date.

Retirement Dates:

- |              |                                                                                                           |
|--------------|-----------------------------------------------------------------------------------------------------------|
| (a) Normal   | First of month after the later of the participant's 65th birthday or completion of five years of service. |
| (b) Early    | First of any month after age 55 with 5 years of service but prior to age 65.                              |
| (c) Deferred | First of any month after normal retirement date.                                                          |

Final Average Earnings:

The five year average yearly earnings for five consecutive calendar years out of the last 10 calendar years through June 30, 2007 which give the largest average, or over the last 60 months through June 30, 2007, if greater.

Normal Retirement Benefits (equals (a) plus (b)):

(a) 1.5% of Average Compensation for the first 30 Years of Service through June 30, 2007 plus .5% of Average Compensation for Years of Service in excess of 30 years through June 30, 2007. Minimum benefit payable equal to accrued benefit at December 31, 1993 plus future accruals under normal plan formula.

(b) The amount that can be determined from the Member's Accumulated Contributions Account, if any.

Normal Form of Retirement Benefits:

- |                       |                             |
|-----------------------|-----------------------------|
| (a) Unmarried Member: | Five Years Certain and Life |
| (b) Married Member:   | Joint and 50% Survivor      |

Institute of Electrical and Electronics Engineers, Inc. Employees' Retirement Plan  
Attachment to 2024 IRS Form 5500 Schedule SB, Part V  
Summary of Plan Provisions  
EIN: 13- 1656633 Plan: 001

---

Optional Forms of Retirement Benefits:

- A: Joint and 100% Survivor
- B: Joint and 50% Survivor (with beneficiary other than spouse)
- C: 120 Months Certain and Continuous
- D: Life Only
- E: 180 Months Certain and Continuous
- F: Joint and 75% Survivor
- G: Joint and 66 2/3% Survivor
- H: Lump Sum

Any option chosen will be computed as being actuarially equivalent to the 60 months Certain and Continuous option. For Option H, the Applicable Mortality Table under IRC Section 417(e)(3)(B) and the Applicable Interest Rate under the IRC Section 417(e)(3)(C) as of the August preceding the payment year shall be used.

Early Retirement Benefits:

Determined in the same manner as the normal retirement benefit using service and earnings up to the member's early retirement date and reduced 1/4% per month for each month by which commencement of payments precedes the Normal Retirement Date.

Deferred Retirement Benefits:

Determined in the same manner as the normal retirement benefit using service and earnings up to the member's late retirement date.

Vesting Percentage:

|                                  |      |
|----------------------------------|------|
| (a) Less than 3 Years of Service | 0%   |
| (b) 3 Years of Service           | 33⅓% |
| (c) 4 Years of Service           | 66⅔% |
| (d) 5 Years of Service           | 100% |

Plan Freeze:

Benefit accruals were frozen as of June 30, 2007.

Institute of Electrical and Electronics Engineers, Inc. Employees' Retirement Plan  
Attachment to 2024 IRS Form 5500 Schedule SB, Part V  
Summary of Plan Provisions  
EIN: 13- 1656633 Plan: 001

---

Spouse Benefit

**Eligibility:** Death of an active married Member after completing three years of service or death of a terminated vested Member who has not commenced receipt of benefits and who has a Spouse at date of death. Spouse is a husband or wife of a Member who was legally married at the date of death.

**Benefit:** Death Prior to Age 55: 50% of the vested benefit that would have been payable to the Member or former Member, based on Credited Service to date of death or termination, had he retired at age 55 with the Joint and 50% Survivor option in effect. The benefit may commence when the deceased Member would have attained age 55.

Death After Age 55: If death occurs during active service or after termination but prior to benefit commencement, the surviving spouse will receive a monthly benefit equal to the amount that would have been payable had retirement, with the Joint and 50% Survivor option in effect, occurred on the day prior to death.

The Spouse can elect to have the actuarial equivalent of the benefit paid in a lump sum.

**Plan Changes Since Prior Valuation:** None.

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a) | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|-----|-----------------------------------------------------------------|----------------------------------|----------------------|-------------------------|
|     |                                                                 | <b>Common Stock</b>              |                      |                         |
|     | ABBOTT LABORATORIES                                             | Common Stock                     | \$ 24,907            | \$ 34,499               |
|     | ABBVIE INC                                                      | Common Stock                     | 15,816               | 15,993                  |
|     | ACCENTURE PLC                                                   | Common Stock                     | 19,356               | 66,840                  |
|     | ADOBE INC                                                       | Common Stock                     | 9,561                | 42,245                  |
|     | ALPHABET INC                                                    | Common Stock                     | 2,450                | 52,371                  |
|     | ALPHABET INC                                                    | Common Stock                     | 14,261               | 179,835                 |
|     | AMAZON.COM INC                                                  | Common Stock                     | 50,586               | 153,573                 |
|     | AMERIPRISE FINANCIAL INC                                        | Common Stock                     | 8,596                | 53,243                  |
|     | APPLE INC                                                       | Common Stock                     | 12,585               | 289,235                 |
|     | APPLIED MATERIALS INC                                           | Common Stock                     | 6,305                | 60,986                  |
|     | ARISTA NETWORKS INC                                             | Common Stock                     | 10,852               | 35,370                  |
|     | ATLASSIAN CORP                                                  | Common Stock                     | 21,705               | 42,592                  |
|     | AUTODESK INC                                                    | Common Stock                     | 17,089               | 35,468                  |
|     | BROADCOM INC                                                    | Common Stock                     | 5,590                | 208,656                 |
|     | CENTENE CORP                                                    | Common Stock                     | 20,207               | 14,539                  |
|     | CHENIERE ENERGY INC                                             | Common Stock                     | 23,765               | 38,677                  |
|     | CHUBB LTD                                                       | Common Stock                     | 15,160               | 30,393                  |
|     | CONOCOPHILLIPS                                                  | Common Stock                     | 44,468               | 45,618                  |
|     | CONSTELLATION BRANDS INC                                        | Common Stock                     | 26,355               | 30,940                  |
|     | DEXCOM INC                                                      | Common Stock                     | 24,106               | 28,386                  |
|     | DYNATRACE INC                                                   | Common Stock                     | 16,332               | 20,381                  |
|     | EATON CORP PLC                                                  | Common Stock                     | 19,179               | 19,912                  |
|     | ELI LILLY & CO                                                  | Common Stock                     | 46,542               | 42,460                  |
|     | FEDEX CORP                                                      | Common Stock                     | 25,121               | 32,353                  |
|     | GENERAL DYNAMICS CORP                                           | Common Stock                     | 16,938               | 19,762                  |
|     | GOLDMAN SACHS GROUP INC/THE                                     | Common Stock                     | 22,894               | 74,441                  |
|     | HOME DEPOT INC/THE                                              | Common Stock                     | 5,432                | 42,789                  |
|     | HONEYWELL INTERNATIONAL INC                                     | Common Stock                     | 8,843                | 28,236                  |
|     | INTUIT INC                                                      | Common Stock                     | 17,082               | 50,280                  |
|     | NOVO NORDISK A/S                                                | Common Stock                     | 19,530               | 13,763                  |
|     | INTUITIVE SURGICAL INC                                          | Common Stock                     | 20,694               | 27,664                  |
|     | JPMORGAN CHASE & CO                                             | Common Stock                     | 10,849               | 59,928                  |
|     | LINDE PLC                                                       | Common Stock                     | 23,957               | 37,680                  |
|     | LULULEMON ATHLETICA INC                                         | Common Stock                     | 19,886               | 26,769                  |
|     | MCDONALD'S CORP                                                 | Common Stock                     | 24,194               | 36,236                  |
|     | META PLATFORMS INC                                              | Common Stock                     | 64,301               | 90,169                  |
|     | MICROSOFT CORP                                                  | Common Stock                     | 18,591               | 210,750                 |
|     | MONDELEZ INTERNATIONAL INC                                      | Common Stock                     | 21,745               | 23,892                  |
|     | NETFLIX INC                                                     | Common Stock                     | 21,335               | 44,566                  |
|     | NEXTERA ENERGY INC                                              | Common Stock                     | 13,930               | 21,507                  |
|     | NORTHROP GRUMMAN CORP                                           | Common Stock                     | 14,984               | 18,772                  |
|     | NVIDIA CORP                                                     | Common Stock                     | 18,965               | 365,940                 |
|     | PALO ALTO NETWORKS INC                                          | Common Stock                     | 26,640               | 54,588                  |
|     | PARKER-HANNIFIN CORP                                            | Common Stock                     | 14,425               | 30,529                  |
|     | PEPSICO INC                                                     | Common Stock                     | 12,047               | 26,611                  |
|     | SALESFORCE INC                                                  | Common Stock                     | 28,318               | 75,224                  |
|     | SERVICENOW INC                                                  | Common Stock                     | 22,888               | 58,307                  |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a)                       | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment               | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|---------------------------|-----------------------------------------------------------------|------------------------------------------------|----------------------|-------------------------|
|                           |                                                                 | <b><u>Common Stock (continued)</u></b>         |                      |                         |
|                           | SHELL PLC                                                       | Common Stock                                   | \$ 14,656            | \$ 15,663               |
|                           | SHERWIN-WILLIAMS CO/THE                                         | Common Stock                                   | 11,553               | 35,693                  |
|                           | SIEMENS AG                                                      | Common Stock                                   | 31,585               | 39,051                  |
|                           | THERMO FISHER SCIENTIFIC INC                                    | Common Stock                                   | 8,016                | 41,618                  |
|                           | TJX COS INC/THE                                                 | Common Stock                                   | 11,989               | 50,136                  |
|                           | TRANE TECHNOLOGIES PLC                                          | Common Stock                                   | 5,879                | 35,088                  |
|                           | ULTA BEAUTY INC                                                 | Common Stock                                   | 8,867                | 15,222                  |
|                           | UNION PACIFIC CORP                                              | Common Stock                                   | 12,955               | 33,066                  |
|                           | UNITEDHEALTH GROUP INC                                          | Common Stock                                   | 32,030               | 85,995                  |
|                           | VERTIV HOLDINGS CO                                              | Common Stock                                   | 7,945                | 10,225                  |
|                           | VISA INC                                                        | Common Stock                                   | 11,294               | 64,787                  |
|                           | WASTE CONNECTIONS INC                                           | Common Stock                                   | 20,867               | 27,453                  |
|                           |                                                                 | Total Common Stock                             | <u>1,126,998</u>     | <u>3,466,965</u>        |
|                           |                                                                 | <b><u>Collective Trust Fund:</u></b>           |                      |                         |
| * Bank of New York Mellon |                                                                 | EB TEMP INV FVAR RT<br>12/31/2049 DD 04/02/10  | 5,776                | 5,776                   |
| * Bank of New York Mellon |                                                                 | EB TEMP INV FVAR RT<br>12/31/2049 DD 04/02/10  | 65,918               | 65,918                  |
| * Bank of New York Mellon |                                                                 | EB TEMP INV FVAR RT<br>12/31/2049 DD 04/02/10  | 218,419              | 218,419                 |
|                           |                                                                 | Total Collective Trust Funds                   | <u>290,113</u>       | <u>290,113</u>          |
|                           |                                                                 | <b><u>Asset Backed Securities</u></b>          |                      |                         |
| STORE MASTER FUNDING      |                                                                 | 1 A2 144A3.650% 11/20/2049<br>DD 11/13/19      | \$ 325,475           | \$ 273,057              |
| WENDY'S FUNDING           |                                                                 | L 1A A2II 144A4.080% 06/15/2049<br>DD 06/26/19 | 52,299               | 47,027                  |
| SBA TOWER TRUST 144A      |                                                                 | 144A2.593% 10/15/2056<br>DD 10/27/21           | 250,000              | 205,668                 |
| SUBWAY FUNDING LLC        |                                                                 | 1A A23 144A6.505% 07/30/2054<br>DD 06/20/24    | 104,000              | 106,742                 |
| SUBWAY FUNDING LLC        |                                                                 | 3A A23 144A5.914% 07/30/2054<br>DD 09/13/24    | 169,000              | 165,034                 |
|                           |                                                                 | Total Asset Backed Security                    | <u>900,774</u>       | <u>797,528</u>          |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a) | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|-----|-----------------------------------------------------------------|----------------------------------|----------------------|-------------------------|
|     |                                                                 | <b>Corporate Bonds</b>           |                      |                         |
|     | ABBV INC                                                        | 4.400% 11/06/2042 DD 05/06/13    | \$ 420,399           | \$ 377,968              |
|     | ABBV INC                                                        | 4.875% 11/14/2048 DD 09/18/18    | 115,969              | 89,921                  |
|     | ABBV INC                                                        | 5.400% 03/15/2054 DD 02/26/24    | 67,767               | 65,477                  |
|     | ALABAMA POWER CO                                                | 3.700% 12/01/2047 DD 11/08/17    | 352,928              | 246,527                 |
|     | AMAZON.COM INC                                                  | 3.250% 05/12/2061 DD 05/12/21    | 295,334              | 206,029                 |
|     | AMAZON.COM INC                                                  | 3.950% 04/13/2052 DD 04/13/22    | 178,252              | 141,385                 |
|     | AMERICAN ELECTRIC POWER CO INC                                  | 3.250% 03/01/2050 DD 03/05/20    | 99,829               | 64,324                  |
|     | AMGEN INC                                                       | 4.400% 05/01/2045 DD 05/01/15    | 306,782              | 224,127                 |
|     | AMGEN INC                                                       | 5.650% 03/02/2053 DD 03/02/23    | 195,230              | 186,174                 |
|     | AMPHENOL CORP                                                   | 5.375% 11/15/2054 DD 10/31/24    | 105,983              | 102,870                 |
|     | ANALOG DEVICES INC                                              | 2.950% 10/01/2051 DD 10/05/21    | 83,305               | 53,442                  |
|     | ANHEUSER-BUSCH COS LLC / ANHEU                                  | 4.900% 02/01/2046 DD 02/01/19    | 707,960              | 661,672                 |
|     | AON CORP / AON GLOBAL HOLDINGS                                  | 3.900% 02/28/2052 DD 02/28/22    | 179,245              | 133,795                 |
|     | APPLE INC                                                       | 3.850% 08/04/2046 DD 08/04/16    | 222,423              | 169,529                 |
|     | APPLE INC                                                       | 2.850% 08/05/2061 DD 08/05/21    | 145,826              | 87,653                  |
|     | APPLIED MATERIALS INC                                           | 4.350% 04/01/2047 DD 03/31/17    | 64,881               | 55,114                  |
|     | ARTHUR J GALLAGHER & CO                                         | 5.550% 02/15/2055 DD 12/19/24    | 134,158              | 130,302                 |
|     | AT&T INC                                                        | 3.500% 09/15/2053 DD 03/15/21    | 347,394              | 266,793                 |
|     | AT&T INC                                                        | 3.550% 09/15/2055 DD 03/15/21    | 261,824              | 215,232                 |
|     | AT&T INC                                                        | 3.800% 12/01/2057 DD 06/01/21    | 489,001              | 315,251                 |
|     | BALTIMORE GAS AND ELECTRIC CO                                   | 5.400% 06/01/2053 DD 05/10/23    | 160,921              | 153,565                 |
|     | BANK OF AMERICA CORP                                            | VAR RT 06/19/2041 DD 06/19/20    | 734,347              | 667,517                 |
|     | BERKSHIRE HATHAWAY ENERGY CO                                    | 4.450% 01/15/2049 DD 07/25/18    | 241,402              | 165,224                 |
|     | BERKSHIRE HATHAWAY ENERGY CO                                    | 6.125% 04/01/2036 DD 10/01/06    | 463,585              | 435,756                 |
|     | BERKSHIRE HATHAWAY FINANCE COR                                  | 4.250% 01/15/2049 DD 01/11/19    | 67,648               | 46,829                  |
|     | BERKSHIRE HATHAWAY FINANCE COR                                  | 3.850% 03/15/2052 DD 03/15/22    | 186,340              | 141,696                 |
|     | BLACKSTONE HOLDINGS FINAN 144A                                  | 6.250% 08/15/2042 DD 08/17/12    | 176,006              | 172,946                 |
|     | BOEING CO/THE                                                   | 3.750% 02/01/2050 DD 07/31/19    | 239,458              | 228,630                 |
|     | BP CAPITAL MARKETS AMERICA INC                                  | 3.379% 02/08/2061 DD 02/08/21    | 155,000              | 98,310                  |
|     | BRISTOL-MYERS SQUIBB CO                                         | 4.350% 11/15/2047 DD 05/15/20    | 210,432              | 144,634                 |
|     | BROADCOM INC 144A                                               | 3.750% 02/15/2051 DD 01/19/21    | 162,553              | 119,290                 |
|     | BROADCOM INC 144A                                               | 3.500% 02/15/2041 DD 01/19/21    | 112,840              | 89,064                  |
|     | BROOKFIELD FINANCE INC                                          | 5.968% 03/04/2054 DD 03/04/24    | 68,000               | 68,828                  |
|     | BURLINGTON NORTHERN SANTA FE L                                  | 5.750% 05/01/2040 DD 05/17/10    | 434,503              | 375,012                 |
|     | BURLINGTON NORTHERN SANTA FE L                                  | 4.450% 01/15/2053 DD 06/07/22    | 59,668               | 50,329                  |
|     | BURLINGTON NORTHERN SANTA FE L                                  | 5.500% 03/15/2055 DD 06/07/24    | 153,184              | 151,750                 |
|     | CAMERON LNG LLC 144A                                            | 3.701% 01/15/2039 DD 12/13/19    | 165,000              | 133,043                 |
|     | CARLYLE FINANCE LLC 144A                                        | 5.650% 09/15/2048 DD 09/14/18    | 26,977               | 25,648                  |
|     | CARLYLE HOLDINGS II FINAN 144A                                  | 5.625% 03/30/2043 DD 03/28/13    | 126,868              | 123,369                 |
|     | CATERPILLAR INC                                                 | 3.803% 08/15/2042 DD 08/15/12    | 262,488              | 195,187                 |
|     | CHARTER COMMUNICATIONS OPERATI                                  | 6.484% 10/23/2045 DD 10/23/16    | 526,989              | 416,130                 |
|     | CHARTER COMMUNICATIONS OPERATI                                  | 4.400% 12/01/2061 DD 06/02/21    | 201,810              | 134,754                 |
|     | CHUBB INA HOLDINGS LLC                                          | 6.700% 05/15/2036 DD 05/22/06    | 129,412              | 112,065                 |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a) | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment   | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|-----|-----------------------------------------------------------------|------------------------------------|----------------------|-------------------------|
|     |                                                                 | <b>Corporate Bonds (continued)</b> |                      |                         |
|     | CIGNA GROUP/THE                                                 | 4.800% 07/15/2046 DD 01/15/20      | \$ 300,340           | \$ 230,920              |
|     | CINCINNATI FINANCIAL CORP                                       | 6.125% 11/01/2034 DD 11/01/04      | 85,293               | 74,805                  |
|     | CISCO SYSTEMS INC                                               | 5.900% 02/15/2039 DD 02/17/09      | 240,742              | 190,305                 |
|     | CITIGROUP INC                                                   | 8.125% 07/15/2039 DD 07/23/09      | 59,345               | 61,751                  |
|     | CITIGROUP INC                                                   | 6.675% 09/13/2043 DD 09/13/13      | 351,837              | 298,811                 |
|     | CITIGROUP INC                                                   | VAR RT 04/24/2048 DD 04/25/17      | 73,550               | 57,185                  |
|     | CLEVELAND CLINIC FOUNDATION/TH                                  | 4.858% 01/01/2114 DD 09/18/14      | 84,000               | 69,950                  |
|     | COMCAST CORP                                                    | 4.049% 11/01/2052 DD 10/19/17      | 198,869              | 146,855                 |
|     | COMCAST CORP                                                    | 2.937% 11/01/2056 DD 05/01/22      | 306,803              | 182,839                 |
|     | COMCAST CORP                                                    | 2.987% 11/01/2063 DD 05/01/22      | 437,233              | 252,698                 |
|     | COMMONWEALTH EDISON CO                                          | 3.700% 03/01/2045 DD 03/02/15      | 64,000               | 48,890                  |
|     | CONNECTICUT LIGHT AND POWER CO                                  | 4.000% 04/01/2048 DD 03/28/18      | 153,035              | 102,064                 |
|     | CONOCOPHILLIPS CO                                               | 4.025% 03/15/2062 DD 09/15/22      | 299,472              | 222,108                 |
|     | CONSOLIDATED EDISON CO OF NEW                                   | 3.875% 06/15/2047 DD 06/08/17      | 89,667               | 68,690                  |
|     | CONSOLIDATED EDISON CO OF NEW                                   | 5.700% 05/15/2054 DD 05/09/24      | 114,475              | 112,580                 |
|     | CONSUMERS ENERGY CO                                             | 3.100% 08/15/2050 DD 09/03/19      | 179,920              | 152,866                 |
|     | CORNING INC                                                     | 5.850% 11/15/2068 DD 11/06/18      | 106,324              | 95,834                  |
|     | COX COMMUNICATIONS INC 144A                                     | 4.500% 06/30/2043 DD 05/01/13      | 139,499              | 112,102                 |
|     | CSL FINANCE PLC 144A                                            | 4.750% 04/27/2052 DD 04/27/22      | 145,163              | 138,205                 |
|     | CSX CORP                                                        | 4.900% 03/15/2055 DD 09/18/24      | 140,824              | 126,359                 |
|     | CUMMINS INC                                                     | 5.450% 02/20/2054 DD 02/20/24      | 104,775              | 102,337                 |
|     | CVS HEALTH CORP                                                 | 4.780% 03/25/2038 DD 03/09/18      | 205,258              | 159,990                 |
|     | CVS HEALTH CORP                                                 | 5.050% 03/25/2048 DD 03/09/18      | 234,439              | 195,456                 |
|     | CVS PASS-THROUGH TRUST 144A                                     | 5.926% 01/10/2034 DD 12/21/11      | 219,689              | 217,747                 |
|     | DEERE & CO                                                      | 2.875% 09/07/2049 DD 09/06/19      | 79,968               | 52,328                  |
|     | DEERE & CO                                                      | 3.750% 04/15/2050 DD 03/30/20      | 121,331              | 95,414                  |
|     | DIAMONDBACK ENERGY INC                                          | 4.250% 03/15/2052 DD 03/17/22      | 153,560              | 116,490                 |
|     | DIAMONDBACK ENERGY INC                                          | 5.750% 04/18/2054 DD 04/18/24      | 125,946              | 118,473                 |
|     | DISCOVERY COMMUNICATIONS LLC                                    | 5.000% 09/20/2037 DD 09/21/17      | 170,335              | 141,326                 |
|     | DOMINION ENERGY INC                                             | 5.250% 08/01/2033 DD 07/24/03      | 180,250              | 156,947                 |
|     | DOMINO'S PIZZA MA 1A A2II 144A                                  | 3.151% 04/25/2051 DD 04/16/21      | 70,993               | 62,087                  |
|     | DOMINO'S PIZZA MAST 1A A2 144A                                  | 3.668% 10/25/2049 DD 11/19/19      | 202,522              | 185,839                 |
|     | DUKE ENERGY CAROLINAS LLC                                       | 5.300% 02/15/2040 DD 11/19/09      | 549,475              | 430,760                 |
|     | DUKE ENERGY CORP                                                | 5.000% 08/15/2052 DD 08/11/22      | 97,591               | 85,658                  |
|     | DUKE ENERGY PROGRESS LLC                                        | 4.100% 03/15/2043 DD 03/12/13      | 285,883              | 235,570                 |
|     | ELEVANCE HEALTH INC                                             | 4.375% 12/01/2047 DD 11/21/17      | 272,562              | 222,939                 |
|     | ELEVANCE HEALTH INC                                             | 3.700% 09/15/2049 DD 09/09/19      | 54,664               | 39,233                  |
|     | ELEVANCE HEALTH INC                                             | 5.650% 06/15/2054 DD 05/30/24      | 125,490              | 120,922                 |
|     | ELI LILLY & CO                                                  | 5.100% 02/09/2064 DD 02/09/24      | 154,816              | 141,924                 |
|     | EMERSON ELECTRIC CO                                             | 2.800% 12/21/2051 DD 12/21/21      | 109,917              | 74,288                  |
|     | ENERGY TRANSFER LP                                              | 5.150% 02/01/2043 DD 01/22/13      | 143,577              | 132,405                 |
|     | ENERGY TRANSFER LP                                              | 5.000% 05/15/2050 DD 01/22/20      | 174,696              | 169,910                 |
|     | ENERGY TRANSFER LP                                              | 5.300% 04/01/2044 DD 04/03/14      | 152,224              | 134,289                 |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

|     | (b)                                                      | (c)                                | (d)           | (e)              |
|-----|----------------------------------------------------------|------------------------------------|---------------|------------------|
| (a) | Identity of Issue, Borrower,<br>Lessor, or Similar Party | Description of Investment          | Cost<br>Value | Current<br>Value |
|     |                                                          | <b>Corporate Bonds (continued)</b> |               |                  |
|     | ENTERPRISE PRODUCTS OPERATING                            | 5.700% 02/15/2042 DD 08/24/11      | \$ 409,586    | \$ 359,978       |
|     | EOG RESOURCES INC                                        | 5.650% 12/01/2054 DD 11/21/24      | 148,122       | 146,111          |
|     | EQUITABLE HOLDINGS INC                                   | 5.000% 04/20/2048 DD 10/20/18      | 68,701        | 60,659           |
|     | ESSEX PORTFOLIO LP                                       | 4.500% 03/15/2048 DD 03/08/18      | 70,001        | 58,008           |
|     | EXELON CORP                                              | 5.100% 06/15/2045 DD 12/15/15      | 443,401       | 315,382          |
|     | EXXON MOBIL CORP                                         | 4.327% 03/19/2050 DD 03/19/20      | 140,000       | 115,289          |
|     | EXXON MOBIL CORP                                         | 3.452% 04/15/2051 DD 04/15/20      | 296,164       | 186,046          |
|     | FIRSTENERGY TRANSMISSION 144A                            | 4.550% 04/01/2049 DD 03/28/19      | 99,821        | 83,829           |
|     | FLORIDA POWER & LIGHT CO                                 | 5.690% 03/01/2040 DD 02/09/10      | 284,786       | 232,804          |
|     | FLORIDA POWER & LIGHT CO                                 | 3.700% 12/01/2047 DD 11/16/17      | 122,107       | 91,570           |
|     | GATX CORP                                                | 3.100% 06/01/2051 DD 02/03/21      | 98,290        | 63,289           |
|     | GENERAL DYNAMICS CORP                                    | 4.250% 04/01/2050 DD 03/25/20      | 101,657       | 66,151           |
|     | GENERAL MOTORS CO                                        | 6.600% 04/01/2036 DD 02/23/16      | 119,069       | 103,946          |
|     | GOLDMAN SACHS GROUP INC/THE                              | 6.250% 02/01/2041 DD 01/28/11      | 335,645       | 303,345          |
|     | GOLDMAN SACHS GROUP INC/THE                              | VAR RT 04/22/2042 DD 04/22/21      | 62,407        | 62,020           |
|     | GOLDMAN SACHS GROUP INC/THE                              | 5.150% 05/22/2045 DD 05/22/15      | 181,811       | 168,818          |
|     | GOLDMAN SACHS GROUP INC/THE                              | VAR RT 10/31/2038 DD 10/31/17      | 76,766        | 81,322           |
|     | HCA INC                                                  | 5.125% 06/15/2039 DD 06/12/19      | 69,360        | 63,790           |
|     | HCA INC                                                  | 3.500% 07/15/2051 DD 06/30/21      | 108,861       | 101,076          |
|     | HOME DEPOT INC/THE                                       | 3.900% 06/15/2047 DD 06/05/17      | 186,947       | 122,131          |
|     | HOME DEPOT INC/THE                                       | 4.500% 12/06/2048 DD 12/06/18      | 49,151        | 42,762           |
|     | HONEYWELL INTERNATIONAL INC                              | 5.250% 03/01/2054 DD 03/01/24      | 263,406       | 247,666          |
|     | INTEL CORP                                               | 3.734% 12/08/2047 DD 06/08/18      | 92,750        | 59,420           |
|     | INTEL CORP                                               | 4.900% 08/05/2052 DD 08/05/22      | 85,825        | 68,003           |
|     | INTERCONTINENTAL EXCHANGE INC                            | 3.000% 06/15/2050 DD 05/26/20      | 60,218        | 38,225           |
|     | JPMORGAN CHASE & CO                                      | 6.400% 05/15/2038 DD 05/22/08      | 207,270       | 168,142          |
|     | JPMORGAN CHASE & CO                                      | VAR RT 07/24/2038 DD 07/24/17      | 236,260       | 204,926          |
|     | JPMORGAN CHASE & CO                                      | VAR RT 11/15/2048 DD 11/10/17      | 63,018        | 41,474           |
|     | JPMORGAN CHASE & CO                                      | VAR RT 01/23/2049 DD 01/23/18      | 30,487        | 31,563           |
|     | JPMORGAN CHASE & CO                                      | VAR RT 04/22/2035 DD 04/22/24      | 170,000       | 173,941          |
|     | KEYSPAN GAS EAST CORP 144A                               | 5.819% 04/01/2041 DD 03/31/11      | 322,142       | 251,844          |
|     | KINDER MORGAN INC                                        | 5.050% 02/15/2046 DD 02/26/15      | 323,421       | 282,861          |
|     | KKR GROUP FINANCE CO II L 144A                           | 5.500% 02/01/2043 DD 02/01/13      | 78,240        | 75,771           |
|     | KKR GROUP FINANCE CO III 144A                            | 5.125% 06/01/2044 DD 05/29/14      | 80,479        | 74,066           |
|     | KLA CORP                                                 | 5.000% 03/15/2049 DD 03/20/19      | 79,422        | 73,558           |
|     | KLA CORP                                                 | 4.950% 07/15/2052 DD 06/23/22      | 30,922        | 28,217           |
|     | KROGER CO/THE                                            | 4.450% 02/01/2047 DD 01/24/17      | 258,117       | 214,167          |
|     | L3HARRIS TECHNOLOGIES INC                                | 5.500% 08/15/2054 DD 08/02/24      | 190,396       | 185,676          |
|     | LAM RESEARCH CORP                                        | 2.875% 06/15/2050 DD 05/05/20      | 105,375       | 68,343           |
|     | LOCKHEED MARTIN CORP                                     | 4.700% 05/15/2046 DD 11/23/15      | 382,474       | 295,383          |
|     | LOWE'S COS INC                                           | 4.050% 05/03/2047 DD 05/03/17      | 268,283       | 209,806          |
|     | LOWE'S COS INC                                           | 5.800% 09/15/2062 DD 09/08/22      | 160,775       | 156,850          |
|     | LYB INTERNATIONAL FINANCE III                            | 4.200% 05/01/2050 DD 04/20/20      | 99,373        | 74,629           |
|     | MARATHON PETROLEUM CORP                                  | 6.500% 03/01/2041 DD 09/01/11      | 108,711       | 103,674          |
|     | MARKEL GROUP INC                                         | 5.000% 05/20/2049 DD 05/20/19      | 100,073       | 87,106           |
|     | MARKEL GROUP INC                                         | 6.000% 05/16/2054 DD 05/16/24      | 160,331       | 158,934          |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a) | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment   | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|-----|-----------------------------------------------------------------|------------------------------------|----------------------|-------------------------|
|     |                                                                 | <b>Corporate Bonds (continued)</b> |                      |                         |
|     | MARSH & MCLENNAN COS INC                                        | 4.900% 03/15/2049 DD 01/15/19      | \$ 149,840           | \$ 134,448              |
|     | MARSH & MCLENNAN COS INC                                        | 5.700% 09/15/2053 DD 09/11/23      | 127,807              | 127,480                 |
|     | MARTIN MARIETTA MATERIALS INC                                   | 5.500% 12/01/2054 DD 11/04/24      | 161,942              | 157,777                 |
|     | MASSACHUSETTS ELECTRIC CO 144A                                  | 5.900% 11/15/2039 DD 11/18/09      | 107,185              | 106,347                 |
|     | MCDONALD'S CORP                                                 | 4.450% 03/01/2047 DD 03/09/17      | 129,436              | 109,226                 |
|     | MCDONALD'S CORP                                                 | 3.625% 09/01/2049 DD 08/12/19      | 198,802              | 132,839                 |
|     | METLIFE INC                                                     | VAR RT 12/15/2044 DD 09/15/14      | 425,574              | 424,200                 |
|     | MICROSOFT CORP                                                  | 3.700% 08/08/2046 DD 08/08/16      | 194,293              | 164,240                 |
|     | MICROSOFT CORP                                                  | 3.041% 03/17/2062 DD 03/17/21      | 116,631              | 74,284                  |
|     | MIDAMERICAN ENERGY CO                                           | 5.300% 02/01/2055 DD 01/24/24      | 140,750              | 135,302                 |
|     | MOODY'S CORP                                                    | 4.875% 12/17/2048 DD 12/17/18      | 206,489              | 186,959                 |
|     | MORGAN STANLEY                                                  | 4.300% 01/27/2045 DD 01/27/15      | 275,251              | 197,998                 |
|     | MORGAN STANLEY                                                  | VAR RT 11/19/2055 DD 11/20/24      | 97,000               | 93,686                  |
|     | MPLX LP                                                         | 5.500% 02/15/2049 DD 11/15/18      | 132,342              | 124,119                 |
|     | NATIONWIDE MUTUAL INSURAN 144A                                  | 4.350% 04/30/2050 DD 04/30/20      | 127,702              | 95,854                  |
|     | NEW YORK AND PRESBYTERIAN HOSP                                  | 4.763% 08/01/2116 DD 06/28/16      | 143,475              | 103,608                 |
|     | NISOURCE INC                                                    | 3.950% 03/30/2048 DD 09/14/17      | 67,927               | 51,903                  |
|     | NNN REIT INC                                                    | 3.500% 04/15/2051 DD 03/10/21      | 152,105              | 104,957                 |
|     | NORFOLK SOUTHERN CORP                                           | 4.050% 08/15/2052 DD 02/15/18      | 343,501              | 246,701                 |
|     | NORFOLK SOUTHERN CORP                                           | 5.100% 08/01/2118 DD 08/02/18      | 77,849               | 66,372                  |
|     | NORTHERN STATES POWER COMM                                      | 6.250% 06/01/2036 DD 05/25/06      | 81,291               | 68,239                  |
|     | NORTHERN STATES POWER COMM                                      | 5.350% 11/01/2039 DD 11/17/09      | 153,370              | 117,943                 |
|     | NORTHROP GRUMMAN CORP                                           | 3.850% 04/15/2045 DD 02/06/15      | 261,512              | 203,460                 |
|     | NORTHROP GRUMMAN CORP                                           | 4.950% 03/15/2053 DD 02/08/23      | 62,956               | 59,000                  |
|     | OCCIDENTAL PETROLEUM CORP                                       | 0.000% 10/10/2036 DD 09/18/19      | 289,042              | 291,015                 |
|     | OCCIDENTAL PETROLEUM CORP                                       | 6.050% 10/01/2054 DD 07/26/24      | 58,481               | 55,979                  |
|     | ONCOR ELECTRIC DELIVERY CO LLC                                  | 5.300% 06/01/2042 DD 05/18/12      | 128,778              | 100,596                 |
|     | ONCOR ELECTRIC DELIVERY CO LLC                                  | 5.350% 10/01/2052 DD 04/01/21      | 169,082              | 98,705                  |
|     | ONCOR ELECTRIC DELIVERY CO LLC                                  | 4.950% 09/15/2052 DD 09/08/22      | 80,064               | 77,840                  |
|     | ORACLE CORP                                                     | 4.000% 07/15/2046 DD 07/07/16      | 212,935              | 157,932                 |
|     | ORACLE CORP                                                     | 4.000% 11/15/2047 DD 11/09/17      | 150,936              | 170,890                 |
|     | ORACLE CORP                                                     | 3.950% 03/25/2051 DD 03/24/21      | 281,538              | 207,567                 |
|     | PFIZER INC                                                      | 7.200% 03/15/2039 DD 03/24/09      | 154,547              | 128,629                 |
|     | PHILLIPS 66 CO                                                  | 4.680% 02/15/2045 DD 02/15/23      | 224,825              | 196,596                 |
|     | PPL ELECTRIC UTILITIES CORP                                     | 4.750% 07/15/2043 DD 07/11/13      | 187,943              | 144,897                 |
|     | PRUDENTIAL FINANCIAL INC                                        | 5.700% 12/14/2036 DD 12/14/06      | 333,313              | 328,608                 |
|     | PUBLIC SERVICE ELECTRIC AND GA                                  | 4.050% 05/01/2048 DD 05/04/18      | 187,933              | 127,339                 |
|     | RTX CORP                                                        | 4.350% 04/15/2047 DD 10/15/20      | 226,947              | 144,711                 |
|     | RTX CORP                                                        | 6.400% 03/15/2054 DD 11/08/23      | 70,734               | 77,346                  |
|     | RTX CORP                                                        | 4.500% 06/01/2042 DD 06/01/12      | 269,793              | 203,611                 |
|     | S&P GLOBAL INC                                                  | 3.700% 03/01/2052 DD 03/01/23      | 135,789              | 103,174                 |
|     | SEMPRA                                                          | 6.000% 10/15/2039 DD 10/08/09      | 390,089              | 308,984                 |
|     | SHELL FINANCE US INC                                            | 3.750% 09/12/2046 DD 09/12/24      | 61,069               | 55,656                  |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a)                                | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|------------------------------------|-----------------------------------------------------------------|----------------------------------|----------------------|-------------------------|
| <b>Corporate Bonds (continued)</b> |                                                                 |                                  |                      |                         |
|                                    | SIMON PROPERTY GROUP LP                                         | 4.250% 11/30/2046 DD 11/23/16    | \$ 208,966           | \$ 146,990              |
|                                    | SIMON PROPERTY GROUP LP                                         | 5.850% 03/08/2053 DD 03/08/23    | 231,908              | 236,120                 |
|                                    | SNAP-ON INC                                                     | 3.100% 05/01/2050 DD 04/30/20    | 141,022              | 132,570                 |
|                                    | TEXAS INSTRUMENTS INC                                           | 5.050% 05/18/2063 DD 05/18/23    | 129,909              | 118,252                 |
|                                    | T-MOBILE USA INC                                                | 3.300% 02/15/2051 DD 02/15/21    | 257,581              | 175,072                 |
|                                    | T-MOBILE USA INC                                                | 5.750% 01/15/2054 DD 05/11/23    | 188,235              | 185,061                 |
|                                    | TRANSCONTINENTAL GAS PIPE LINE                                  | 4.600% 03/15/2048 DD 09/15/18    | 119,131              | 99,840                  |
|                                    | TTX CO 144A                                                     | 4.600% 02/01/2049 DD 01/18/19    | 223,193              | 216,798                 |
|                                    | UBER TECHNOLOGIES INC                                           | 5.350% 09/15/2054 DD 09/09/24    | 116,460              | 107,870                 |
|                                    | UDR INC                                                         | 3.100% 11/01/2034 DD 10/11/19    | 79,646               | 65,170                  |
|                                    | UNION PACIFIC CORP                                              | 3.950% 08/15/2059 DD 08/05/19    | 255,675              | 184,246                 |
|                                    | UNITED PARCEL SERVICE INC                                       | 5.050% 03/03/2053 DD 02/27/23    | 130,316              | 120,287                 |
|                                    | UNITEDHEALTH GROUP INC                                          | 4.750% 05/15/2052 DD 05/20/22    | 132,794              | 115,011                 |
|                                    | UNITEDHEALTH GROUP INC                                          | 5.875% 02/15/2053 DD 10/28/22    | 39,992               | 35,144                  |
|                                    | UNITEDHEALTH GROUP INC                                          | 5.750% 07/15/2064 DD 07/25/24    | 237,559              | 233,062                 |
|                                    | VERISK ANALYTICS INC                                            | 3.625% 05/15/2050 DD 05/13/20    | 207,836              | 147,460                 |
|                                    | VERIZON COMMUNICATIONS INC                                      | 2.875% 11/20/2050 DD 11/20/20    | 207,812              | 149,528                 |
|                                    | VERIZON COMMUNICATIONS INC                                      | 3.700% 03/22/2061 DD 03/22/21    | 549,087              | 365,404                 |
|                                    | VIRGINIA ELECTRIC AND POWER CO                                  | 6.350% 11/30/2037 DD 12/04/07    | 315,523              | 251,213                 |
|                                    | VIRGINIA ELECTRIC AND POWER CO                                  | 5.350% 01/15/2054 DD 01/08/24    | 80,794               | 76,522                  |
|                                    | VISA INC                                                        | 2.000% 08/15/2050 DD 08/17/20    | 162,585              | 94,528                  |
|                                    | WALT DISNEY CO/THE                                              | 3.800% 05/13/2060 DD 05/13/20    | 228,672              | 166,641                 |
|                                    | WARNERMEDIA HOLDINGS INC                                        | 5.050% 03/15/2042 DD 03/15/23    | 172,000              | 138,542                 |
|                                    | WARNERMEDIA HOLDINGS INC                                        | 5.141% 03/15/2052 DD 03/15/23    | 143,714              | 146,322                 |
|                                    | WELLS FARGO & CO                                                | 3.900% 05/01/2045 DD 04/30/15    | 310,574              | 233,124                 |
|                                    | WELLS FARGO & CO                                                | VAR RT 04/04/2051 DD 03/30/20    | 111,435              | 106,670                 |
|                                    | XCEL ENERGY INC                                                 | 4.800% 09/15/2041 DD 09/12/11    | 290,999              | 229,343                 |
|                                    |                                                                 | Total Corporate Bonds            | <u>37,652,980</u>    | <u>30,927,688</u>       |
| <b>Municipal Bonds</b>             |                                                                 |                                  |                      |                         |
|                                    | CALIFORNIA ST HLTH FACS FING A                                  | 4.353% 06/01/2041 DD 04/07/22    | 195,000              | 173,006                 |
|                                    | CALIFORNIA ST                                                   | 7.500% 04/01/2034 DD 04/28/09    | 383,383              | 325,145                 |
|                                    | CHICAGO IL MET WTR RECLAMATION                                  | 5.720% 12/01/2038 DD 08/26/09    | 220,490              | 160,642                 |
|                                    | MICHIGAN ST UNIV REVENUES                                       | 4.165% 08/15/2122 DD 03/09/22    | 110,000              | 81,028                  |
|                                    | NEW YORK CITY NY TRANSITIONAL                                   | 5.572% 11/01/2038 DD 11/03/10    | 336,400              | 278,099                 |
|                                    | RUTGERS NJ ST UNIV                                              | 3.915% 05/01/2119 DD 09/16/19    | 91,000               | 61,741                  |
|                                    | TEXAS NATURAL GAS SECURITIZTN                                   | 5.169% 04/01/2041 DD 03/23/23    | 126,782              | 123,099                 |
|                                    | UNIV OF CALIFORNIA CARGTS MED                                   | 4.563% 05/15/2053 DD 05/11/22    | 125,000              | 107,671                 |
|                                    | UNIV OF CALIFORNIA REVENUES                                     | 4.767% 05/15/2115 DD 04/08/15    | 165,000              | 134,550                 |
|                                    |                                                                 | Total municipal bonds            | <u>1,753,055</u>     | <u>1,444,981</u>        |
| <b>Mutual Funds</b>                |                                                                 |                                  |                      |                         |
|                                    | DODGE & COX STOCK-I                                             | Mutual Fund                      | <u>2,042,402</u>     | <u>3,277,709</u>        |
|                                    |                                                                 | Total mutual funds               | <u>2,042,402</u>     | <u>3,277,709</u>        |

(Continued)

THE INSTITUTE OF ELECTRICAL AND  
ELECTRONICS ENGINEERS, INCORPORATED  
EMPLOYEES' RETIREMENT PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

|                                 |                                                                            |
|---------------------------------|----------------------------------------------------------------------------|
| Plan Sponsor:                   | <u>The Institute of Electrical and Electronics Engineers, Incorporated</u> |
| Employer Identification Number: | <u>13-1656633</u>                                                          |
| Plan Number:                    | <u>001</u>                                                                 |

| (a) | (b)<br>Identity of Issue, Borrower,<br>Lessor, or Similar Party | (c)<br>Description of Investment | (d)<br>Cost<br>Value | (e)<br>Current<br>Value |
|-----|-----------------------------------------------------------------|----------------------------------|----------------------|-------------------------|
|     |                                                                 | <b><u>Foreign Bonds</u></b>      |                      |                         |
|     | AIAGROUP LTD 144A                                               | 3.200% 09/16/2040 DD 09/16/20    | \$ 199,678           | \$ 149,254              |
|     | ANGLO AMERICAN CAPITAL PL 144A                                  | 4.750% 03/16/2052 DD 03/16/22    | 196,546              | 167,070                 |
|     | APTIV SWISS HOLDINGS LTD                                        | 5.400% 03/15/2049 DD 03/14/19    | 146,525              | 121,972                 |
|     | APTIV SWISS HOLDINGS LTD                                        | 3.100% 12/01/2051 DD 11/23/21    | 110,998              | 99,017                  |
|     | ASTRAZENECAPLC                                                  | 6.450% 09/15/2037 DD 09/12/07    | 142,339              | 108,629                 |
|     | BAE SYSTEMS PLC 144A                                            | 5.800% 10/11/2041 DD 10/11/11    | 208,906              | 211,504                 |
|     | BHP BILLITON FINANCE USA LTD                                    | 5.000% 09/30/2043 DD 09/30/13    | 177,031              | 140,277                 |
|     | CANADIAN NATIONAL RAILWAY CO                                    | 6.200% 06/01/2036 DD 05/31/06    | 245,991              | 192,697                 |
|     | CANADIAN NATURAL RESOURCES LTD                                  | 4.950% 06/01/2047 DD 05/30/17    | 150,169              | 128,751                 |
|     | CANADIAN PACIFIC RAILWAY CO                                     | 4.200% 11/15/2069 DD 04/19/23    | 108,100              | 98,517                  |
|     | CANADIAN PACIFIC RAILWAY CO                                     | 6.125% 09/15/2115 DD 09/11/15    | 129,407              | 127,286                 |
|     | GLENCORE FINANCE CANADAL 144A                                   | 6.000% 11/15/2041 DD 11/10/11    | 179,818              | 178,400                 |
|     | NXP BV / NXP FUNDING LLC / NXP                                  | 3.250% 05/11/2041 DD 05/11/22    | 138,961              | 102,348                 |
|     | RIO TINTO FINANCE USA LTD                                       | 5.200% 11/02/2040 DD 11/02/10    | 130,722              | 106,162                 |
|     | ROGERS COMMUNICATIONS INC                                       | 5.000% 03/15/2044 DD 03/10/14    | 305,100              | 265,941                 |
|     | ROGERS COMMUNICATIONS INC                                       | 4.550% 03/15/2052 DD 03/15/23    | 194,866              | 157,829                 |
|     | SHELL INTERNATIONAL FINANCE BV                                  | 6.375% 12/15/2038 DD 12/11/08    | 286,204              | 224,283                 |
|     | SIEMENS FINANCIERINGSMAAT 144A                                  | 4.400% 05/27/2045 DD 05/27/15    | 254,100              | 222,648                 |
|     | TAKEDAPHARMACEUTICAL CO LTD                                     | 3.025% 07/09/2040 DD 07/09/20    | 200,000              | 145,622                 |
|     | TRANSCANADA PIPELINES LTD                                       | 6.100% 06/01/2040 DD 06/01/10    | 203,765              | 171,856                 |
|     | XL GROUP LTD                                                    | 5.250% 12/15/2043 DD 11/21/13    | 157,020              | 134,510                 |
|     |                                                                 | Total foreign bonds              | <u>3,866,246</u>     | <u>3,254,573</u>        |
|     |                                                                 | <b><u>Government Bonds</u></b>   |                      |                         |
|     | MEXICO GOVERNMENT INTERNATIONA                                  | 6.400% 05/07/2054 DD 01/08/24    | 207,585              | 187,157                 |
|     | U S TREASURY BD PRIN STRIP                                      | 0.000% 08/15/2054 DD 08/15/24    | 62,582               | 57,750                  |
|     | U S TREASURY BOND                                               | 2.250% 08/15/2046 DD 08/15/16    | 742,751              | 667,742                 |
|     | U S TREASURY BOND                                               | 2.000% 08/15/2051 DD 08/15/21    | 3,541,397            | 1,974,415               |
|     | U S TREASURY BOND                                               | 1.750% 08/15/2041 DD 08/15/21    | 6,609,570            | 4,418,300               |
|     | U S TREASURY BOND                                               | 2.250% 02/15/2052 DD 02/15/22    | 214,663              | 202,852                 |
|     | U S TREASURY BOND                                               | 3.000% 08/15/2052 DD 08/15/22    | 1,144,883            | 991,101                 |
|     | U S TREASURY BOND                                               | 3.375% 08/15/2042 DD 08/15/22    | 1,027,045            | 961,068                 |
|     | U S TREASURY BOND                                               | 3.875% 05/15/2043 DD 05/15/23    | 725,730              | 685,465                 |
|     | U S TREASURY BOND                                               | 4.125% 08/15/2053 DD 08/15/23    | 654,800              | 624,505                 |
|     | U S TREASURY BOND                                               | 4.250% 02/15/2054 DD 02/15/24    | 1,519,365            | 1,452,076               |
|     | U S TREASURY BOND                                               | 4.500% 02/15/2044 DD 02/15/24    | 1,781,557            | 1,730,356               |
|     | U S TREASURY BOND                                               | 4.625% 05/15/2044 DD 05/15/24    | 194,876              | 185,360                 |
|     |                                                                 | Total government bonds           | <u>18,426,804</u>    | <u>14,138,147</u>       |
|     |                                                                 | Total investments                | <u>\$ 66,078,902</u> | <u>\$ 57,597,704</u>    |

\* Denotes party-in-interest.

See Independent Auditor's Report.