

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

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

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Part I Annual Report Identification Information

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

- A This return/report is for: [ ] a multiemployer plan [ ] a multiple-employer plan... [X] a single-employer plan [ ] a DFE... B This return/report is: [ ] the first return/report [ ] the final return/report... [X] an amended return/report [ ] a short plan year return/report... C If the plan is a collectively-bargained plan, check here... [ ] D Check box if filing under: [X] Form 5558 [ ] automatic extension [ ] the DFVC program... [ ] special extension... E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here... [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan: RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION
1b Three-digit plan number (PN): 001
1c Effective date of plan: 07/01/1973
2a Plan sponsor's name (employer, if for a single-employer plan): DEVON ENERGY CORPORATION
2b Employer Identification Number (EIN): 73-1567067
2c Plan Sponsor's telephone number: 405-235-3611
2d Business code (see instructions): 211120

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

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

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes entries for TANA CASHION (JAMES.TOBEY@DVN.COM) dated 10/14/2025.

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

Form 5500 (2024) v. 240311

<b>3a</b> Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor  BENEFITS COMMITTEE C/O DEVON ENERGY CORPORATION 333 WEST SHERIDAN AVENUE OKLAHOMA CITY, OK 73102-5010	<b>3b</b> Administrator's EIN 73-1567067  <b>3c</b> Administrator's telephone number 405-235-3611
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<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN  <b>4d</b> PN
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<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	1635
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<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).		
<b>6a(1)</b> Total number of active participants at the beginning of the plan year .....	<b>6a(1)</b>	155
<b>6a(2)</b> Total number of active participants at the end of the plan year .....	<b>6a(2)</b>	147
<b>b</b> Retired or separated participants receiving benefits .....	<b>6b</b>	1051
<b>c</b> Other retired or separated participants entitled to future benefits .....	<b>6c</b>	295
<b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....	<b>6d</b>	1493
<b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....	<b>6e</b>	125
<b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....	<b>6f</b>	1618
<b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....	<b>6g(1)</b>	
<b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....	<b>6g(2)</b>	0
<b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<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>	
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**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) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	<b>9b</b> Plan benefit arrangement (check all that apply) (1) <input checked="" type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

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

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

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

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

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

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

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<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

<b>A</b> Name of plan <u>RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>DEVON ENERGY CORPORATION</u>	<b>D</b> Employer Identification Number (EIN) <u>73-1567067</u>	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	<u>476037772</u>
	<b>b</b> Actuarial value .....	<b>2b</b>	<u>523641549</u>
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	<u>1165</u>	<u>422317585</u>
	<b>b</b> For terminated vested participants .....	<u>339</u>	<u>38807873</u>
	<b>c</b> For active participants .....	<u>155</u>	<u>26265167</u>
	<b>d</b> Total .....	<u>1659</u>	<u>487390625</u>
<b>4</b>	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>	
	<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor .....	<b>4b</b>	
<b>5</b>	Effective interest rate .....	<b>5</b>	<u>5.07 %</u>
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>0</u>
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>1495000</u>
	<b>c</b> Target normal cost .....	<b>6c</b>	<u>1495000</u>

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

<b>SIGN HERE</b>			
	Signature of actuary	<u>10/01/2025</u>	Date
	<u>MICHAEL J BOLOGNA</u>	<u>23-06676</u>	Most recent enrollment number
	<u>WILLIS TOWERS WATSON US LLC</u>	<u>713-754-5400</u>	Telephone number (including area code)
	<u>811 LOUISIANA STREET SUITE 2200 HOUSTON, TX 77002</u>		
	Address of the firm		

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

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	128571959
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	12632964
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	115938995
<b>10</b>	Interest on line 9 using prior year's actual return of <u>7.87</u> % .....	0	9124399
<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>5.20</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 .....		0
<b>12</b>	Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....	0	125063394

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	81.61 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	107.22 %
<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>	80.01 %
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

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

**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
0	0	0	0

<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>			
<b>21</b> Discount rate:			
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	<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> 63
<b>23</b> Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

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

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

<b>Part VIII Minimum Required Contribution For Current Year</b>			
<b>31</b> Target normal cost and excess assets (see instructions):			
<b>a</b> Target normal cost (line 6c) .....			<b>31a</b> 1495000
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....			<b>31b</b> 0
<b>32</b> Amortization installments:	Outstanding Balance	Installment	
<b>a</b> Net shortfall amortization installment .....	89764879	10067676	
<b>b</b> Waiver amortization installment .....	0	0	
<b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount .....			<b>33</b>
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....			<b>34</b> 11562676
	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement .....	0	11562676	11562676
<b>36</b> Additional cash requirement (line 34 minus line 35) .....			<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....			<b>37</b> 0
<b>38</b> Present value of excess contributions for current year (see instructions)			
<b>a</b> Total (excess, if any, of line 37 over line 36)			<b>38a</b> 0
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....			<b>38b</b> 0
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....			<b>39</b> 0
<b>40</b> Unpaid minimum required contributions for all years .....			<b>40</b> 0

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

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

<b>A</b> Name of plan <b>RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>DEVON ENERGY CORPORATION</b>	<b>D</b> Employer Identification Number (EIN) <b>73-1567067</b>	

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

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

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

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

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

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

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

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

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

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	251403	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)

NISA INVESTMENT ADVISORS

48-1140940

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	219137	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)

WILSHIRE ASSOCIATES INC

95-2755361

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	NONE	203974	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

THE BANK OF NEW YORK MELLON

13-5160382

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 52	NONE	172354	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

LEGAL & GENERAL INVESTMENT

20-8058531

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	112403	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)

MORGAN, LEWIS & BOCKIUS, LLP

23-0891050

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	81018	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

CURCIO WEBB LLC

36-4171366

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	80873	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)

GRANT THORNTON, LLP

36-6055558

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	68250	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)

BLACKROCK INSTITUTIONAL TRUST CO.

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 24 28 50 51	NONE	8863	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	4578	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

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

GOLDMAN SACHS ASSET MANAGEMENT LP

13-3575636

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 56	NONE	317480	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

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

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

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

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

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

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

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

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

<b>Part III</b>	<b>Termination Information on Accountants and Enrolled Actuaries (see instructions)</b> (complete as many entries as needed)
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<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

<b>A</b> Name of plan <u>RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION</u>	<b>B</b> Three-digit plan number (PN)	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>DEVON ENERGY CORPORATION</u>	<b>D</b> Employer Identification Number (EIN) <u>73-1567067</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<u>COLLECTIVE TRUST - BANK OF NEW YORK</u>		
<b>b</b> Name of sponsor of entity listed in (a):	<u>THE BANK OF NEW YORK MELLON</u>		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
<u>25-6078093-023</u>	<u>C</u>		<u>41991006</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:			
<b>b</b> Name of sponsor of entity listed in (a):			
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:			
<b>b</b> Name of sponsor of entity listed in (a):			
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:			
<b>b</b> Name of sponsor of entity listed in (a):			
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:			
<b>b</b> Name of sponsor of entity listed in (a):			
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:			
<b>b</b> Name of sponsor of entity listed in (a):			
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>DEVON ENERGY CORPORATION</b>	<b>D</b> Employer Identification Number (EIN) <b>73-1567067</b>

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

		(a) Beginning of Year	(b) End of Year
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	0	0
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	0	0
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	0	0
<b>(3)</b> Other .....	<b>1b(3)</b>	4800683	15638490
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	0	0
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	29833278	20512038
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>	0	87790835
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	362159491	135357512
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>	0	0
<b>(B)</b> Common .....	<b>1c(4)(B)</b>	0	0
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>	0	0
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>	0	0
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>	0	0
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	0	0
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	57434082	41991006
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	0	0
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>	0	0
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>	0	0
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	0	125358378
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	0	0
<b>(15)</b> Other .....	<b>1c(15)</b>	26128524	8226331

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>	0	0
(2) Employer real property.....	<b>1d(2)</b>	0	0
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>	0	0
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	480356058	434874590
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>	0	0
<b>h</b> Operating payables.....	<b>1h</b>	322801	254198
<b>i</b> Acquisition indebtedness.....	<b>1i</b>	0	0
<b>j</b> Other liabilities.....	<b>1j</b>	4318286	303681
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	4641087	557879
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	475714971	434316711

**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: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>		
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>		
<b>(C)</b> 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>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		0
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>	116939	
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>	730570	
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>	13435130	
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>		
<b>(F)</b> Other.....	<b>2b(1)(F)</b>	2478321	
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		16760960
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>		
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	2216908	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		2216908
<b>(3)</b> Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>	827351137	
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>	845037540	
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		-17686403
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>	-9292776	
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	2b(6)		4400907
(7) Net investment gain (loss) from pooled separate accounts .....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts .....	2b(8)		2614510
(9) Net investment gain (loss) from 103-12 investment entities .....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	2b(10)		
<b>c</b> Other income .....	2c		75930
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total.....	2d		-909964

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	38300124	
(2) To insurance carriers for the provision of benefits .....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3) .....	2e(4)		38300124
<b>f</b> Corrective distributions (see instructions) .....	2f		
<b>g</b> Certain deemed distributions of participant loans (see instructions).....	2g		
<b>h</b> Interest expense.....	2h		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	2i(1)		
(2) Contract administrator fees .....	2i(2)	116140	
(3) Recordkeeping fees .....	2i(3)		
(4) IQPA audit fees .....	2i(4)	68250	
(5) Investment advisory and investment management fees .....	2i(5)	861857	
(6) Bank or trust company trustee/custodial fees .....	2i(6)	172354	
(7) Actuarial fees .....	2i(7)	135263	
(8) Legal fees .....	2i(8)	81018	
(9) Valuation/appraisal fees .....	2i(9)		
(10) Other trustee fees and expenses .....	2i(10)	753290	
(11) Other expenses.....	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11) .....	2i(12)		2188172
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total.....	2j		40488296

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line 2j from line 2d.....	2k		-41398260
<b>l</b> Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan .....	2l(2)		

**Part III Accountant's Opinion**

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

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

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

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

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

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

(1) Name: GRANT THORNTON LLP

(2) EIN: 36-6055558

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

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

**Part IV Compliance Questions**

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

During the plan year:

	Yes	No	Amount
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
<b>e</b> Was this plan covered by a fidelity bond?	X		10000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
<b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 589453.

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

<b>A</b> Name of plan <u>RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>DEVON ENERGY CORPORATION</u>	<b>D</b> Employer Identification Number (EIN) <u>73-1567067</u>	

<b>Part I</b>	<b>Distributions</b>
---------------	----------------------

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

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

1	0
---	---

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
 EIN(s): 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	3
---	---

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

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

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

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

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

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

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

<b>Part III</b>	<b>Amendments</b>
-----------------	-------------------

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

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

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

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

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

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

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

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

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

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

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

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

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

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

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

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

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

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**a** Enter the percentage of plan assets held as:  
 Public Equity: 20.0 % Private Equity: \_\_\_\_\_ % Investment-Grade Debt and Interest Rate Hedging Assets: 72.4 %  
 High-Yield Debt: \_\_\_\_\_ % Real Assets: 3.3 % Cash or Cash Equivalents: 4.3 % 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 \_\_\_\_\_.

<p><b>Structured Attachment</b></p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: small;">Pension Benefit Guaranty Corporation</p>	<p><b>Schedule SB, line 26a</b></p> <p><b>Schedule of Active Participant Data</b></p>	<p><b>2024</b></p> <hr/> <p>This Form is Open to Public Inspection</p>
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<b>Name of Plan</b>	RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION						
<b>Plan Year Begin Date</b>	01/01/2024	<b>Plan Year End Date</b>	12/31/2024	<b>EIN</b>	73-1567067	<b>PN</b>	001

Attained Age	YEARS OF CREDITED SERVICE					
	Under 1			1 to 4		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39				6		
40 to 44				25		
45 to 49				19		
50 to 54				6		
55 to 59				6		
60 to 64				1		
65 to 69						
70 & Up						

Attained Age	YEARS OF CREDITED SERVICE					
	5 to 9			10 to 14		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44	8			4		
45 to 49	14			5		
50 to 54	2			6		
55 to 59	3			2		
60 to 64				2		
65 to 69	1					
70 & Up						

<b>Name of Plan</b>	RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION						
<b>Plan Year Begin Date</b>	01/01/2024	<b>Plan Year End Date</b>	12/31/2024	<b>EIN</b>	73-1567067	<b>PN</b>	001

Attained Age	YEARS OF CREDITED SERVICE					
	15 to 19			20 to 24		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39	1					
40 to 44	3					
45 to 49	5					
50 to 54	10			3		
55 to 59	3			2		
60 to 64	6			5		
65 to 69	1					
70 & Up						

Attained Age	YEARS OF CREDITED SERVICE					
	25 to 29			30 to 34		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49						
50 to 54	1					
55 to 59	1					
60 to 64	1			2		
65 to 69						
70 & Up						

<b>Name of Plan</b>	RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION						
<b>Plan Year Begin Date</b>	01/01/2024	<b>Plan Year End Date</b>	12/31/2024	<b>EIN</b>	73-1567067	<b>PN</b>	001

Attained Age	YEARS OF CREDITED SERVICE					
	35 to 39			40 & Up		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49						
50 to 54						
55 to 59						
60 to 64	1					
65 to 69						
70 & Up						

Financial statements and report of independent certified  
public accountants

**Retirement Plan for Employees of  
Devon Energy Corporation**

December 31, 2024 and 2023

**Retirement Plan for Employees of Devon Energy Corporation**  
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**GRANT THORNTON LLP**

211 N. Robinson Ave., Suite 1200  
Oklahoma City, OK 73102

**D** +1 405 218 2800  
**F** +1 405 218 2801

**REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS**

Trustees  
Retirement Plan for Employees of Devon Energy Corporation

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

We have performed audits of the financial statements of Retirement Plan for Employees of Devon Energy Corporation (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related 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 7 to the financial statements, is complete and accurate.

**Opinion**

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

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

**Basis for opinion**

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

**Responsibilities of management for the financial statements**

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

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

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

**Auditor's responsibilities for the audit of the financial statements**

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

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

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

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

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

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

**Other matter - supplemental schedules required by ERISA**

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

*Grant Thornton LLP*

Oklahoma City, Oklahoma  
October 14, 2025

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

	December 31,	
	2024	2023
<b>ASSETS</b>		
Investments, at fair value	\$ 419,236,100	\$ 475,555,375
Due from broker for investment securities sold	12,264,511	-
Accrued interest and dividends receivable	3,373,979	4,800,683
Total assets	434,874,590	480,356,058
<b>LIABILITIES</b>		
Due to broker for investment securities purchased	254,198	4,318,286
Plan administrative fees payable	303,681	322,801
Total liabilities	557,879	4,641,087
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	<b>\$ 434,316,711</b>	<b>\$ 475,714,971</b>

See accompanying notes to financial statements.

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

	December 31,	
	2024	2023
Additions:		
Investment income (loss):		
Net (depreciation) appreciation in fair value of instruments	\$ (19,963,762)	\$ 19,156,613
Interest and dividends	19,053,798	17,905,282
Net investment (loss) income	(909,964)	37,061,895
Deductions:		
Pension benefits paid to participants	38,300,124	40,216,505
Trustee and management expenses	2,188,172	2,680,185
Total deductions	40,488,296	42,896,690
Net decrease	(41,398,260)	(5,834,795)
Net assets available for benefits:		
Beginning of year	475,714,971	481,549,766
End of year	\$ 434,316,711	\$ 475,714,971

See accompanying notes to financial statements.

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**1. Description of Plan**

The following brief description of the Retirement Plan for Employees of Devon Energy Corporation (the Plan) is provided for general information purposes only. Participants should refer to the plan document for more complete information.

***General***

The Plan is a defined benefit pension plan, covering certain employees of Devon Energy Corporation (Devon) and is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

In the second quarter of 2007, Devon made the decision to move to a defined contribution approach for its retirement plans to be effective January 1, 2008. Employees hired prior to October 1, 2007, elected to either continue to participate in the Plan or participate in the enhanced defined contribution plan. Employees who elected to continue participating in the Plan continued to accrue benefits under the existing provisions of the Plan. Employees who elected to participate in the defined contribution plan retained the benefits that they accrued under the Plan as of December 31, 2007, after all applicable vesting requirements have been met. Employees hired on or after October 1, 2007, were not eligible to participate in the Plan.

In the third quarter of 2020, Devon announced a reorganization of its organizational structure and operations to better position itself to be competitive for the long-term and further reduce recurring costs. As a result, Devon approved a freeze of all future benefit accruals under the Plan, effective December 31, 2020.

The Bank of New York Mellon (the Trustee) serves as the Trustee of the Plan. The plan administrator, who is under the general supervision of the senior executive officers of Devon (Executive Committee), has appointed the Trustee. Under the terms of an agreement between the Trustee and the Plan, the Trustee manages the activities of the trust fund of the Plan, including receiving, investing and holding plan assets, pursuant to the instructions of the investment managers. The Trustee is also responsible for maintaining custody of the Plan's assets and payment of benefits to participants at the direction of the plan administrator.

In July 2024, plan asset management was transferred to the investment advisory firm Goldman Sachs Asset Management Co. Prior to the transfer, the plan assets are co-managed by the investment advisory firms of Legal & General Investment Management America Inc: NISA Investment Advisors, LLC.; and BlackRock Institutional Trust Company, N.A.

***Eligibility***

Prior to October 1, 2007, employees must have been at least 21 years old with at least 1,000 hours of credited service during the previous 12 months to participate in the Plan.

***Vesting***

The Plan provides for 100% vesting upon the completion of five years of credited service.

***Benefits***

The Plan permits early retirement if the employee is at least 55 years of age and has completed 10 years of service. Benefits payable under the Plan are limited in certain circumstances and are reduced for early retirement of a participant. Special provisions apply in the event of death, termination of employment, or permanent and total disability of a participant. The Plan also provides for joint and survivor payment alternatives and lump sum distributions.

**2. Summary of Significant Accounting Policies**

The following are the significant accounting policies followed by the Plan in preparing the accompanying financial statements.

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

***Basis of Presentation***

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

***Use of Estimates***

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

***Investment Valuation and Income Recognition***

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

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

***Payment of Benefits***

Benefit payments to participants are recorded upon distribution.

***Administrative Expenses***

The Plan's expenses are paid either by the Plan or Devon, as provided by the plan document. Expenses that are paid directly by Devon are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. In addition, certain investment related expenses are included in net appreciation (depreciation) of fair value of investments presented in the accompanying statement of changes in net assets available for benefits.

**3. Actuarial Present Value of Accumulated Plan Benefits**

The following is a summary of the actuarial present value of accumulated plan benefits as of December 31:

	2024	2023
Vested benefits:		
Participants currently receiving payments	\$ 379,728,801	\$ 392,373,150
Active participants not receiving benefits (1)	21,543,040	25,869,109
Participants with deferred benefits (1)	30,667,281	40,551,626
Total vested benefits	431,939,122	458,793,885
Nonvested benefits	914,545	767,574
Total actuarial present value of accumulated plan benefits	\$ 432,853,667	\$ 459,561,459

(1) Certain amounts in the 2023 financial statements have been reclassified to conform to the 2024 presentation.

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

Changes in the actuarial present value of accumulated plan benefits during 2024 and 2023 are as follows:

	2024	2023
Actuarial present value of accumulated plan benefits, beginning of year	\$ 459,561,459	\$ 457,352,520
Actuarial losses/(gains)	910,357	(20,515)
Interest due to the decrease in the discount period	25,451,302	27,048,809
Benefits paid	(38,300,124)	(40,216,505)
Assumption changes	(14,769,327)	15,397,150
Actuarial present value of accumulated plan benefits, end of year	<u>\$ 432,853,667</u>	<u>\$ 459,561,459</u>

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

The actuarial present value of accumulated plan benefits, as determined by Willis Towers Watson US LLC, is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment. The significant actuarial assumptions used in the valuations were a graduated retirement age assumption starting at 5% for ages 55 - 60 and ending at 100% for age 70 for 2024 and 2023, discount rate of 6.20% and 5.80% for 2024 and 2023, respectively, and an inflation rate of 2.5% for 2024 and 2023. The mortality assumption used for 2024 and 2023 was the Pri-2012 mortality table with improvement Scale MP-2021. The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated Plan benefits.

#### 4. Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification® (ASC) 820, Fair Value Measurements and Disclosures, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described below:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices of identical assets or liabilities in active markets that the Plan can 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; inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified contractual term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

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

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

Mutual funds – Investment funds are determined by obtaining quoted prices on nationally recognized securities exchanges

Collective short-term investment fund - Valued at NAV, generally at \$1, which is the value at which unit purchases and redemptions are transacted. The NAV is used as a practical expedient to estimate fair value. The practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV.

Bonds and U.S. government securities - Certain fixed-income securities are valued at the closing price reported in the active market in which the security is traded. Corporate bonds and other fixed income securities are valued based on yields currently available on comparable securities of issuers with similar credit ratings.

Commingled funds – Valued at NAV, which is the fair value of the commingled fund’s underlying investments using information provided by the investment advisor. The NAV is used as a practical expedient to estimate fair value. The practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV.

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

The following table sets forth by level, within the fair value hierarchy, the Plan’s investments at fair value as of December 31, none of the items below are measured using Level 3 inputs.

	<b>2024</b>		
	<u>Level 1</u>	<u>Level 2</u>	<u>Total</u>
Mutual funds	\$ 125,358,378	\$ -	\$ 125,358,378
Bonds	-	231,374,678	231,374,678
U.S. government securities	20,071,211	440,827	20,512,038
Total assets in the fair value hierarchy	<u>\$ 145,429,589</u>	<u>\$ 231,815,505</u>	377,245,094
Investments measured at net asset value			41,991,006
Investments at fair value			<u>\$ 419,236,100</u>
			<b>2023</b>
	<u>Level 1</u>	<u>Level 2</u>	<u>Total</u>
Bonds	\$ -	\$ 388,288,015	\$ 388,288,015
U.S. government securities	29,833,278	-	29,833,278
Total assets in the fair value hierarchy	<u>\$ 29,833,278</u>	<u>\$ 388,288,015</u>	418,121,293
Investments measured at net asset value			57,434,082
Investments at fair value			<u>\$ 475,555,375</u>

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2024 and 2023, respectively.

December 31, 2024	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective-Short Term Investment Fund	\$ 41,991,006	None	Daily	None
Total	<u>\$ 41,991,006</u>			

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

December 31, 2023	Fair Value	Unfunded Commitments		Redemption Notice Period
Commingled Funds -Global Equity	\$ 44,304,382	None	Daily	None
Collective-Short Term Investment Fund	13,129,700	None	Daily	None
Total	<u>\$ 57,434,082</u>			

**5. Funding Policy**

Devon’s funding policy is to make annual contributions to the Plan in amounts sufficient to meet the minimum funding requirements of ERISA and to accumulate sufficient assets to provide for all benefits earned to date. Devon is in compliance with the minimum funding requirements of ERISA.

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

**6. Plan Termination**

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

- Annuity benefits former employees or their beneficiaries have been receiving, or have been eligible to receive, for at least three years prior to the date of termination.
- Other vested benefits guaranteed and insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to the applicable limitations.
- All other vested benefits not insured by the PBGC.
- Nonvested benefits provided under the Plan.

Any excess funds shall revert to Devon.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor’s pensions.

However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan’s termination.

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 Devon and the level of benefits guaranteed by the PBGC.

**7. Trustee Certification**

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

- Investments at fair value and accrued interest and dividends, as shown in the statements of net assets available for benefits as of December 31, 2024 and 2023
- Investment income (loss) and related investment activity, as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2024.
- Schedule H, line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024
- Schedule H, part IV, line 4(j) - Schedule of Reportable Transactions for the year ended December 31, 2024.

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**8. Tax Status**

The Internal Revenue Service has determined and informed Devon by an updated letter dated July 8, 2014, that the Plan and related trusts are designed in accordance with applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, the plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements as of December 31, 2024 and 2023.

The Plan is subject to routine audits or examinations by applicable taxing authorities; however, there are currently no such audits or examinations by any taxing authorities in process for any tax periods.

**9. Risks and Uncertainties**

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

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

**10. Related Party and Party-in-Interest Transactions**

Certain of the Plan investments are accounts managed by The Bank of New York Mellon. The Bank of New York Mellon is the trustee as defined by the Plan; therefore, these transactions qualify as party-in-interest transactions.

**11. Adjusted Funding Target Attainment Percentage (AFTAP)**

American Rescue Plan Act (ARPA) of 2022 replaces the Pension Protection Act's (PPA) 7-year shortfall amortization installments with a "fresh start" 15-year amortization and also revises PPA's interest rate stabilization provisions in a manner that will increase interest rates used in near-term funding valuations and benefit restrictions determination. Devon elected to adopt both provisions starting with the 2020 plan year. The Plan's AFTAP as of December 31, 2024 and 2023 was certified by the actuary to be 107.22% and 105.62%, respectively. For 2024 and 2023, the Plan was not subject to any of the limitations under the Pension Protection Act of 2006 because its AFTAP was above 80%.

**12. Subsequent Events**

Management has evaluated events and transactions that occurred subsequent to December 31, 2024, through October 14, 2025, the date these financial statements were available to be issued for potential recognition or disclosure in these financial statements.

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**EIN/PN: 73-1567067/001**  
**SCHEDULE H, LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**DECEMBER 31, 2024**

(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value
GOLDMAN SACHS	MM REAL ASSETS STRATEGY	1,487,279	14,292,750
GOLDMAN SACHS	GLOBAL EQUITY	3,310,549	38,236,842
GOLDMAN SACHS	MM NON-CORE FIXED INCOME	2,194,817	16,395,282
GOLDMAN SACHS	CORE PLUS FIXED INCOME	573,740	8,072,518
GOLDMAN SACHS	MGD BETA GLOBAL EQUITY	3,221,953	48,200,416
ISHARES MSCI JAPAN ETF	EQUITY FUNDS	2,393	160,570
Total Mutual Funds		127,886,866	125,358,378
7-ELEVEN INC 144A	2.500% 02/10/2041 DD 02/10/21	400,000	257,940
AEP TRANSMISSION CO LLC	3.750% 12/01/2047 DD 09/28/17	70,000	51,989
AERCAP IRELAND CAPITAL DAC / A	6.500% 07/15/2025 DD 06/08/20	200,000	201,294
AERCAP IRELAND CAPITAL DAC / A	3.000% 10/29/2028 DD 10/29/21	1,500,000	1,388,610
AGREE LP	2.900% 10/01/2030 DD 08/17/20	325,000	287,960
AIR LEASE CORP	2.300% 02/01/2025 DD 01/14/20	325,000	324,201
AIR LEASE CORP	2.100% 09/01/2028 DD 08/18/21	575,000	518,472
AIR LEASE CORP	5.200% 07/15/2031 DD 06/25/24	175,000	172,877
ALCON FINANCE CORP 144A	3.000% 09/23/2029 DD 09/23/19	225,000	206,282
ALCON FINANCE CORP 144A	5.750% 12/06/2052 DD 12/06/22	475,000	468,070
ALEXANDRIA REAL ESTATE EQUITIE	4.850% 04/15/2049 DD 03/21/19	310,000	266,482
ALEXANDRIA REAL ESTATE EQUITIE	5.150% 04/15/2053 DD 02/16/23	75,000	66,974
ALIMENTATION COUCHE-TARD 144A	5.617% 02/12/2054 DD 02/12/24	150,000	141,870
ALLY FINANCIAL INC	2.200% 11/02/2028 DD 11/02/21	630,000	560,523
AMERICA MOVIL SAB DE CV	4.375% 07/16/2042 DD 07/16/12	470,000	394,166
AMERICAN HOMES 4 RENT LP	5.250% 03/15/2035 DD 12/09/24	245,000	238,466
AMERICAN INTERNATIONAL GROUP I	4.375% 06/30/2050 DD 05/11/20	100,000	82,756
AMERICAN TOWER CORP	3.375% 10/15/2026 DD 05/13/16	250,000	244,188
AMERICAN TOWER CORP	2.950% 01/15/2051 DD 11/20/20	225,000	139,858
AMGEN INC	4.400% 05/01/2045 DD 05/01/15	475,000	394,298
AMGEN INC	4.875% 03/01/2053 DD 08/18/22	1,025,000	880,168
AMGEN INC	5.250% 03/02/2030 DD 03/02/23	875,000	883,330
AMGEN INC	5.250% 03/02/2033 DD 03/02/23	575,000	571,015
APPALACHIAN POWER CO	7.000% 04/01/2038 DD 03/25/08	125,000	137,475
APPLOVIN CORP	5.125% 12/01/2029 DD 12/05/24	175,000	174,409
APPLOVIN CORP	5.500% 12/01/2034 DD 12/05/24	434,000	431,071
APPLOVIN CORP	5.950% 12/01/2054 DD 12/05/24	376,000	371,954
ARCH CAPITAL GROUP US INC	5.144% 11/01/2043 DD 12/13/13	225,000	206,345
ARIZONA PUBLIC SERVICE CO	4.500% 04/01/2042 DD 01/13/12	50,000	42,332
AT&T INC	4.550% 03/09/2049 DD 09/07/16	925,000	768,925
AT&T INC	4.900% 08/15/2037 DD 08/14/18	800,000	755,208
AT&T INC	4.350% 03/01/2029 DD 02/19/19	200,000	195,772
AT&T INC	4.850% 03/01/2039 DD 02/19/19	775,000	716,860
AT&T INC	3.650% 06/01/2051 DD 05/28/20	675,000	477,252
AT&T INC	2.250% 02/01/2032 DD 08/04/20	150,000	124,061

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**EIN/PN: 73-1567067/001**  
**SCHEDULE H, LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**DECEMBER 31, 2024**

(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value	
ATLANTIC CITY ELECTRIC CO	4.000% 10/15/2028 DD 10/16/18	720,000	697,594	698,537
ATLASSIAN CORP	5.500% 05/15/2034 DD 05/15/24	225,000	226,040	226,233
AUTONATION INC	4.500% 10/01/2025 DD 09/21/15	325,000	322,813	323,739
AUTONATION INC	2.400% 08/01/2031 DD 07/29/21	175,000	143,516	144,470
AVANGRID INC	3.800% 06/01/2029 DD 05/16/19	200,000	188,756	189,512
AVIATION CAPITAL GROUP LL 144A	1.950% 01/30/2026 DD 01/15/21	325,000	308,561	314,675
AVOLON HOLDINGS FUNDING L 144A	3.250% 02/15/2027 DD 01/14/20	625,000	591,850	600,475
BACARDI LTD / BACARDI-MAR 144A	5.900% 06/15/2043 DD 06/20/23	825,000	817,501	799,845
BACARDI LTD 144A	4.450% 05/15/2025 DD 04/30/18	325,000	322,959	324,417
BACARDI LTD 144A	4.700% 05/15/2028 DD 04/30/18	300,000	294,615	295,818
BANCO SANTANDER SA	5.147% 08/18/2025 DD 08/18/22	1,000,000	996,700	1,000,930
BANCO SANTANDER SA	2.746% 05/28/2025 DD 05/28/20	200,000	196,384	198,084
BANK OF AMERICA CORP	VAR RT 10/25/2035 DD 10/25/24	455,000	455,118	444,193
BARCLAYS PLC	VAR RT 11/02/2026 DD 11/02/22	675,000	689,378	687,184
BARCLAYS PLC	VAR RT 03/12/2055 DD 03/12/24	275,000	284,944	275,371
BARCLAYS PLC	VAR RT 09/10/2030 DD 09/10/24	285,000	285,000	279,480
BAT CAPITAL CORP	7.081% 08/02/2053 DD 08/02/23	875,000	962,465	960,234
BAT CAPITAL CORP	6.000% 02/20/2034 DD 02/20/24	625,000	645,613	642,631
BAYCARE HEALTH SYSTEM INC	3.831% 11/15/2050 DD 04/16/20	235,000	189,323	180,088
BECTON DICKINSON & CO	4.875% 05/15/2044 DD 11/15/14	500,000	444,735	431,320
BECTON DICKINSON & CO	2.823% 05/20/2030 DD 05/20/20	25,000	22,428	22,390
BERRY GLOBAL INC	1.650% 01/15/2027 DD 06/14/21	325,000	299,332	304,239
BLUE OWL CREDIT INCOME CO 144A	5.800% 03/15/2030 DD 09/13/24	420,000	415,682	413,389
BNP PARIBAS SA 144A	2.824% 01/26/2041 DD 01/26/21	200,000	138,624	135,888
BNP PARIBAS SA 144A	3.375% 01/09/2025 DD 01/09/18	325,000	322,735	324,918
BNP PARIBAS SA 144A	VAR RT 01/13/2027 DD 01/13/21	875,000	825,370	842,275
BOEING CO/THE	6.625% 02/15/2038 DD 02/24/98	550,000	574,019	571,251
BOEING CO/THE	6.125% 02/15/2033 DD 02/11/03	225,000	236,480	233,735
BOEING CO/THE	3.650% 03/01/2047 DD 02/16/17	50,000	34,371	33,806
BOEING CO/THE	3.850% 11/01/2048 DD 10/31/18	16,000	11,230	10,985
BOEING CO/THE	3.500% 03/01/2039 DD 02/15/19	775,000	565,099	575,430
BOEING CO/THE	3.825% 03/01/2059 DD 02/15/19	875,000	569,161	564,148
BOEING CO/THE	3.600% 05/01/2034 DD 05/02/19	800,000	676,167	669,712
BOEING CO/THE	2.700% 02/01/2027 DD 07/31/19	148,000	138,088	141,065
BOEING CO/THE	2.950% 02/01/2030 DD 07/31/19	244,000	215,611	217,801
BOEING CO/THE	5.150% 05/01/2030 DD 05/04/20	1,641,000	1,605,228	1,617,370
BOEING CO/THE	6.298% 05/01/2029 DD 11/01/24	950,000	976,391	984,827
BOEING CO/THE	6.528% 05/01/2034 DD 11/01/24	760,000	803,426	796,427
BOEING CO/THE	6.858% 05/01/2054 DD 11/01/24	255,000	271,298	271,555
BOSTON SCIENTIFIC CORP	VAR RT 11/15/2035 DD 11/17/05	125,000	140,935	137,515
BOSTON SCIENTIFIC CORP	7.375% 01/15/2040 DD 12/14/09	114,000	142,671	133,708
BPCE SA 144A	VAR RT 01/20/2032 DD 01/20/21	325,000	266,929	265,532
BRITISH TELECOMMUNICATIONS PLC	VAR RT 12/15/2030 DD 12/12/00	300,000	371,091	364,011

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
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**SCHEDULE H, LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**DECEMBER 31, 2024**

(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value	
BROADCOM INC 144A	2.600% 02/15/2033 DD 01/19/21	1,375,000	1,132,945	1,136,864
BROADCOM INC 144A	3.419% 04/15/2033 DD 03/31/21	1,175,000	1,030,475	1,028,783
BROADCOM INC 144A	3.187% 11/15/2036 DD 09/30/21	1,518,000	1,226,725	1,223,235
BROADCOM INC 144A	4.150% 04/15/2032 DD 04/14/22	275,000	259,538	258,063
CADENCE DESIGN SYSTEMS INC	4.300% 09/10/2029 DD 09/10/24	197,000	196,719	193,088
CANADIAN NATURAL RESOURCES LTD	2.050% 07/15/2025 DD 06/24/20	200,000	194,741	197,000
CAPITAL ONE FINANCIAL CORP	VAR RT 11/02/2032 DD 11/02/21	350,000	289,044	289,853
CAPITAL ONE FINANCIAL CORP	VAR RT 05/10/2028 DD 05/09/22	200,000	198,986	199,342
CAPITAL ONE FINANCIAL CORP	VAR RT 10/30/2031 DD 11/01/23	400,000	444,440	441,732
CARDINAL HEALTH INC	3.410% 06/15/2027 DD 06/12/17	975,000	937,170	944,862
CARDINAL HEALTH INC	4.368% 06/15/2047 DD 06/12/17	250,000	204,398	199,893
CARDINAL HEALTH INC	5.125% 02/15/2029 DD 02/20/24	200,000	201,578	200,298
CARDINAL HEALTH INC	5.350% 11/15/2034 DD 11/22/24	635,000	633,216	621,690
CARDINAL HEALTH INC	5.750% 11/15/2054 DD 11/22/24	163,000	162,356	156,165
CARRIER GLOBAL CORP	2.493% 02/15/2027 DD 08/15/20	1,225,000	1,159,034	1,171,284
CARRIER GLOBAL CORP	5.900% 03/15/2034 DD 11/30/23	243,000	257,788	251,675
CARRIER GLOBAL CORP	6.200% 03/15/2054 DD 11/30/23	347,000	381,016	367,268
CBRE SERVICES INC	5.500% 04/01/2029 DD 02/23/24	500,000	510,295	508,495
CELANESE US HOLDINGS LLC	VAR RT 11/15/2028 DD 08/24/23	150,000	155,915	153,638
CELANESE US HOLDINGS LLC	VAR RT 11/15/2030 DD 08/24/23	400,000	423,428	414,235
CENCORA INC	3.450% 12/15/2027 DD 12/04/17	425,000	406,802	411,239
CENCORA INC	5.150% 02/15/2035 DD 12/09/24	180,000	179,901	175,820
CENTENE CORP	2.625% 08/01/2031 DD 08/12/21	62,000	52,949	51,102
CHARTER COMMUNICATIONS OPERATI	4.908% 07/23/2025 DD 07/23/16	325,000	323,830	324,620
CHARTER COMMUNICATIONS OPERATI	4.200% 03/15/2028 DD 09/18/17	375,000	358,598	362,929
CHARTER COMMUNICATIONS OPERATI	5.375% 04/01/2038 DD 04/17/18	900,000	805,221	800,829
CHARTER COMMUNICATIONS OPERATI	2.300% 02/01/2032 DD 12/04/20	225,000	181,040	178,216
CHARTER COMMUNICATIONS OPERATI	6.650% 02/01/2034 DD 11/10/23	650,000	667,193	669,494
CHARTER COMMUNICATIONS OPERATI	6.550% 06/01/2034 DD 05/14/24	150,000	155,672	153,477
CHENIERE ENERGY PARTNERS LP	5.950% 06/30/2033 DD 12/30/23	200,000	205,868	204,856
CHOICE HOTELS INTERNATIONAL IN	3.700% 01/15/2031 DD 07/23/20	106,000	96,110	95,385
CITIGROUP INC	5.875% 02/22/2033 DD 02/19/03	175,000	185,422	178,581
CITIGROUP INC	4.300% 11/20/2026 DD 11/20/14	1,025,000	1,008,722	1,015,652
CITIGROUP INC	VAR RT 01/10/2028 DD 01/10/17	900,000	876,186	882,306
CITIGROUP INC	VAR RT 04/08/2026 DD 04/08/20	400,000	393,088	398,079
CITIGROUP INC	VAR RT 09/19/2039 DD 09/19/24	205,000	205,000	195,497
COLUMBIA PIPELINES OPERAT 144A	6.036% 11/15/2033 DD 08/08/23	75,000	77,918	76,995
COLUMBIA PIPELINES OPERAT 144A	6.544% 11/15/2053 DD 08/08/23	150,000	161,037	157,427
COMERICA INC	VAR RT 01/30/2030 DD 01/30/24	150,000	149,534	151,647
COMMONWEALTH EDISON CO	4.000% 03/01/2048 DD 02/20/18	290,000	229,967	226,470
CONSTELLATION BRANDS INC	4.500% 05/09/2047 DD 05/09/17	550,000	467,214	454,784
CONSTELLATION BRANDS INC	4.400% 11/15/2025 DD 10/29/18	325,000	323,564	324,249
CONSTELLATION SOFTWARE IN 144A	5.158% 02/16/2029 DD 02/16/24	475,000	480,942	477,176

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
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**SCHEDULE H, LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**DECEMBER 31, 2024**

(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value	
CONSTELLATION SOFTWARE IN 144A	5.461% 02/16/2034 DD 02/16/24	125,000	126,961	125,431
COUSINS PROPERTIES LP	5.875% 10/01/2034 DD 08/16/24	292,000	295,103	292,482
COUSINS PROPERTIES LP	5.375% 02/15/2032 DD 12/17/24	178,000	177,044	174,883
CROWN CASTLE INC	4.000% 11/15/2049 DD 08/15/19	350,000	271,758	260,537
CSX CORP	4.750% 05/30/2042 DD 11/01/11	165,000	151,883	149,405
CSX CORP	3.800% 03/01/2028 DD 02/20/18	250,000	242,895	242,958
CVS HEALTH CORP	2.875% 06/01/2026 DD 05/25/16	1,125,000	1,082,261	1,092,375
CVS HEALTH CORP	4.780% 03/25/2038 DD 03/09/18	1,447,000	1,315,376	1,251,380
CVS HEALTH CORP	5.550% 06/01/2031 DD 05/09/24	575,000	583,637	570,797
DELL INTERNATIONAL LLC / EMC C	3.375% 12/15/2041 DD 06/15/23	300,000	223,887	220,899
DELL INTERNATIONAL LLC / EMC C	6.200% 07/15/2030 DD 01/15/21	650,000	689,774	681,402
DEUTSCHE BANK AG/NEW YORK NY	VAR RT 11/24/2026 DD 11/24/20	1,275,000	1,220,531	1,242,717
DEUTSCHE BANK AG/NEW YORK NY	VAR RT 01/07/2033 DD 01/07/22	275,000	230,420	232,754
DEUTSCHE TELEKOM INTERNAT 144A	4.875% 03/06/2042 DD 03/06/12	150,000	138,674	135,242
DIAMONDBACK ENERGY INC	3.500% 12/01/2029 DD 12/05/19	675,000	631,220	627,244
DIAMONDBACK ENERGY INC	6.250% 03/15/2033 DD 10/28/22	150,000	159,267	156,002
DIAMONDBACK ENERGY INC	5.750% 04/18/2054 DD 04/18/24	300,000	295,347	282,078
DOLLAR GENERAL CORP	3.500% 04/03/2030 DD 04/03/20	280,000	264,029	256,777
DOMINION ENERGY INC	4.050% 09/15/2042 DD 09/13/12	875,000	697,699	692,466
DOW CHEMICAL CO/THE	4.625% 10/01/2044 DD 09/16/14	150,000	129,782	126,368
DP WORLD LTD/UNITED ARAB REGS	4.700% 09/30/2049	200,000	178,600	166,060
DUKE ENERGY CORP	2.650% 09/01/2026 DD 08/12/16	300,000	285,861	290,355
DUKE ENERGY CORP	3.150% 08/15/2027 DD 08/10/17	319,000	305,927	306,364
DUKE ENERGY FLORIDA LLC	4.200% 07/15/2048 DD 06/21/18	170,000	138,763	136,323
DUPONT DE NEMOURS INC	5.419% 11/15/2048 DD 11/28/18	200,000	208,914	199,382
ENBRIDGE INC	2.500% 08/01/2033 DD 06/28/21	125,000	101,099	100,360
ENBRIDGE INC	6.700% 11/15/2053 DD 11/09/23	300,000	331,628	326,031
ENERGY TRANSFER LP	7.500% 07/01/2038 DD 03/28/08	275,000	318,128	311,363
ENERGY TRANSFER LP	6.550% 12/01/2033 DD 10/13/23	575,000	618,988	612,145
ENERGY TRANSFER LP	4.950% 01/15/2043 DD 01/10/13	675,000	587,655	581,471
ENTERGY TEXAS INC	1.500% 09/01/2026 DD 08/17/21	315,000	292,095	298,204
EXPEDIA GROUP INC	3.800% 02/15/2028 DD 09/21/17	500,000	486,810	483,020
EXPEDIA GROUP INC	3.250% 02/15/2030 DD 02/15/20	425,000	389,321	391,769
FEDEX CORP	3.250% 05/15/2041 DD 04/29/21	600,000	447,930	438,618
FIFTH THIRD BANCORP	VAR RT 07/28/2030 DD 07/28/22	450,000	439,461	441,023
FIFTH THIRD BANCORP	VAR RT 09/06/2030 DD 09/06/24	197,000	197,000	194,309
FIRST HORIZON CORP	4.000% 05/26/2025 DD 05/26/20	400,000	395,000	398,136
FISERV INC	4.400% 07/01/2049 DD 06/24/19	575,000	478,089	470,166
FORD MOTOR CREDIT CO LLC	5.850% 05/17/2027 DD 05/17/24	500,000	504,670	505,235
GALAXY PIPELINE ASSETS BI REGS	1.750% 09/30/2027	511,323	484,325	485,082
GALAXY PIPELINE ASSETS BI REGS	3.250% 09/30/2040	330,000	268,950	248,609
GE HEALTHCARE TECHNOLOGIES INC	5.857% 03/15/2030 DD 03/15/23	1,000,000	1,042,040	1,035,970
GE HEALTHCARE TECHNOLOGIES INC	6.377% 11/22/2052 DD 05/22/23	100,000	110,439	107,609

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
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(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value
GENERAL ELECTRIC CO	5.875% 01/14/2038 DD 01/14/08	150,000	154,742
GENERAL MOTORS CO	5.950% 04/01/2049 DD 09/10/18	142,000	134,318
GENERAL MOTORS FINANCIAL CO IN	4.300% 04/06/2029 DD 04/07/22	1,325,000	1,279,712
GLOBAL PAYMENTS INC	2.650% 02/15/2025 DD 08/14/19	325,000	323,983
GLP CAPITAL LP / GLP FINANCING	6.750% 12/01/2033 DD 11/22/23	100,000	105,860
GXO LOGISTICS INC	6.500% 05/06/2034 DD 05/06/24	325,000	333,372
HALEON US CAPITAL LLC	3.375% 03/24/2027 DD 09/24/22	625,000	606,763
HCA INC	5.375% 02/01/2025 DD 01/16/15	325,000	325,062
HCA INC	3.500% 09/01/2030 DD 02/26/20	525,000	477,026
HCA INC	3.500% 07/15/2051 DD 06/30/21	1,000,000	647,920
HCA INC	6.000% 04/01/2054 DD 02/23/24	275,000	262,357
HEALTHPEAK OP LLC	3.500% 07/15/2029 DD 07/05/19	100,000	93,617
HEWLETT PACKARD ENTERPRISE CO	VAR RT 10/15/2025 DD 10/15/16	325,000	324,977
HEWLETT PACKARD ENTERPRISE CO	VAR RT 10/15/2035 DD 10/15/16	50,000	52,291
HIGHWOODS REALTY LP	7.650% 02/01/2034 DD 11/21/23	275,000	305,454
HOST HOTELS & RESORTS LP	2.900% 12/15/2031 DD 11/23/21	100,000	85,137
HOST HOTELS & RESORTS LP	5.700% 07/01/2034 DD 05/10/24	100,000	99,862
HOWMET AEROSPACE INC	4.850% 10/15/2031 DD 08/22/24	202,000	198,352
HP INC	4.000% 04/15/2029 DD 03/31/22	150,000	143,784
HSBC HOLDINGS PLC	7.625% 05/17/2032 DD 05/17/22	300,000	328,014
HUMANA INC	4.625% 12/01/2042 DD 12/10/12	350,000	287,994
HUMANA INC	5.375% 04/15/2031 DD 03/13/24	675,000	669,553
HUNTINGTON BANCSHARES INC/OH	VAR RT 02/02/2035 DD 02/02/24	420,000	419,777
HUNTINGTON BANCSHARES INC/OH	VAR RT 11/18/2039 DD 11/18/24	45,000	44,973
HUNTSMAN INTERNATIONAL LLC	2.950% 06/15/2031 DD 05/26/21	100,000	83,287
ICON INVESTMENTS SIX DAC	5.849% 05/08/2029 DD 05/08/24	275,000	280,299
ING GROEP NV	VAR RT 03/28/2028 DD 03/28/22	900,000	881,496
ING GROEP NV	VAR RT 03/28/2033 DD 03/28/22	500,000	463,440
INGERSOLL RAND INC	5.314% 06/15/2031 DD 05/10/24	300,000	303,198
INGERSOLL RAND INC	5.700% 06/15/2054 DD 05/10/24	100,000	98,290
INTEL CORP	5.700% 02/10/2053 DD 02/10/23	425,000	376,414
INTEL CORP	5.150% 02/21/2034 DD 02/21/24	125,000	119,956
INTERNATIONAL FLAVORS & F 144A	1.230% 10/01/2025 DD 09/16/20	250,000	243,028
INTERNATIONAL FLAVORS & F 144A	1.832% 10/15/2027 DD 09/16/20	400,000	367,308
INTERNATIONAL FLAVORS & F 144A	3.268% 11/15/2040 DD 09/16/20	1,100,000	785,587
INTERNATIONAL FLAVORS & F 144A	3.468% 12/01/2050 DD 09/16/20	50,000	32,836
INTERNATIONAL FLAVORS & FRAGRA	5.000% 09/26/2048 DD 09/26/18	101,000	86,779
INVITATION HOMES OPERATING PAR	2.000% 08/15/2031 DD 08/06/21	475,000	385,491
IQVIA INC	6.250% 02/01/2029 DD 02/01/24	275,000	284,334
J M SMUCKER CO/THE	5.900% 11/15/2028 DD 10/25/23	275,000	284,936
J M SMUCKER CO/THE	6.200% 11/15/2033 DD 10/25/23	251,000	264,883
J M SMUCKER CO/THE	6.500% 11/15/2053 DD 10/25/23	125,000	134,316
JAB HOLDINGS BV 144A	3.750% 05/28/2051 DD 05/28/21	475,000	308,674

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JDE PEET'S NV 144A	1.375% 01/15/2027 DD 09/24/21	675,000	617,375	626,468
JDE PEET'S NV 144A	2.250% 09/24/2031 DD 09/24/21	200,000	162,972	162,132
KELLANOVA	5.750% 05/16/2054 DD 05/16/24	395,000	403,338	394,633
KEURIG DR PEPPER INC	5.085% 05/25/2048 DD 05/25/19	425,000	396,704	380,775
KEURIG DR PEPPER INC	4.597% 05/25/2028 DD 05/25/19	650,000	644,735	644,287
KILROY REALTY LP	6.250% 01/15/2036 DD 01/12/24	300,000	293,451	297,714
KIMCO REALTY OP LLC	4.125% 12/01/2046 DD 11/10/16	175,000	136,085	137,774
KIMCO REALTY OP LLC	4.600% 02/01/2033 DD 08/24/22	400,000	383,068	380,860
KINDER MORGAN ENERGY PARTNERS	7.500% 11/15/2040 DD 11/19/10	525,000	600,017	591,071
KINDER MORGAN INC	4.300% 03/01/2028 DD 03/01/18	225,000	221,072	220,790
KONINKLUKE PHILIPS NV	6.875% 03/11/2038 DD 03/11/08	178,000	207,544	191,801
KRAFT HEINZ FOODS CO	6.875% 01/26/2039 DD 07/26/12	475,000	536,641	523,934
KROGER CO/THE	3.950% 01/15/2050 DD 01/13/20	50,000	39,219	37,514
KROGER CO/THE	5.000% 09/15/2034 DD 08/27/24	400,000	400,372	386,952
KROGER CO/THE	5.500% 09/15/2054 DD 08/27/24	387,000	386,431	364,964
L3HARRIS TECHNOLOGIES INC	5.400% 07/31/2033 DD 07/31/23	75,000	75,865	74,840
LABORATORY CORP OF AMERICA HOL	4.350% 04/01/2030 DD 09/23/24	175,000	171,322	168,866
LABORATORY CORP OF AMERICA HOL	4.550% 04/01/2032 DD 09/23/24	152,000	147,037	145,513
LLOYDS BANKING GROUP PLC	5.300% 12/01/2045 DD 06/01/16	275,000	257,686	249,037
LOWE'S COS INC	4.050% 05/03/2047 DD 05/03/17	295,000	231,902	229,233
LOWE'S COS INC	5.125% 04/15/2050 DD 03/26/20	395,000	362,021	353,983
LOWE'S COS INC	1.700% 10/15/2030 DD 10/22/20	100,000	83,103	83,653
LOWE'S COS INC	2.800% 09/15/2041 DD 09/20/21	1,100,000	767,953	755,457
LOWE'S COS INC	4.550% 04/05/2049 DD 04/05/19	60,000	50,459	49,603
LYB INTERNATIONAL FINANCE III	3.375% 10/01/2040 DD 10/08/20	300,000	223,764	219,042
M&T BANK CORP	VAR RT 03/13/2032 DD 03/13/24	800,000	814,415	820,664
M&T BANK CORP	VAR RT 01/16/2036 DD 12/17/24	155,000	155,000	150,290
MARATHON PETROLEUM CORP	4.500% 04/01/2048 DD 04/01/19	325,000	266,042	254,118
MARRIOTT INTERNATIONAL INC/MD	4.875% 05/15/2029 DD 02/22/24	775,000	774,915	772,094
MARTIN MARIETTA MATERIALS INC	3.200% 07/15/2051 DD 07/02/21	500,000	340,075	323,934
MASTEC INC	5.900% 06/15/2029 DD 06/10/24	100,000	101,727	101,789
MCDONALD'S CORP	4.450% 03/01/2047 DD 03/09/17	670,000	571,195	562,934
MEXICO CITY AIRPORT TRUST REGS	5.500% 10/31/2046 DD 09/29/16	330,000	281,259	263,842
MEXICO CITY AIRPORT TRUST REGS	3.875% 04/30/2028 DD 09/20/17	330,000	312,428	308,963
MOODY'S CORP	3.100% 11/29/2061 DD 11/29/21	200,000	125,292	119,180
MORGAN STANLEY	VAR RT 09/16/2036 DD 09/16/21	475,000	383,049	386,417
MORGAN STANLEY	VAR RT 01/19/2038 DD 01/19/23	1,375,000	1,395,969	1,378,754
MPLX LP	2.650% 08/15/2030 DD 08/18/20	275,000	241,285	240,639
MPLX LP	5.650% 03/01/2053 DD 02/09/23	525,000	501,091	490,067
MSCI INC 144A	3.625% 09/01/2030 DD 03/04/20	650,000	604,214	591,637
MSCI INC 144A	3.875% 02/15/2031 DD 05/26/20	750,000	686,498	687,143
MSCI INC 144A	3.250% 08/15/2033 DD 08/17/21	1,150,000	974,962	971,589
NETFLIX INC 144A	4.875% 06/15/2030 DD 10/25/19	650,000	651,970	647,023

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
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**SCHEDULE H, LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**DECEMBER 31, 2024**

(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value
NEWMONT CORP / NEWCREST FINANC	4.200% 05/13/2050 DD 05/13/24	75,000	60,593
NEXTERA ENERGY CAPITAL HOLDING	6.051% 03/01/2025 DD 03/01/23	785,000	786,389
NISOURCE INC	3.600% 05/01/2030 DD 04/13/20	125,000	116,583
NISOURCE INC	0.950% 08/15/2025 DD 08/18/20	250,000	243,849
NISOURCE INC	4.800% 02/15/2044 DD 04/12/13	475,000	419,416
NNN REIT INC	5.600% 10/15/2033 DD 08/15/23	150,000	151,268
NORDSON CORP	5.600% 09/15/2028 DD 09/13/23	125,000	127,668
NORDSON CORP	5.800% 09/15/2033 DD 09/13/23	300,000	308,901
NORFOLK SOUTHERN CORP	4.550% 06/01/2053 DD 06/13/22	550,000	461,450
NORTHROP GRUMMAN CORP	4.750% 06/01/2043 DD 05/31/13	50,000	44,849
NORTHROP GRUMMAN CORP	7.750% 02/15/2031 DD 02/15/22	200,000	226,676
NORTHROP GRUMMAN CORP	4.030% 10/15/2047 DD 10/13/17	375,000	294,615
NRG ENERGY INC 144A	4.450% 06/15/2029 DD 05/28/19	100,000	95,502
NUCOR CORP	4.300% 05/23/2027 DD 05/23/22	300,000	297,587
NXP BV / NXP FUNDING LLC / NXP	3.400% 05/01/2030 DD 05/01/22	875,000	803,749
OCCIDENTAL PETROLEUM CORP	7.500% 05/01/2031 DD 05/01/19	75,000	81,998
OCCIDENTAL PETROLEUM CORP	7.950% 06/15/2039 DD 06/15/19	500,000	570,295
OCCIDENTAL PETROLEUM CORP	8.500% 07/15/2027 DD 07/13/20	1,250,000	1,335,650
ONEOK INC	4.550% 07/15/2028 DD 07/02/18	500,000	492,855
ONEOK INC	5.200% 07/15/2048 DD 07/02/18	200,000	176,383
ORACLE CORP	4.500% 07/08/2044 DD 07/08/14	250,000	211,063
ORACLE CORP	3.800% 11/15/2037 DD 11/09/17	700,000	584,941
ORACLE CORP	2.500% 04/01/2025 DD 04/01/20	325,000	323,131
ORACLE CORP	2.950% 04/01/2030 DD 04/01/20	900,000	812,925
ORACLE CORP	3.850% 04/01/2060 DD 04/01/20	1,200,000	825,948
ORACLE CORP	3.950% 03/25/2051 DD 03/24/21	700,000	518,917
ORACLE CORP	2.875% 03/25/2031 DD 03/24/21	1,200,000	1,056,144
ORACLE CORP	4.650% 05/06/2030 DD 02/06/23	425,000	418,982
OTIS WORLDWIDE CORP	2.056% 04/05/2025 DD 02/27/20	200,000	198,457
OWENS CORNING	5.950% 06/15/2054 DD 05/31/24	200,000	197,930
PACIFICORP	5.800% 01/15/2055 DD 01/05/24	575,000	559,866
PACKAGING CORP OF AMERICA	3.050% 10/01/2051 DD 09/21/21	400,000	256,996
PENSKE TRUCK LEASING CO L 144A	5.250% 07/01/2029 DD 06/21/24	600,000	602,124
PERTAMINA PERSERO PT REGS	4.175% 01/21/2050 DD 01/21/20	200,000	151,212
PHILLIPS EDISON GROCERY CENTER	4.950% 01/15/2035 DD 09/12/24	105,000	98,763
PLAINS ALL AMERICAN PIPELINE L	4.300% 01/31/2043 DD 12/10/12	475,000	376,352
PLAINS ALL AMERICAN PIPELINE L	3.800% 09/15/2030 DD 06/11/20	325,000	301,678
PROSUS NV REGS	3.832% 02/08/2051 DD 12/08/20	350,000	226,268
PROSUS NV REGS	3.257% 01/19/2027 DD 01/19/22	490,000	468,460
REGAL REXNORD CORP	6.300% 02/15/2030 DD 02/15/24	425,000	437,134
REGIONS FINANCIAL CORP	VAR RT 06/06/2030 DD 06/06/24	600,000	608,202
RELIANCE INDUSTRIES LTD REGS	3.750% 01/12/2062 DD 01/12/22	250,000	167,843
RETAIL OPPORTUNITY INVESTMENTS	6.750% 10/15/2028 DD 09/21/23	325,000	344,578

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REVVITY INC	3.300% 09/15/2029 DD 09/12/19	250,000	230,333	230,633
REVVITY INC	3.625% 03/15/2051 DD 03/08/21	275,000	194,246	187,195
ROGERS COMMUNICATIONS INC	4.550% 03/15/2052 DD 03/15/23	400,000	331,532	320,464
ROYALTY PHARMA PLC	1.200% 09/02/2025 DD 03/02/21	250,000	240,575	243,815
ROYALTY PHARMA PLC	2.200% 09/02/2030 DD 03/02/21	469,000	399,280	398,500
RTX CORP	4.450% 11/16/2038 DD 08/16/18	775,000	700,833	689,835
RWE FINANCE US LLC 144A	6.250% 04/16/2054 DD 04/16/24	325,000	328,549	321,370
SHERWIN-WILLIAMS CO/THE	4.000% 12/15/2042 DD 12/07/12	325,000	266,684	256,984
SKYWORKS SOLUTIONS INC	1.800% 06/01/2026 DD 05/26/21	175,000	164,419	167,608
SMURFIT KAPPA TREASURY UL 144A	5.200% 01/15/2030 DD 04/03/24	225,000	227,576	225,769
SMURFIT KAPPA TREASURY UL 144A	5.777% 04/03/2054 DD 04/03/24	275,000	278,240	272,168
SMURFIT WESTROCK FINANCIN 144A	5.418% 01/15/2035 DD 11/26/24	200,000	199,976	198,808
SOLVENTUM CORP 144A	5.400% 03/01/2029 DD 02/27/24	975,000	982,069	977,467
SOLVENTUM CORP 144A	5.600% 03/23/2034 DD 02/27/24	575,000	573,160	572,568
SOLVENTUM CORP 144A	5.900% 04/30/2054 DD 02/27/24	850,000	827,926	828,070
SOUTHERN CO/THE	3.700% 04/30/2030 DD 04/03/20	200,000	186,542	187,818
SOUTHERN POWER CO	5.250% 07/15/2043 DD 07/16/13	525,000	490,424	486,596
SPRINT SPECTRUM CO LLC / 144A	5.152% 09/20/2029 DD 03/21/18	325,000	324,461	326,320
STARBUCKS CORP	4.000% 11/15/2028 DD 08/10/18	75,000	73,059	72,704
STARBUCKS CORP	4.450% 08/15/2049 DD 05/13/19	300,000	250,176	245,913
STARBUCKS CORP	3.350% 03/12/2050 DD 03/12/20	170,000	116,898	113,713
STERIS IRISH FINCO UNLTD CO	3.750% 03/15/2051 DD 04/01/21	350,000	256,141	247,237
SUNCOR ENERGY INC	6.800% 05/15/2038 DD 05/15/08	231,000	255,066	245,990
SYNCHRONY FINANCIAL	2.875% 10/28/2031 DD 10/28/21	375,000	307,234	311,138
SYSCO CORP	4.450% 03/15/2048 DD 03/19/18	475,000	399,390	388,355
TELEFONICA EMISIONES SA	4.665% 03/06/2038 DD 03/06/18	575,000	519,184	511,353
THE CAMPBELL'S COMPANY	4.150% 03/15/2028 DD 03/16/18	200,000	195,084	195,215
THE CAMPBELL'S COMPANY	4.750% 03/23/2035 DD 10/02/24	63,000	62,764	59,423
THE CAMPBELL'S COMPANY	5.250% 10/13/2054 DD 10/02/24	378,000	379,985	342,036
TIME WARNER CABLE ENTERPRISES	8.375% 07/15/2033 DD 01/15/94	675,000	760,975	759,335
TIME WARNER CABLE LLC	6.550% 05/01/2037 DD 04/09/07	275,000	266,844	265,793
T-MOBILE USA INC	3.500% 04/15/2025 DD 04/15/21	200,000	197,890	199,098
T-MOBILE USA INC	3.875% 04/15/2030 DD 04/15/21	1,250,000	1,184,763	1,176,074
T-MOBILE USA INC	2.875% 02/15/2031 DD 01/14/21	975,000	858,741	856,918
T-MOBILE USA INC	6.000% 06/15/2054 DD 09/14/23	625,000	656,681	634,775
T-MOBILE USA INC	5.500% 01/15/2055 DD 01/12/24	800,000	783,648	753,672
TRUIST FINANCIAL CORP	VAR RT 01/24/2035 DD 01/24/24	205,000	217,208	206,611
TRUIST FINANCIAL CORP	VAR RT 08/05/2032 DD 08/05/24	170,000	172,317	167,918
UBER TECHNOLOGIES INC	5.350% 09/15/2054 DD 09/09/24	211,000	210,591	196,211
UBS GROUP AG 144A	VAR RT 12/31/2049 DD 11/13/23	800,000	906,000	916,832
VERALTO CORP	5.350% 09/18/2028 DD 03/18/24	725,000	736,332	734,113
VERIZON COMMUNICATIONS INC	4.672% 03/15/2055 DD 03/13/15	632,000	556,349	531,992
VERIZON COMMUNICATIONS INC	4.500% 08/10/2033 DD 08/10/17	25,000	23,768	23,566

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VERIZON COMMUNICATIONS INC	5.500% 02/23/2054 DD 02/23/24	525,000	503,785
VICI PROPERTIES LP	5.625% 05/15/2052 DD 04/29/22	100,000	93,040
VIDEOTRON LTD 144A	5.700% 01/15/2035 DD 11/08/24	409,000	401,425
VODAFONE GROUP PLC	5.625% 02/10/2053 DD 02/10/23	175,000	166,666
WARNERMEDIA HOLDINGS INC	3.755% 03/15/2027 DD 03/15/23	1,556,000	1,499,019
WARNERMEDIA HOLDINGS INC	5.050% 03/15/2042 DD 03/15/23	630,000	507,452
WILLIAMS COS INC/THE	5.750% 06/24/2044 DD 06/24/14	350,000	339,420
WP CAREY INC	2.450% 02/01/2032 DD 10/15/21	150,000	123,636
ZOETIS INC	4.700% 02/01/2043 DD 08/01/13	500,000	444,895
ZOETIS INC	3.000% 09/12/2027 DD 09/12/17	100,000	95,826
ABBVIE INC	3.200% 11/21/2029 DD 05/21/20	387,000	359,109
ABBVIE INC	4.050% 11/21/2039 DD 05/21/20	150,000	128,297
ABBVIE INC	4.250% 11/21/2049 DD 05/21/20	775,000	631,052
ADNOC MURBAN RSC LTD 144A	4.250% 09/11/2029 DD 09/11/24	220,000	212,472
ADVOCATE HEALTH & HOSPITALS CO	4.272% 08/15/2048 DD 08/16/18	490,000	408,062
AEP TRANSMISSION CO LLC	3.650% 04/01/2050 DD 04/01/20	100,000	72,346
ALLINA HEALTH SYSTEM	3.887% 04/15/2049 DD 05/29/19	310,000	237,038
ALTRIA GROUP INC	6.200% 02/14/2059 DD 02/14/19	240,000	234,895
ANHEUSER-BUSCH INBEV WORLDWIDE	8.200% 01/15/2039 DD 01/15/11	1,025,000	1,286,242
ANHEUSER-BUSCH INBEV WORLDWIDE	5.800% 01/23/2059 DD 01/23/19	400,000	407,544
ARCH CAPITAL FINANCE LLC	4.011% 12/15/2026 DD 12/08/16	175,000	172,911
ASCENSION HEALTH	2.532% 11/15/2029 DD 10/23/19	200,000	179,716
AVALONBAY COMMUNITIES INC	3.200% 01/15/2028 DD 11/15/17	520,000	497,717
BANK OF AMERICA CORP	VAR RT 04/24/2038 DD 04/24/17	1,075,000	956,965
BANK OF AMERICA CORP	VAR RT 12/20/2028 DD 12/20/17	1,055,000	1,011,112
BANK OF AMERICA CORP	VAR RT 07/23/2029 DD 07/23/18	50,000	48,721
BANK OF AMERICA CORP	VAR RT 02/07/2030 DD 02/07/19	135,000	129,429
BANK OF AMERICA CORP	VAR RT 04/23/2027 DD 04/23/19	1,375,000	1,353,055
BANK OF AMERICA CORP	VAR RT 04/23/2040 DD 04/23/19	1,000,000	850,820
BANK OF AMERICA CORP	VAR RT 07/23/2030 DD 07/23/19	160,000	147,470
BANK OF AMERICA CORP	VAR RT 10/24/2026 DD 10/21/20	340,000	330,313
BANK OF AMERICA CORP	VAR RT 03/11/2027 DD 03/11/21	1,150,000	1,108,093
BANK OF AMERICA CORP	VAR RT 07/22/2027 DD 04/22/21	2,500,000	2,383,525
BANK OF AMERICA CORP	VAR RT 09/21/2036 DD 09/21/21	900,000	734,580
BANK OF AMERICA CORP	VAR RT 01/23/2035 DD 01/23/24	650,000	650,878
BANK OF NEW YORK MELLON CORP/T	3.850% 04/28/2028 DD 04/30/18	125,000	121,940
BANK OF NEW YORK MELLON CORP/T	3.300% 08/23/2029 DD 08/23/17	120,000	111,494
BERKSHIRE HATHAWAY ENERGY CO	4.250% 10/15/2050 DD 10/15/20	345,000	272,781
BNP PARIBAS SA 144A	VAR RT 06/09/2026 DD 06/09/20	200,000	197,414
BRISTOL-MYERS SQUIBB CO	4.625% 05/15/2044 DD 05/15/20	460,000	406,070
BRISTOL-MYERS SQUIBB CO	4.350% 11/15/2047 DD 05/15/20	190,000	157,031
BRISTOL-MYERS SQUIBB CO	4.550% 02/20/2048 DD 02/20/20	187,000	159,212
BRISTOL-MYERS SQUIBB CO	3.900% 03/15/2062 DD 03/02/22	770,000	551,928

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BRISTOL-MYERS SQUIBB CO	5.550% 02/22/2054 DD 02/22/24	400,000	388,151
BUNGE LTD FINANCE CORP	4.200% 09/17/2029 DD 09/17/24	512,000	496,659
BURLINGTON NORTHERN SANTA FE L	4.050% 06/15/2048 DD 03/05/18	560,000	446,572
BURLINGTON NORTHERN SANTA FE L	3.050% 02/15/2051 DD 04/13/20	300,000	197,331
CALIFORNIA INSTITUTE OF TECHNO	3.650% 09/01/2119 DD 11/25/19	215,000	136,854
CAMDEN PROPERTY TRUST	4.100% 10/15/2028 DD 10/04/18	165,000	160,451
CAMDEN PROPERTY TRUST	3.350% 11/01/2049 DD 10/07/19	330,000	227,360
CAPITAL ONE FINANCIAL CORP	VAR RT 07/26/2035 DD 07/26/24	505,000	508,075
CASE WESTERN RESERVE UNIVERSIT	5.405% 06/01/2122 DD 06/15/22	115,000	107,561
CHARLES SCHWAB CORP/THE	3.250% 05/22/2029 DD 05/22/19	305,000	285,764
CIGNA GROUP/THE	4.800% 08/15/2038 DD 08/15/19	1,650,000	1,496,336
CITIBANK NA	5.803% 09/29/2028 DD 09/29/23	250,000	257,783
CITIGROUP INC	4.650% 07/23/2048 DD 07/23/18	335,000	287,531
CITIGROUP INC	VAR RT 06/09/2027 DD 06/09/21	2,825,000	2,689,711
CITIGROUP INC	VAR RT 06/11/2035 DD 06/11/24	350,000	347,193
CITIGROUP INC	VAR RT 01/28/2027 DD 01/28/21	1,625,000	1,560,520
CME GROUP INC	3.000% 03/15/2025 DD 03/09/15	155,000	154,447
COMCAST CORP	4.950% 10/15/2058 DD 10/05/18	620,000	536,759
COMCAST CORP	2.937% 11/01/2056 DD 05/01/22	726,000	424,093
COMMONSPIRIT HEALTH	3.910% 10/01/2050 DD 10/28/20	400,000	294,948
COMMONWEALTH EDISON CO	3.650% 06/15/2046 DD 06/27/16	230,000	171,923
CONOCOPHILLIPS	6.500% 02/01/2039 DD 02/03/09	150,000	164,015
CONSOLIDATED EDISON CO OF NEW	5.100% 06/15/2033 DD 06/13/03	290,000	282,013
CONSOLIDATED EDISON CO OF NEW	4.125% 05/15/2049 DD 05/09/19	275,000	216,656
CONSTELLATION BRANDS INC	4.800% 01/15/2029 DD 01/11/24	1,050,000	1,043,585
CONSUMERS ENERGY CO	3.800% 11/15/2028 DD 11/13/18	500,000	482,229
CONSUMERS ENERGY CO	3.500% 08/01/2051 DD 03/26/20	170,000	123,906
CREDIT AGRICOLE SA 144A	5.134% 03/11/2027 DD 03/11/24	575,000	578,122
CREDIT AGRICOLE SA 144A	VAR RT 10/03/2029 DD 10/03/23	590,000	609,582
CSX CORP	3.800% 11/01/2046 DD 10/18/16	285,000	219,470
CSX CORP	3.350% 09/15/2049 DD 09/12/19	300,000	208,434
DUKE ENERGY FLORIDA LLC	3.400% 10/01/2046 DD 09/09/16	110,000	77,998
DUKE ENERGY INDIANA LLC	2.750% 04/01/2050 DD 03/12/20	385,000	232,863
DUKE ENERGY OHIO INC	4.300% 02/01/2049 DD 01/08/19	90,000	72,375
DUKE UNIVERSITY HEALTH SYSTEM	3.920% 06/01/2047 DD 06/06/17	215,000	170,114
EAST OHIO GAS CO/THE 144A	2.000% 06/15/2030 DD 06/16/20	925,000	793,567
EBAY INC	3.650% 05/10/2051 DD 05/10/21	475,000	338,390
ENTERGY LOUISIANA LLC	4.200% 09/01/2048 DD 08/14/18	200,000	159,080
ENTERGY LOUISIANA LLC	2.900% 03/15/2051 DD 03/06/20	60,000	36,950
ENTERPRISE PRODUCTS OPERATING	7.550% 04/15/2038 DD 10/15/09	600,000	702,654
EVERGY METRO INC	4.200% 03/15/2048 DD 03/01/18	90,000	71,393
GEORGE WASHINGTON UNIVERSITY/T	4.126% 09/15/2048 DD 04/04/18	170,000	138,465
GEORGETOWN UNIVERSITY/THE	4.315% 04/01/2049 DD 01/16/19	210,000	174,812

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GEORGETOWN UNIVERSITY/THE	2.943% 04/01/2050 DD 02/27/20	230,000	155,791	148,134
GEORGIA POWER CO	2.650% 09/15/2029 DD 09/10/19	110,000	99,050	99,759
GILEAD SCIENCES INC	4.800% 04/01/2044 DD 03/07/14	115,000	104,897	103,022
GLENCORE FUNDING LLC 144A	2.625% 09/23/2031 DD 09/23/21	550,000	460,323	464,167
GLENCORE FUNDING LLC 144A	3.375% 09/23/2051 DD 09/23/21	500,000	328,830	327,330
GLENCORE FUNDING LLC 144A	5.371% 04/04/2029 DD 04/04/24	175,000	178,304	176,440
GREAT-WEST LIFECO FINANCE 144A	4.581% 05/17/2048 DD 05/17/18	200,000	172,826	167,682
HOME DEPOT INC/THE	3.900% 06/15/2047 DD 06/05/17	160,000	128,659	125,261
HOME DEPOT INC/THE	2.950% 06/15/2029 DD 06/17/19	70,000	64,735	64,918
HONEYWELL INTERNATIONAL INC	2.700% 08/15/2029 DD 08/08/19	650,000	594,536	595,673
HONEYWELL INTERNATIONAL INC	1.350% 06/01/2025 DD 05/18/20	770,000	745,568	759,981
HSBC HOLDINGS PLC	VAR RT 09/12/2026 DD 09/12/18	825,000	815,133	821,229
HUNTINGTON NATIONAL BANK/THE	VAR RT 05/17/2028 DD 05/17/22	725,000	713,342	719,215
HYUNDAI CAPITAL AMERICA 144A	5.400% 01/08/2031 DD 01/08/24	650,000	655,811	649,753
INTERCONTINENTAL EXCHANGE INC	4.950% 06/15/2052 DD 05/23/22	325,000	303,540	289,858
INTERNATIONAL BUSINESS MACHINE	3.430% 02/09/2052 DD 02/09/22	350,000	246,964	239,148
JOHNS HOPKINS HEALTH SYSTEM CO	3.837% 05/15/2046 DD 11/10/16	160,000	131,190	126,683
JPMORGAN CHASE & CO	4.950% 06/01/2045 DD 05/29/15	290,000	274,937	263,407
JPMORGAN CHASE & CO	3.625% 12/01/2027 DD 11/16/16	350,000	338,268	340,039
JPMORGAN CHASE & CO	VAR RT 01/23/2049 DD 01/23/18	50,000	40,167	38,491
JPMORGAN CHASE & CO	VAR RT 12/05/2029 DD 12/05/18	600,000	598,854	587,861
JPMORGAN CHASE & CO	VAR RT 10/15/2030 DD 09/12/19	320,000	286,272	288,250
JPMORGAN CHASE & CO	VAR RT 05/13/2031 DD 05/13/20	1,800,000	1,604,304	1,610,190
JPMORGAN CHASE & CO	VAR RT 09/22/2027 DD 09/22/21	3,075,000	2,854,830	2,909,104
JPMORGAN CHASE & CO	VAR RT 04/26/2028 DD 04/26/22	75,000	73,861	74,096
JPMORGAN CHASE & CO	VAR RT 01/23/2035 DD 01/23/24	925,000	933,214	920,764
JPMORGAN CHASE & CO	VAR RT 10/22/2035 DD 10/22/24	335,000	332,424	322,712
KAISER FOUNDATION HOSPITALS	4.875% 04/01/2042 DD 04/11/12	150,000	143,267	138,858
KAISER FOUNDATION HOSPITALS	4.150% 05/01/2047 DD 05/03/17	500,000	424,310	408,240
LOUISIANA LOCAL GOVERNMENT A4	4.475% 08/01/2039 DD 05/19/22	200,000	189,576	186,261
LOUISVILLE GAS AND ELECTRIC CO	5.450% 04/15/2033 DD 03/20/23	125,000	127,758	126,390
MACQUARIE GROUP LTD 144A	VAR RT 01/12/2027 DD 01/12/21	925,000	874,079	891,487
MANUFACTURERS & TRADERS TRUST	3.400% 08/17/2027 DD 08/17/17	330,000	311,345	317,549
MARS INC 144A	4.550% 04/20/2028 DD 04/20/23	350,000	348,583	346,689
MARSH & MCLENNAN COS INC	4.200% 03/01/2048 DD 03/01/18	65,000	53,711	52,767
MASS GENERAL BRIGHAM INC	4.117% 07/01/2055 DD 01/29/15	250,000	205,038	196,847
MEMORIAL SLOAN-KETTERING CANCER	4.200% 07/01/2055 DD 02/11/15	300,000	252,237	241,113
META PLATFORMS INC	4.450% 08/15/2052 DD 08/09/22	175,000	152,049	147,741
METLIFE INC	VAR RT 12/15/2044 DD 09/15/14	330,000	294,974	291,638
MORGAN STANLEY	VAR RT 01/23/2030 DD 01/23/19	860,000	840,691	837,253
MORGAN STANLEY	VAR RT 01/24/2029 DD 01/23/18	620,000	594,760	597,668
MORGAN STANLEY	VAR RT 07/20/2027 DD 07/20/21	2,050,000	1,913,429	1,948,546
MORGAN STANLEY	VAR RT 01/21/2028 DD 01/24/22	850,000	799,867	809,948

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**EIN/PN: 73-1567067/001**  
**SCHEDULE H, LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**DECEMBER 31, 2024**

(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value	
MORGAN STANLEY	VAR RT 04/20/2028 DD 04/20/22	1,475,000	1,446,872	1,453,642
MORGAN STANLEY	VAR RT 07/19/2035 DD 07/19/24	525,000	528,476	516,584
MORGAN STANLEY	VAR RT 11/19/2055 DD 11/20/24	275,000	275,000	265,606
NATIONAL BANK OF CANADA	5.600% 12/18/2028 DD 12/18/23	250,000	254,938	254,818
NATIONAL SECURITIES CLEAR 144A	5.150% 06/26/2026 DD 06/26/24	690,000	693,312	696,038
NATIONAL SECURITIES CLEAR 144A	4.900% 06/26/2029 DD 06/26/24	340,000	341,744	340,439
NETFLIX INC 144A	5.375% 11/15/2029 DD 04/29/19	1,000,000	1,026,660	1,019,210
NORTHWESTERN MUTUAL GLOBA 144A	1.750% 01/11/2027 DD 01/11/22	300,000	279,681	283,491
NYU LANGONE HOSPITALS	4.784% 07/01/2044 DD 11/25/14	300,000	281,334	270,783
PACIFIC GAS AND ELECTRIC CO	4.600% 06/15/2043 DD 06/14/13	575,000	476,221	485,225
PACIFICORP	6.350% 07/15/2038 DD 07/17/08	350,000	372,106	366,237
PACIFICORP	6.000% 01/15/2039 DD 01/08/09	50,000	51,743	51,021
PACIFICORP	5.450% 02/15/2034 DD 01/05/24	325,000	326,417	322,975
PAYPAL HOLDINGS INC	2.850% 10/01/2029 DD 09/26/19	200,000	182,608	182,830
PAYPAL HOLDINGS INC	5.050% 06/01/2052 DD 05/23/22	500,000	464,195	462,460
PEACEHEALTH OBLIGATED GROUP	4.787% 11/15/2048 DD 10/31/18	130,000	115,666	110,230
PEACEHEALTH OBLIGATED GROUP	3.218% 11/15/2050 DD 10/08/20	200,000	134,048	127,668
PECO ENERGY CO	3.000% 09/15/2049 DD 09/10/19	285,000	190,956	186,142
PFIZER INVESTMENT ENTERPRISES	5.300% 05/19/2053 DD 05/19/23	1,325,000	1,296,746	1,242,585
PNC FINANCIAL SERVICES GROUP I	2.550% 01/22/2030 DD 01/22/20	100,000	88,684	88,792
PNC FINANCIAL SERVICES GROUP I	VAR RT 07/23/2035 DD 07/23/24	805,000	826,096	799,639
PRINCIPAL LIFE GLOBAL FUN 144A	6.125% 10/15/2033 DD 10/15/03	300,000	319,309	308,784
PROLOGIS LP	4.375% 02/01/2029 DD 02/01/20	55,000	54,082	54,050
PROLOGIS TARGETED US LOGI 144A	5.500% 04/01/2034 DD 03/07/24	250,000	253,825	250,350
PROVIDENCE ST JOSEPH HEALTH OB	2.532% 10/01/2029 DD 10/01/19	200,000	177,916	178,590
PRUDENTIAL FINANCIAL INC	4.418% 03/27/2048 DD 03/27/18	100,000	83,654	82,662
PRUDENTIAL FINANCIAL INC	3.000% 03/10/2040 DD 03/10/20	390,000	292,547	288,128
PUBLIC SERVICE CO OF COLORADO	3.700% 06/15/2028 DD 06/21/18	650,000	622,076	627,283
PUBLIC SERVICE CO OF COLORADO	4.100% 06/15/2048 DD 06/21/18	110,000	85,043	85,929
PUBLIC SERVICE ELECTRIC AND GA	3.200% 05/15/2029 DD 05/08/19	590,000	551,036	552,830
REALTY INCOME CORP	3.000% 01/15/2027 DD 10/12/16	535,000	510,282	517,473
REALTY INCOME CORP	5.375% 09/01/2054 DD 08/26/24	92,000	90,504	87,472
REGENCY CENTERS LP	5.100% 01/15/2035 DD 08/15/24	85,000	84,841	83,017
ROYALTY PHARMA PLC	5.900% 09/02/2054 DD 06/10/24	175,000	172,151	166,367
SOUTHERN CALIFORNIA EDISON CO	5.875% 12/01/2053 DD 05/22/23	300,000	305,604	298,416
SOUTHERN CALIFORNIA GAS CO	4.300% 01/15/2049 DD 09/24/18	400,000	325,444	324,904
SOUTHWESTERN PUBLIC SERVICE CO	3.700% 08/15/2047 DD 08/09/17	190,000	136,059	138,147
STATE STREET CORP	VAR RT 11/01/2034 DD 11/01/19	280,000	251,233	252,412
SUTTER HEALTH	4.091% 08/15/2048 DD 04/04/18	390,000	324,968	314,176
TEACHERS INSURANCE & ANNU 144A	4.900% 09/15/2044 DD 09/18/14	250,000	226,740	223,445
THERMO FISHER SCIENTIFIC INC	2.600% 10/01/2029 DD 10/08/19	375,000	340,620	340,961
T-MOBILE USA INC	3.750% 04/15/2027 DD 04/15/21	241,000	236,088	235,423
TORONTO-DOMINION BANK/THE	VAR RT 09/15/2031 DD 09/15/16	340,000	326,244	330,249

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**EIN/PN: 73-1567067/001**  
**SCHEDULE H, LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**DECEMBER 31, 2024**

(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value	
TOYOTA MOTOR CREDIT CORP	4.550% 08/09/2029 DD 08/09/24	170,000	169,655	
TRANSATLANTIC HOLDINGS INC	8.000% 11/30/2039 DD 11/23/09	250,000	319,090	
TRINITY HEALTH CORP	3.434% 12/01/2048 DD 12/18/19	550,000	428,527	
TRUIST BANK	VAR RT 09/17/2029 DD 09/16/19	270,000	268,826	
TRUIST BANK	2.250% 03/11/2030 DD 03/09/20	650,000	549,653	
UBS GROUP AG	3.750% 03/26/2025 DD 09/26/15	275,000	272,627	
UBS GROUP AG	4.550% 04/17/2026 DD 10/18/16	475,000	470,616	
UBS GROUP AG 144A	VAR RT 02/02/2027 DD 02/02/21	1,000,000	941,190	
UBS GROUP AG 144A	VAR RT 01/30/2027 DD 07/30/20	1,300,000	1,224,743	
UBS GROUP AG 144A	VAR RT 08/10/2027 DD 08/10/21	1,100,000	1,020,591	
UBS GROUP AG 144A	VAR RT 09/06/2045 DD 09/06/24	320,000	320,000	
UNION PACIFIC CORP	3.839% 03/20/2060 DD 03/20/20	65,000	48,513	
UNITEDHEALTH GROUP INC	4.200% 01/15/2047 DD 12/20/16	245,000	204,188	
UNITEDHEALTH GROUP INC	4.250% 04/15/2047 DD 03/13/17	495,000	416,107	
UNITEDHEALTH GROUP INC	3.700% 08/15/2049 DD 07/25/19	370,000	281,940	
UNITEDHEALTH GROUP INC	3.875% 08/15/2059 DD 07/25/19	750,000	561,773	
UNITEDHEALTH GROUP INC	4.000% 05/15/2029 DD 05/20/22	450,000	437,670	
UNITEDHEALTH GROUP INC	5.300% 02/15/2030 DD 10/28/22	1,850,000	1,905,963	
UNITEDHEALTH GROUP INC	6.050% 02/15/2063 DD 10/28/22	25,000	26,552	
UNITEDHEALTH GROUP INC	5.050% 04/15/2053 DD 03/28/23	250,000	238,375	
UNIVERSITY OF CHICAGO/THE	2.761% 04/01/2045 DD 03/18/20	200,000	153,464	
UNIVERSITY OF SOUTHERN CALIFOR	3.028% 10/01/2039 DD 08/22/16	200,000	163,026	
UNIVERSITY OF SOUTHERN CALIFOR	3.226% 10/01/2120 DD 02/04/20	300,000	182,694	
US BANCORP	3.000% 07/30/2029 DD 07/29/19	830,000	753,454	
US BANCORP	VAR RT 10/21/2033 DD 10/21/22	175,000	180,229	
US BANCORP	VAR RT 06/12/2034 DD 06/12/23	400,000	412,072	
US BANCORP	VAR RT 01/23/2035 DD 01/23/24	450,000	464,701	
US BANK NA/CINCINNATI OH	2.800% 01/27/2025 DD 01/27/15	580,000	572,199	
VIRGINIA ELECTRIC AND POWER CO	3.500% 03/15/2027 DD 03/16/17	200,000	193,640	
WALT DISNEY CO/THE	6.550% 03/15/2033 DD 09/15/19	425,000	471,431	
WASTE MANAGEMENT INC	4.800% 03/15/2032 DD 11/04/24	204,000	203,398	
WASTE MANAGEMENT INC	5.350% 10/15/2054 DD 11/04/24	322,000	321,868	
WELLS FARGO & CO	5.375% 02/07/2035 DD 02/07/05	750,000	768,833	
WELLS FARGO & CO	5.606% 01/15/2044 DD 11/26/13	675,000	660,495	
WELLS FARGO & CO	4.650% 11/04/2044 DD 11/04/14	60,000	51,760	
WELLS FARGO & CO	4.750% 12/07/2046 DD 12/08/16	675,000	586,170	
WELLS FARGO & CO	VAR RT 10/30/2030 DD 10/31/19	855,000	767,286	
WESTPAC BANKING CORP	3.133% 11/18/2041 DD 11/18/21	225,000	162,178	
WEYERHAEUSER CO	3.375% 03/09/2033 DD 03/09/22	100,000	87,283	
WISCONSIN PUBLIC SERVICE CORP	3.300% 09/01/2049 DD 08/14/19	115,000	80,353	
<b>Total Corporate Bonds</b>			<b>225,010,021</b>	<b>223,148,347</b>
U S TREASURY BOND	3.000% 11/15/2044 DD 11/15/14	20,500,000	17,486,742	15,576,105

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**EIN/PN: 73-1567067/001**  
**SCHEDULE H, LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**DECEMBER 31, 2024**

(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value
U S TREASURY NOTE	1.000% 07/31/2028 DD 07/31/21	5,050,000	4,553,302
FEDERAL FARM CR BK CONS BD	2.250% 11/16/2039 DD 11/16/21	390,000	283,047
FEDERAL FARM CR BK CONS BD	2.770% 03/16/2037 DD 03/16/22	210,000	170,352
Total US Treasuries		22,493,443	20,512,038
SPI 200 FUTURE (SFE)	EXP MAR 25	1	-
S&P/TSE 60 INDEX FUTURES (MSE)	EXP MAR 25	1	-
SWISS MKT IX FUTURE (EUX)	EXP MAR 25	2	-
DAX INDEX FUTURE (EUX)	EXP MAR 25	1	-
CAC40 EURO INDEX FUT (EOP)	EXP JAN 25	5	-
LONG GILT FUTURE (ICF)	EXP MAR 25	4	-
FTSE 100 INDEX FUTURE (ICF)	EXP MAR 25	5	-
TOPIX INDEX FUTURE (OSE)	EXP MAR 25	5	-
OMXS30 INDEX FUT (SSE)	EXP JAN 25	5	-
MSCI SINGAPORE INDEX FUT (SGX)	EXP JAN 25	2	-
S&P500 EMINI FUTURE (CME)	EXP MAR 25	32	-
US TREAS BD FUTURE (CBT)	EXP MAR 25	572	-
US ULTRA BOND (CBT)	EXP MAR 25	483	-
US ULTRA BOND (CBT)	EXP MAR 25	(4)	-
US 10YR ULTRA FUTURE (CBT)	EXP MAR 25	406	-
US 10YR TREAS NTS FUTURE (CBT)	EXP MAR 25	129	-
US 5YR TREAS NTS FUTURE (CBT)	EXP MAR 25	34	-
US 5YR TREAS NTS FUTURE (CBT)	EXP MAR 25	16	-
US 2YR TREAS NTS FUT (CBT)	EXP MAR 25	(62)	-
DJ US REAL ESTATE FUT (CBT)	EXP MAR 25	6	-
XAK TECHNOLOGY FUTURE (CME)	EXP MAR 25	1	-
CCP_CDX_SP UL CDX.NA.IG.42_V1	REC 100BPS 2029 JUN 20	76,585,000	1,573,982
CCP_CDX_SP UL CDX.NA.IG.42_V1	REC 100BPS 2029 JUN 20	(76,585,000)	-
CCP_CDX_SP UL CDX.NA.IG.43_V1	REC 100BPS 2029 DEC 20	36,926,271	836,498
CCP_CDX_SP UL CDX.NA.IG.43_V1	REC 100BPS 2029 DEC 20	(36,926,271)	-
CCP_OIS_P USD FEDL01 1D CME	REC 4.4% 2025 MAR 19	100,630,000	3,839
CCP_OIS_P USD FEDL01 1D CME	REC 4.4% 2025 MAR 19	(100,630,000)	(641)
CCP_OIS_R USD-SOFR-OIS COMPOU	PAY 3.7% 2029 MAY 31	3,510,000	4,212
CCP_OIS_R USD-SOFR-OIS COMPOU	PAY 3.7% 2029 MAY 31	(3,510,000)	-
CHILE GOVERNMENT INTERNATIONAL	2.550% 07/27/2033 DD 07/27/21	740,000	606,497
CHILE GOVERNMENT INTERNATIONAL	5.330% 01/05/2054 DD 07/05/23	1,199,526	1,144,708
PERUVIAN GOVERNMENT INTERNATIO	3.600% 01/15/2072 DD 11/02/21	510,000	335,274
REPUBLIC OF POLAND GOVERNMENT	5.500% 03/18/2054 DD 03/18/24	440,000	438,049
ORIENTAL REPUBLIC OF URUGUAY	5.250% 09/10/2060 DD 09/10/24	140,000	139,045
MEXICO GOVERNMENT INTERNATIONA	3.771% 05/24/2061 DD 11/24/20	1,840,000	1,164,720
MEXICO GOVERNMENT INTERNATIONA	3.500% 02/12/2034 DD 01/12/22	2,220,000	1,850,814
MEXICO GOVERNMENT INTERNATIONA	3.750% 04/19/2071	200,000	128,900

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**EIN/PN: 73-1567067/001**  
**SCHEDULE H, LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**DECEMBER 31, 2024**

(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value
HUNGARY GOVERNMENT INTERN REGS	5.250% 06/16/2029	590,000	588,997
ROMANIAN GOVERNMENT INTER REGS	4.000% 02/14/2051	410,000	290,157
HUNGARY GOVERNMENT INTERN REGS	3.125% 09/21/2051	550,000	352,825
ROMANIAN GOVERNMENT INTER REGS	5.875% 01/30/2029	380,000	384,385
AMERICAN MUNI PWR-OHIO INC OH	8.084% 02/15/2050 DD 12/21/10	300,000	398,949
BAY AREA CA TOLL AUTH TOLL BRI	6.263% 04/01/2049 DD 11/05/09	250,000	276,188
CALIFORNIA ST	7.600% 11/01/2040 DD 12/01/10	500,000	612,215
ILLINOIS ST	5.100% 06/01/2033 DD 06/12/03	720,000	715,622
JOBSONIO BEVERAGE SYS STWD LIQ	4.433% 01/01/2033 DD 02/01/23	200,000	196,082
MARYLAND ST ECON DEV CORP	5.433% 05/31/2056 DD 08/20/24	295,000	300,641
MUNI ELEC AUTH OF GEORGIA	6.637% 04/01/2057 DD 03/11/10	288,000	316,800
NEW YORK CITY NY MUNI WTR FIN	5.882% 06/15/2044 DD 11/18/10	275,000	287,647
PORT AUTH OF NEW YORK & NEW JE	4.458% 10/01/2062 DD 10/10/12	400,000	361,920
TEXAS NATURAL GAS SECURITIZTN	5.169% 04/01/2041 DD 09/01/23	200,000	202,542
UNIV OF CALIFORNIA CA RGTS MED	3.706% 05/15/2120 DD 03/05/20	235,000	160,695
	Total Other Bonds		13,671,562
	Total Bonds and Fixed Income Securities		261,175,026
Collective Short Term Investment Fund*		41,990,985	41,991,006
	Total Short-Term Investments	41,990,985	41,991,006
	Total Investments	\$431,052,877	\$419,236,100

**RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION**  
**EIN/PN: 73-1567067/001**  
**SCHEDULE H, LINE 4j-SCHEDULE OF REPORTABLE TRANSACTIONS**  
**YEAR ENDED DECEMBER 31, 2024**

(a) Identity of Party Involved	(b) Description of Asset	(c) Number of Transactions	(d) Purchase Price	(e) Selling Price	(f) Cost of Asset	(g) Current value of assets on Transaction Date	(h) Net gain (loss)
<b>(i) Single transaction in excess of 5% of plan assets:</b>							
GOLDMAN SACHS	R6 GLOBAL EQUITY FUND	1	\$ 26,500,000	\$ -	\$ 26,500,000	\$ 26,500,000	\$ -
GOLDMAN SACHS	MANAGED BETA GLOBAL EQUITY FUND	1	34,300,000	-	34,300,000	34,300,000	-
U S TREASURY BOND	3.000% 11/15/2044 DD 11/15/14	1	25,104,138	-	25,104,138	25,104,138	-
U S TREASURY BOND	4.625% 05/15/2044 DD 05/15/24	1	-	26,557,072	26,679,334	26,557,072	(122,262)
<b>(i) Series of transactions in excess of 5% of plan assets:</b>							
GLDMN SCHS MM GBL EQ-R6	R6 GLOBAL EQUITY FUND	5	42,714,061	-	42,714,061	42,714,061	-
GLDMN SCHS MM GBL EQ-R6	R6 GLOBAL EQUITY FUND	2	-	5,000,000	4,808,613	5,000,000	191,387
GOLDMAN SACHS	MANAGED BETA GLOBAL EQUITY FUND	5	55,041,390	-	55,041,390	55,041,390	-
GOLDMAN SACHS	MANAGED BETA GLOBAL EQUITY FUND	4	-	4,500,000	4,416,312	4,500,000	83,688
U S TREASURY BOND	3.000% 11/15/2044 DD 11/15/14	2	25,104,138	-	25,104,138	25,104,138	-
U S TREASURY BOND	3.000% 11/15/2044 DD 11/15/14	1	-	6,973,037	76,173,953	6,973,037	(69,200,917)
U S TREASURY BOND	4.250% 02/15/2054 DD 02/15/24	4	15,314,777	-	15,314,777	15,314,777	-
U S TREASURY BOND	4.250% 02/15/2054 DD 02/15/24	9	-	15,268,884	15,314,777	15,268,884	(45,894)
U S TREASURY BOND	4.625% 05/15/2044 DD 05/15/24	4	31,148,529	-	31,148,529	31,148,529	-
U S TREASURY BOND	4.625% 05/15/2044 DD 05/15/24	5	-	31,057,865	31,148,529	31,057,865	(90,663)
U S TREASURY BOND	4.375% 05/15/2034 DD 05/15/24	2	15,591,159	-	15,591,159	15,591,159	-
U S TREASURY BOND	4.375% 05/15/2034 DD 05/15/24	7	-	15,558,040	15,591,159	15,558,040	(33,119)
BLACKROCK	MSCI ACWI IMI INDEX FUND B	3	-	24,924,496	11,838,546	24,924,496	13,085,950

# SCHEDULE SB ATTACHMENTS

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

### Economic Assumptions

#### Interest rate basis

- Applicable month September 2023
- Interest rate basis 3 Segment Rates

#### Interest rates

- |  | Reflecting Stabilization | Not Reflecting Stabilization |
|--|--------------------------|------------------------------|
|--|--------------------------|------------------------------|

#### Annual rates of increase

- Compensation: N/A
- Future Social Security wage bases 3.25%
- Statutory limits on compensation/Inflation 2.50%

#### Plan-related expenses

\$1,495,000 for 2024 (based on expenses expected to be paid out of the trust)

#### Assumed rate of return on assets

5.74%<sup>1</sup>

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

Rates not reflecting stabilization are to be used for purposes of determining the deductible limit; reflected in Section 2.6: Calculation of estimated maximum deductible contribution.

<sup>1</sup> Used to develop the expected return in 2023 for the development of the actuarial value of assets. Represents the lesser of the long-term expected asset return and third segment rate, reflecting stabilization, used for the 2023 valuation.

Plan Name: Retirement Plan for Employees of Devon Energy Corporation  
EIN / PN: 73-1567067/001  
Plan Sponsor: Devon Energy Corporation  
Valuation Date: January 1, 2024

# SCHEDULE SB ATTACHMENTS

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## Demographic Assumptions

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

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

### Mortality

- **Healthy** Separate rates for non-annuitants and annuitants based on Pri-2012 "Employees" and "Healthy Annuitants" (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
- **Disabled**
  - **Pre-1995 disabilities** Revenue Ruling 96-7 table for participants who became disabled before 1995
  - **Post-1994 and Pre-2013 disabilities** Revenue Ruling 96-7 table for participants who became disabled after 1994 and are eligible for Social Security disability benefits.
  - **Post-2012 Disabilities** Same as healthy participants
- **Mortality Table for Lump Sum Conversion** The prescribed mortality assumption under section 417(e)(3)(B) of the Internal Revenue Code using static tables with same mortality rates for annuitants and non-annuitants.

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**Termination**

The rates at which participants are assumed to leave the company are shown below (sample rates):

**Representative Termination Rates**

Age	Rates
20	12.84%
25	12.54%
30	10.09%
35	9.36%
40	8.24%
45	6.58%
50	6.13%
55	5.85%
60	5.04%

**Disability**

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

Percentage becoming disabled during the year		
Age	Males	Females
20	0.02%	0.02%
25	0.03%	0.04%
30	0.04%	0.07%
35	0.06%	0.11%
40	0.10%	0.17%
45	0.17%	0.26%
50	0.29%	0.44%
55	0.59%	0.78%
60	1.03%	0.95%

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## Retirement

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

Age	Rate
Under 55	0%
55-60	5%
61	10%
62	10%
63	15%
64	20%
65-69	25%
70+	100%

## Benefit commencement date:

- Preretirement death benefit      The later of the death of the active participant or the date the participant would have attained age 55.
- Deferred vested benefit      Devon and MEDC Participants:      Age 65  
Santa Fe Participants:  
terminated prior to April 30, 2001      Age 62 or age 65  
terminated after April 30, 2001      Age 65  
  
PZE Participants:  
terminated prior to April 30, 2001      Age 62  
terminated after April 30, 2001      Age 62 and 10 years of  
service or age 65
- Disability benefit      Same as Deferred Vested Benefit
- Retirement benefit      Upon termination of employment

Plan Name:              Retirement Plan for Employees of Devon Energy Corporation  
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Form of payment	Single Life	10 Year C&L	100% J&S	Lump Sum
Married Participants				
• Not Early Retirement Eligible	0%	0%	20%	80%
• Early Retirement Eligible	10%	0%	40%	50%
Single Participants				
• Not Early Retirement Eligible	20%	0%	0%	80%
• Early Retirement Eligible	40%	10%	0%	50%

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

**Spouse age** Wife two years younger than husband.

**Covered pay** Not applicable (benefits frozen as of December 31, 2020)

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

## Methods

**Valuation date** First day of plan year

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

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

**Decrement timing** The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

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**Actuarial value of assets** Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.) The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

**Benefits not valued** All benefits described in the Plan Provisions section of this report were valued.

## Sources of Data and Other Information

The plan sponsor through its third party administrator, furnished participant data as of 1/1/2024. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. These assumptions were communicated to Devon Energy Corporation in a letter dated June 18, 2024.

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

## Assumptions Rationale - Significant Economic Assumptions

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

**Lump sum conversion rate** As required by IRC §430, lump sum benefits are valued using "annuity substitution", so that the interest rates assumed are effectively the same as described above for the discount rate.

**Plan-related expenses** As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust).

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## Rates of increase in:

- **Assumed return for asset smoothing** The expected return on assets assumption was selected by Devon based on the Plan's target asset allocation with the help of their investment adviser for the 2022 plan year under U.S. GAAP. Although determining the expected rate of return on plan assets was not within the scope of our work, it is the client's best estimate and we determined that it does not significantly conflict with what would be reasonable based on their asset allocation.

## Assumptions Rationale - Significant Demographic Assumptions

<b>Healthy Mortality</b>	Assumptions used for funding purposes are as prescribed by IRC §430(h).
<b>Disabled Mortality</b>	Assumptions used for funding purposes are as prescribed by IRC §430(h).
<b>Termination</b>	Termination rates were based on an experience study conducted in 2012, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
<b>Disability</b>	Disability rates were based on historical experience of the Plan's population and future expectations.
<b>Retirement</b>	Retirement rates were based on an experience study conducted in 2012, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
<b>Form of payment</b>	The form of payment assumption is based on the analysis of plan experience conducted in 2012 and was modified slightly to reflect management's expectation of future experience.
<b>Percent married/Spouse age</b>	The spouse assumptions are based on the analysis of plan experience conducted in 2012 and future expectations.

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## Prescribed Methods

### Funding methods

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

## Changes in Assumptions and Methods

### Change in assumptions since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The mortality table used to calculate the funding target and target normal cost was changed from using a static projection of mortality improvement to a generational projection and the base table was updated as required by guidance issued by IRS under IRC §430.
- The mortality table for lump sum conversion was updated to reflect the updated IRC §417(e)(3) mortality tables for 2024 distributions. The interest rate for lump sum conversion was updated to coincide with the valuation interest rates.
- The assumed plan-related expenses added to the target normal cost were changed from \$2,114,000 for the prior valuation to \$1,495,000 for the current valuation based on a review of actual expenses during 2023.

### Change in methods since prior valuation

- None.

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# SCHEDULE SB ATTACHMENTS

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## Schedule SB – Statement by Enrolled Actuary

<b>Plan Sponsor</b>	Devon Energy Corporation
<b>EIN/PN</b>	73-1567067/001
<b>Plan Name</b>	Retirement Plan for Employees of Devon Energy Corporation
<b>Valuation Date</b>	January 1, 2024
<b>Enrolled Actuary</b>	Michael J Bologna
<b>Enrollment Number</b>	23-06676

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

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

PLAN: Retirement Plan for Employees of Devon Energy Corporation  
EIN/PN: 73-1567067/001  
SCHEDULE H, LINE 4j: Schedule of Reportable Transactions

The required Schedule of Schedule of Reportable Transactions is included in the Accountant's audit report attachment.

<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024


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

<b>A</b> Name of plan RETIREMENT PLAN FOR EMPLOYEES OF DEVON ENERGY CORPORATION	<b>B</b> Three-digit plan number (PN) ▶	001
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF DEVON ENERGY CORPORATION	<b>D</b> Employer Identification Number (EIN) 73-1567067	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	476,037,772
	<b>b</b> Actuarial value .....	<b>2b</b>	523,641,549
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	1,165	422,317,585
	<b>b</b> For terminated vested participants .....	339	38,807,873
	<b>c</b> For active participants .....	155	26,265,167
	<b>d</b> Total .....	1,659	487,390,625
<b>4</b>	If the plan is in at-risk status, check the box and complete lines (a) and (b) .....		
	<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>	
	<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor .....	<b>4b</b>	
<b>5</b>	Effective interest rate .....	<b>5</b>	5.07%
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	0
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	1,495,000
	<b>c</b> Target normal cost .....	<b>6c</b>	1,495,000

**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.

<b>SIGN HERE</b>	Michael J Bologna  Signature of actuary	10/1/2025 Date
	Michael J Bologna Type or print name of actuary	2306676 Most recent enrollment number
	Willis Towers Watson US LLC Firm name	713-754-5400 Telephone number (including area code)
	811 Louisiana Street Suite 2200 Houston TX 77002 Address of the firm	

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

# SCHEDULE SB ATTACHMENTS

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

Active participants are assumed to retire in accordance with the table of retirement rates. The average retirement age is 63.

Age	Retirement Rate	Weighted Average
55	0.05	2.750000
56	0.05	2.660000
57	0.05	2.572125
58	0.05	2.486388
59	0.05	2.402793
60	0.05	2.321343
61	0.10	4.484061
62	0.10	4.101813
63	0.15	5.626761
64	0.20	6.478218
65	0.25	6.579440
66	0.25	5.010497
67	0.25	3.814810
68	0.25	2.903811
69	0.25	2.209885
70	1.00	6.725738
<b>Average age at retirement</b>		63.127681
<b>Rounded for Schedule SB item 22</b>		63

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

Number distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service <sup>2</sup>										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	6	0	0	1	0	0	0	0	0	7
40-44	0	25	8	4	3	0	0	0	0	0	40
45-49	0	19	14	5	5	0	0	0	0	0	43
50-54	0	6	2	6	10	3	1	0	0	0	28
55-59	0	6	3	2	3	2	1	0	0	0	17
60-64	0	1	0	2	6	5	1	2	1	0	18
65-69	0	0	1	0	1	0	0	0	0	0	2
70 & over	0	0	0	0	0	0	0	0	0	0	0
Total	0	63	28	19	29	10	3	2	1	0	155

<sup>2</sup> Age and service for purposes of determining category are based on exact (not rounded) values.

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## Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments as of January 1, 2024

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	96,537	348,493	37,015,771	37,460,801
2025	289,306	719,400	36,414,565	37,423,271
2026	490,344	1,032,658	35,792,762	37,315,764
2027	691,565	1,346,879	35,125,202	37,163,646
2028	870,616	1,557,540	34,417,465	36,845,621
2029	1,032,897	1,719,374	33,657,214	36,409,485
2030	1,181,204	1,853,553	32,846,844	35,881,601
2031	1,318,313	2,166,466	31,981,071	35,465,850
2032	1,443,772	2,674,739	31,058,681	35,177,192
2033	1,553,842	2,972,495	30,070,638	34,596,975
2034	1,652,155	3,090,385	29,021,440	33,763,980
2035	1,743,568	3,205,881	27,918,530	32,867,979
2036	1,890,769	3,322,480	26,757,018	31,970,267
2037	2,035,469	3,402,351	25,539,266	30,977,086
2038	2,159,716	3,486,821	24,268,818	29,915,355
2039	2,274,344	3,563,355	22,950,504	28,788,203
2040	2,353,189	3,576,119	21,590,476	27,519,784
2041	2,440,251	3,524,677	20,196,269	26,161,197
2042	2,559,556	3,439,054	18,776,755	24,775,365
2043	2,662,866	3,387,178	17,342,062	23,392,106
2044	2,702,955	3,334,894	15,903,421	21,941,270
2045	2,703,881	3,252,759	14,472,968	20,429,608
2046	2,694,046	3,154,024	13,063,676	18,911,746
2047	2,707,898	3,029,555	11,688,987	17,426,440
2048	2,695,513	2,894,848	10,362,520	15,952,881
2049	2,642,976	2,752,368	9,097,604	14,492,948
2050	2,570,287	2,604,732	7,906,515	13,081,534
2051	2,479,546	2,452,287	6,799,847	11,731,680
2052	2,382,508	2,292,726	5,785,868	10,461,102
2053	2,279,018	2,130,812	4,870,048	9,279,878
2054	2,170,055	1,967,982	4,054,869	8,192,906
2055	2,057,555	1,805,675	3,339,919	7,203,149
2056	1,942,544	1,645,375	2,722,069	6,309,988
2057	1,826,149	1,488,625	2,195,879	5,510,653
2058	1,709,125	1,336,965	1,754,198	4,800,288
2059	1,592,154	1,191,798	1,388,630	4,172,582
2060	1,475,843	1,054,353	1,090,151	3,620,347
2061	1,360,743	925,666	849,640	3,136,049
2062	1,247,404	806,466	658,242	2,712,112
2063	1,136,424	697,239	507,683	2,341,346
2064	1,028,411	598,222	390,518	2,017,151
2065	924,008	509,359	300,228	1,733,595
2066	823,843	430,382	231,251	1,485,476
2067	728,506	360,846	178,972	1,268,324
2068	638,563	300,160	139,612	1,078,335
2069	554,525	247,648	110,134	912,307
2070	476,845	202,609	88,146	767,600
2071	405,836	164,304	71,780	641,920
2072	341,684	132,009	59,592	533,285
2073	284,432	105,017	50,476	439,925

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# SCHEDULE SB ATTACHMENTS

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## Schedule SB, Part V Summary of Plan Provisions

### Plan Provisions

The original Plan was effective as of July 1, 1973. The most recent restatement is effective January 1, 2018. The plan is frozen as of December 31, 2020 with the cessation of benefit accruals.

#### Covered employees

Employees who have both attained age 21 and completed at least one year of service during which 1,000 hours of Employment Service is earned. The term "employee" is any employee in regular service of the Employer or one or more of its participating affiliates, but excluding full-time students, independent contractors, leased employees, non-resident aliens, or persons covered by a collective bargaining agreement unless the Plan specifically provides for their inclusion.

Employees hired or rehired after September 30, 2007 will not be eligible to enter the plan. All participants had their benefits frozen as of December 31, 2020.

#### Participation date

Date of becoming a covered employee

### Definitions

#### Vesting service

For eligibility and vesting purposes: employees shall accrue one year of Credited Service for each plan year that they have completed 1,000 or more hours of Employment Service. Employees are 100% vested after completion of 5 years of Credited Service (or at age 65, if earlier).

#### Pension service

For benefit computation purposes: same as above, except that if an employee does not complete 1,000 hours in the year of hire or termination, he or she can accrue 1/10 of a year of Benefit Accrual Service for every 100 hours of Employment Service. Any employee who elected to receive the Devon Retirement Contribution will not be credited with Benefit Accrual Service after December 31, 2007.

Prior PZE, Ocean, Santa Fe and MEDC service (before mergers) counts towards vesting and determining certain benefit amounts, as noted in the Plan Benefit section.

The plan is frozen to future benefit accruals. No period of service after December 31, 2020 will be counted as Benefit Accrual Service under the plan.

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<b>Pensionable pay</b>	Compensation includes amounts paid by the employer for services rendered, plus Section 125 and Section 401(k) deferrals, but excluding employer contributions to the deferred compensation plan and amounts realized from the stock option transactions. Compensation is limited by the Internal Revenue Code Section 401(a)(17).
<b>Final Average Compensation</b>	<p>Final average compensation is the average monthly compensation for the 3 consecutive calendar years within the last 10 calendar years preceding normal retirement date or the date of termination, if earlier, that produces the highest such average.</p> <p>For active participants whose benefit accruals were frozen as of December 31, 2020, the plan was amended to include earnings for calendar year 2020 in the Final Average Compensation determination.</p>
<b>Monthly Covered Compensation</b>	Monthly covered compensation is 1/12 of the 35-year average of the Social Security wage base. The 35-year period ends at the Participant's Normal Retirement Date.
<b>Primary Social Security Benefit</b>	The Primary Social Security Benefit is a participant's "estimated primary insurance amount," payable on his or her Normal Retirement Date under the Social Security Act. For the purposes of the Social Security Act, this amount is calculated assuming the participant would have continued in covered employment until his or her Normal Retirement Date and his or her Compensation would have continued until his or her Normal Retirement Date at the same rate as his or her Compensation on the date of termination or retirement.
<b>Normal retirement date (NRD)</b>	The normal retirement date is the first of the month coinciding with or next following the participant's 65th birthday.

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## Monthly pension benefit

The normal retirement benefit is payable as a single life annuity.

### A. Devon Only Participants

Devon Only participants receive the greater of 1., 2. and 3. below:

1. 65% of Final Average Compensation less 100% of the Participant's Primary Social Security Benefit, with the result multiplied by a fraction, the denominator of the fraction shall be "25" and the numerator shall be the Benefit Accrual Service earned at the calculation date (maximum of 25 years)
2. 1.35% of Final Average Compensation times the Benefit Accrual Service earned at the calculation date.
3. \$55 per month of Benefit Accrual Service up to 10 years

### B. PZE Participants

PZE Participants receive the greater of 1. (capped by 2.) and 3.; less 4. below

1. The greater of a. and b. below:
  - a. The participant's Accrued Benefit under the PZE pension plan as of the merger date of April 30, 2001; plus 65% of Final Average Compensation less 100% of the Participant's Primary Social Security Benefit, with the result multiplied by a fraction, the denominator of the fraction shall be "25" and the numerator shall be the Benefit Accrual Service earned since April 30, 2001 (maximum of 25 years).
  - b. 1.35% of Final Average Compensation times the Benefit Accrual Service earned since the merger date of April 30, 2001
2. The greater of a., b. and c. below:
  - a. 65% of Final Average Compensation less 100% of the Participant's Primary Social Security Benefit, with the result multiplied by a fraction, the denominator of the fraction shall be "25" and the numerator shall be all years of Benefit Accrual Service (maximum of 25 years)
  - b. 1.35% of Final Average Compensation times all years of Benefit Accrual Service
  - c. \$55 per month of Benefit Accrual Service up to 10

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years

3. The participant's Accrued Benefit under the PZE pension plan as of the merger date of April 30, 2001; plus 65% of Final Average Compensation less 100% of the Participant's Primary Social Security Benefit, with the result multiplied by a fraction, the denominator of the fraction shall be "25" and the numerator shall be the Benefit Accrual Service earned between April 30, 2001 and April 30, 2011 (maximum of 25 years)
  4. The sum of a. and b. below
    - a. The participant's frozen Chevron offset amount
    - b. The participant's frozen VALIC part A offset, less the participant's frozen VALIC part B offset.
- c. MEDC Participants
- MEDC Participants receive the greater of 1. (capped by 2.) and 3. below
1. The greater of a. and b., plus c.; but no less than d. below
    - a. 1.65% of Final Average Compensation, plus 0.45% of Final Average Compensation in excess of the lesser of 150% of Monthly Covered Compensation and the participant's Social Security Taxable Wage Base; times the participant's Benefit Accrual Service if he had remained active in the Plan until age 65 (capped at 20 years); times the participant's Accrued Benefit Ratio<sup>1</sup>
    - b. 1.1% of Final Average Compensation plus 0.45% of Final Average Compensation in excess of Monthly Covered Compensation; times all years of Benefit Accrual Service (maximum of 35 years)
    - c. 65% of Final Average Compensation less 100% of the Participant's Primary Social Security Benefit, with the result multiplied by a fraction, the denominator of the fraction shall be "25" and the numerator shall be the Benefit Accrual Service earned since the merger date of February 28, 2003 (maximum of 25 years)
    - d. 1.35% times the years of Benefit Accrual Service earned since the merger date of February 28, 2003

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<sup>1</sup> The Accrued Benefit Ratio is based on a MEDC participant's service with MEDC as of the merger date of February 28, 2003, divided by the participant's service if he had stayed active in the Devon pension plan until age 65.

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2. The greater of a., b. and c. below
  - a. 65% of Final Average Compensation less 100% of the Participant's Primary Social Security Benefit, with the result multiplied by a fraction, the denominator of the fraction shall be "25" and the numerator shall be all years of Benefit Accrual Service (maximum of 25 years)
  - b. 1.35% of Final Average Compensation times all years of Benefit Accrual Service
  - c. \$55 per month of Benefit Accrual Service up to 10 years
3. Part a., plus the greater of b. and c. below, where Final Average Compensation means a participant's Final Average Compensation frozen at February 28, 2013
  - a. 65% of Final Average Compensation less 100% of the Participant's Primary Social Security Benefit, with the result multiplied by a fraction, the denominator of the fraction shall be "25" and the numerator shall be the Benefit Accrual Service earned since the merger date of February 28, 2003 (maximum of 25 years)
  - b. 1.65% of Final Average Compensation, plus 0.45% of Final Average Compensation in excess of the lesser of 150% of Monthly Covered Compensation and the participant's Social Security Taxable Wage Base; times the participant's Benefit Accrual Service if he had remained active in the Plan until age 65; times the participant's Accrued Benefit
  - c. 1.1% of Final Average Compensation plus 0.45% of Final Average Compensation in excess of Monthly Covered Compensation; times all years of Benefit Accrual Service (maximum of 35 years)

D. SFS Participants

For any SFS participant employed by SFS as of April 30, 2001, such SFS Participant will be entitled to a benefit calculated under A. above, as applicable, but based on the assumption that all employment service with SFS had been with the Company and such SFS participant was a Participant of the Plan as of May 1, 2001.

E. Ocean Participants

For any Ocean participant employed by Ocean as of January 1, 2004, such Participant will be entitled to a benefit calculated under A. above, as applicable, but with Benefit

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Accrual Service based only on service accrued with Devon Energy since January 1, 2004.

F. Appendix A Participants

For a named group of individuals, a minimum benefit structure applies, as detailed in Appendix A of the Plan Document.

## Eligibility for Benefits

<b>Normal retirement</b>	Retirement on NRD
<b>Early retirement</b>	The early retirement date is the first day of the month coincident with or next following the date the Employee attains age 55 and earns 10 years of Credited Service.
<b>Postponed retirement</b>	Retirement after NRD
<b>Deferred vested termination</b>	Termination for reasons other than death or retirement after completing five years of vesting service (or at age 65, if earlier)
<b>Disability</b>	The disability benefit applies to participants who have completed 10 years of Credited Service, become totally and permanently disabled while active, and are eligible for disability benefits under the Social Security Act.
<b>Preretirement death benefit</b>	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

## Benefits Paid Upon the Following Events

<b>Normal retirement</b>	The monthly pension benefit determined as of NRD
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## Early retirement

The early retirement benefit is based on the then Accrued Benefit and subject to the applicable early retirement factors below:

A. Prior to May 1, 2001

Benefit shall be calculated and paid in accordance with the Predecessor Plan, the PZE Plan, or the SFS Plan, whichever is applicable.

B. After April 30, 2001

If a Participant terminates employment after attaining their first eligible Early Retirement Date, a percentage of their Normal Retirement Benefit will be paid as follows:

<u>Age</u>	<u>Percentage</u>
55	60%
56	65%
57	70%
58	75%
59	80%
60	85%
61	88%
62	91%
63	94%
64	97%
65	100%

C. If a Participant terminates employment before attaining their first eligible Early Retirement Date, a percentage of their Normal Retirement Benefit will be paid as follows:

<u>Age</u>	<u>Percentage</u>
55	40.63%
56	44.03%
57	47.80%
58	52.00%
59	56.68%
60	61.91%
61	67.79%
62	74.40%
63	81.88%
64	90.35%
65	100.00%

D. With respect to any PZE participant who has a benefit earned under the PZE Plan as of April 30, 2001, and terminates employment before or after attaining their first eligible Early Retirement Date, a percentage of their Normal Retirement

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Benefit will be paid as follows:

<u>Age</u>	<u>Percentage</u>
55	79%
56	82%
57	85%
58	88%
59	91%
60	94%
61	97%
62	100%
63	100%
64	100%
65	100%

- E. In parts 1a. and 3b. of the MEDC participant benefit formulas, the base formula pieces (1.65% of Final Average Compensation) are reduced by 5% for each year before age 62. The excess piece (0.45% of excess compensation) is reduced by 1/180 for each of the first 60 months and by 1/360 for each additional month by which the commencement date precedes age 65. Parts 1b. and 3c. of the MEDC participant benefit formulas are reduced by 5% for each year before age 62.

**Santa Fe Pacific Early Retirement Supplemental Benefit**

Transferred SFP Plan participants who retire early will receive a supplement of \$15 per month of service, up to 20 years, until age 62.

**Postponed retirement**

The monthly pension benefit determined as of the actual retirement date.

**Deferred vested termination**

The vested termination benefit applies to vested participants who do not commence benefit payments immediately after termination. Payment of the participant's vested interest is deferred until his normal retirement date or his early retirement date, if he qualifies and so prefers. If payments commence prior to the participant's normal retirement date, the payments are actuarially reduced.

**Disablement**

For benefits on or before September 11, 2012, the amount of disability benefit to which a Participant is entitled shall be based on the Accrued Benefit calculated using service projected to age 65, which shall be paid on a single life basis as of their normal retirement date.

For benefits after September 11, 2012, the amount of disability benefit to which the Participant is entitled is the same as the benefit of a deferred vested participant.

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**Preretirement death** The death benefit is calculated as the monthly survivor portion of the 100% Joint & Survivor Annuity, calculated using service at the date of death. The death benefit is payable at the later of the date of death and the participant's earliest retirement date.

## Other Plan Provisions

**Forms of payment** Normal Form: Single Life Annuity

Alternate Forms:

- 25% Joint and Survivor Annuity
- 40% Joint and Survivor Annuity
- 50% Joint and Survivor Annuity
- 66 and 2/3% Joint and Survivor Annuity
- 100% Joint and Survivor Annuity
- 10 Year Certain-and-Life Annuity
- Social Security Level Income Option
- Lump sum

**Optional Form Conversion Factors** Lump Sums: 417(e) applicable mortality and 417(e) applicable segment rates for the fifth month prior to the Plan Year during which the payment is made.

All other forms: 417(e) applicable mortality and 7.00% interest

**Pension Increases** None

**Plan participants' contributions** None

**Maximum limits on benefits and pay** All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect. Increases in the dollar limits are assumed for determining pension cost but are not assumed for funding or AFTAP purposes.

## Future Plan Changes

WTW is not aware of any future plan changes that are required to be reflected.

## Changes in Benefits Valued Since Prior Year

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

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SCHEDULE H, LINE 4i: Schedule of Assets (Held at End of Year)

The required Schedule of Assets (Held at End of Year) is included in the Accountant's audit report attachment.

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**Schedule SB, Line 32**  
**Schedule of Amortization Bases**  
**as of January 1, 2024**

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2024	(4,960,281)	15.00000	(4,960,281)	(451,288)
2. Shortfall	01/01/2023	36,457,278	14.00000	34,982,032	3,338,783
3. Shortfall	01/01/2022	(32,873,492)	13.00000	(30,192,192)	(3,037,887)
4. Shortfall	01/01/2021	3,869,346	12.00000	3,381,762	360,784
5. Shortfall	01/01/2020	104,991,317	11.00000	86,553,558	9,857,284
Total				89,764,879	10,067,676

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## Schedule SB, Line 24 Change in Actuarial Assumptions

The assumed plan-related expenses added to the target normal cost were changed from \$2,114,000 for the prior valuation to \$1,495,000 for the current valuation based on a review of actual expenses during 2023.

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