# Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

## Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

**2025**

**This Form is Open to Public Inspection**

## Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

**A** This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

**B** This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

**C** If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

**D** Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

**E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

## Part II Basic Plan Information—enter all requested information

**1a** Name of plan
DEX PENSION PLAN

**1b** Three-digit plan number (PN) ▶ 007

**1c** Effective date of plan 01/01/2017

**2a** Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
THRYV HOLDINGS, INC.

1301 MUNICIPAL WAY
STE 220
GRAPEVINE, TX 76051

**2b** Employer Identification Number (EIN)
13-2740040

**2c** Plan Sponsor's telephone number
972-453-7000

**2d** Business code (see instructions)
551112

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

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

| | | | |
|---|---|---|---|
| **SIGN HERE** | Filed with authorized/valid electronic signature. | 09/25/2026 | MICHAEL CONNOLLY |
| | **Signature of plan administrator** | Date | Enter name of individual signing as plan administrator |
| **SIGN HERE** | Filed with authorized/valid electronic signature. | 09/25/2026 | MICHAEL CONNOLLY |
| | **Signature of employer/plan sponsor** | Date | Enter name of individual signing as employer or plan sponsor |
| **SIGN HERE** | | | |
| | **Signature of DFE** | Date | Enter name of individual signing as DFE |

**3a** Plan administrator's name and address ☐ Same as Plan Sponsor

THRYV, INC. EMPLOYEE BENEFITS AND ASSET MANAGEMENT COMMITTEE

1301 MUNICIPAL WAY
STE 220
GRAPEVINE, TX 76051

**3b** Administrator's EIN
13-2740040

**3c** Administrator's telephone number
972-453-7000

**4** If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

**a** Sponsor's name

**c** Plan Name

**4b** EIN

**4d** PN

| | | | |
|---|---|---|---|
| **5** | Total number of participants at the beginning of the plan year | **5** | 4262 |
| **6** | Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**). | | |
| **a(1)** | Total number of active participants at the beginning of the plan year | **6a(1)** | 325 |
| **a(2)** | Total number of active participants at the end of the plan year | **6a(2)** | 249 |
| **b** | Retired or separated participants receiving benefits | **6b** | 1701 |
| **c** | Other retired or separated participants entitled to future benefits | **6c** | 1861 |
| **d** | Subtotal. Add lines **6a(2)**, **6b**, and **6c**. | **6d** | 3811 |
| **e** | Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. | **6e** | 290 |
| **f** | Total. Add lines **6d** and **6e**. | **6f** | 4101 |
| **g(1)** | Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) | **6g(1)** | |
| **g(2)** | Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | **6g(2)** | |
| **h** | Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested. | **6h** | 0 |
| **7** | Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) | **7** | |

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

1A 1B 1C 1I 3H

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

**9a** Plan funding arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

**9b** Plan benefit arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

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

**a Pension Schedules**

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

**b General Schedules**

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

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

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

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

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

**11c** Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

# SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

# Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

**2025**

**This Form is Open to Public Inspection**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

**A** Name of plan
DEX PENSION PLAN

**B** Three-digit plan number (PN) ▶ 007

**C** Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
THRYV HOLDINGS, INC.

**D** Employer Identification Number (EIN)
13-2740040

**E** Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

**F** Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

## Part I Basic Information

**1** Enter the valuation date: Month 01 Day 01 Year 2025

**2** Assets:

| | | |
|---|---|---|
| **a** Market value | **2a** | 280325288 |
| **b** Actuarial value | **2b** | 274044944 |

**3** Funding target/participant count breakdown

| | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
|---|---|---|---|
| **a** For retired participants and beneficiaries receiving payment | 1852 | 218751287 | 218751287 |
| **b** For terminated vested participants | 2085 | 78744111 | 78744111 |
| **c** For active participants | 325 | 23018152 | 23277455 |
| **d** Total | 4262 | 320513550 | 320772853 |

**4** If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

| | | |
|---|---|---|
| **a** Funding target disregarding prescribed at-risk assumptions | **4a** | |
| **b** Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | **4b** | |

| | | |
|---|---|---|
| **5** Effective interest rate | **5** | 5.30 % |
| **6** Target normal cost | | |
| **a** Present value of current plan year accruals | **6a** | 0 |
| **b** Expected plan-related expenses | **6b** | 3385821 |
| **c** Target normal cost | **6c** | 3385821 |

**Statement by Enrolled Actuary**

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

**SIGN HERE**

Signature of actuary

09/04/2026
Date

JUSTIN ADLER
Type or print name of actuary

26-09140
Most recent enrollment number

AON CONSULTING, INC.
Firm name

214-989-2689
Telephone number (including area code)

5005 LBJ FREEWAY
SUITE 1400
DALLAS, TX 75244
Address of the firm

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

## Part II Beginning of Year Carryover and Prefunding Balances

| | | (a) Carryover balance | (b) Prefunding balance |
|---|---|---|---|
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) | 0 | 17998130 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 8196468 |
| 9 | Amount remaining (line 7 minus line 8) | 0 | 9801662 |
| 10 | Interest on line 9 using prior year's actual return of 7.15 % | 0 | 700819 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| a | Present value of excess contributions (line 38a from prior year) | | 2317996 |
| b(1) | Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.01 % | | 0 |
| b(2) | Interest on line 38b from prior year Schedule SB, using prior year's actual return | | 165737 |
| c | Total available at beginning of current plan year to add to prefunding balance | | 2483733 |
| d | Portion of (c) to be added to prefunding balance | | 2483733 |
| 12 | Other reductions in balances due to elections or deemed elections | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) | 0 | 12986214 |

## Part III Funding Percentages

| | | | |
|---|---|---|---|
| 14 | Funding target attainment percentage | 14 | 81.38 % |
| 15 | Adjusted funding target attainment percentage | 15 | 81.38 % |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement | 16 | 80.76 % |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage | 17 | % |

## Part IV Contributions and Liquidity Shortfalls

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

| (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees | (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees |
|---|---|---|---|---|---|
| 03/27/2026 | 370000 | 0 | | | |
| 06/30/2026 | 2730000 | 0 | | | |
| 08/20/2026 | 4040000 | 0 | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | Totals ► 18(b) | 7140000 | 18(c) 0 |

| | | | |
|---|---|---|---|
| 19 | Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year: | | |
| a | Contributions allocated toward unpaid minimum required contributions from prior years | 19a | 0 |
| b | Contributions made to avoid restrictions adjusted to valuation date | 19b | 0 |
| c | Contributions allocated toward minimum required contribution for current year adjusted to valuation date | 19c | 6587862 |

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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 |

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

**21** Discount rate:

| | | | | |
|---|---|---|---|---|
| **a** Segment rates: | 1st segment: 5.07 % | 2nd segment: 5.31 % | 3rd segment: 5.50 % | ☐ N/A, full yield curve used |

| | | |
|---|---|---|
| **b** Applicable month (enter code) | **21b** | 4 |
| **22** Weighted average retirement age | **22** | 53 |

**23** Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

## Part VI Miscellaneous Items

**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

**26** Demographic and benefit information

**a** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

**b** Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

| | | |
|---|---|---|
| **27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment | **27** | |

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

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

## Part VIII Minimum Required Contribution For Current Year

**31** Target normal cost and excess assets (see instructions):

| | | |
|---|---|---|
| **a** Target normal cost (line 6c) | **31a** | 3385821 |
| **b** Excess assets, if applicable, but not greater than line 31a | **31b** | 0 |

| **32** Amortization installments: | Outstanding Balance | Installment |
|---|---|---|
| **a** Net shortfall amortization installment | 59714123 | 7522999 |
| **b** Waiver amortization installment | 0 | 0 |

| | | |
|---|---|---|
| **33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____ )_and the waived amount | **33** | |
| **34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) | **34** | 10908820 |

| | Carryover balance | Prefunding balance | Total balance |
|---|---|---|---|
| **35** Balances elected for use to offset funding requirement | 0 | 10908820 | 10908820 |

| | | |
|---|---|---|
| **36** Additional cash requirement (line 34 minus line 35) | **36** | 0 |
| **37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) | **37** | 6587862 |

**38** Present value of excess contributions for current year (see instructions)

| | | |
|---|---|---|
| **a** Total (excess, if any, of line 37 over line 36) | **38a** | 6587862 |
| **b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances | **38b** | 6587862 |
| **39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) | **39** | 0 |
| **40** Unpaid minimum required contributions for all years | **40** | 0 |

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

**41** If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021

| SCHEDULE C (Form 5500) | Service Provider Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury<br>Internal Revenue Service<br>Department of Labor<br>Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br>▶ **File as an attachment to Form 5500.** | **2025**<br>**This Form is Open to Public Inspection.** |

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

**A** Name of plan
DEX PENSION PLAN

**B** Three-digit plan number (PN) ▶ 007

**C** Plan sponsor's name as shown on line 2a of Form 5500
THRYV HOLDINGS, INC.

**D** Employer Identification Number (EIN)
13-2740040

## Part I Service Provider Information (see instructions)

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

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

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

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

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

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

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

MILLIMAN

91-0675641

| (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? |
|---|---|---|---|---|---|---|
| 14 15 50 | NONE | 440285 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

AON CONSULTING, INC.

22-2232264

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 11 17 50 | NONE | 257185 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

**(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 | 39000 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

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

NORTHERN TRUST COMPANY

36-1561860

| (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 50 | NONE | 24727 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

PRINCIPAL

42-1466678

| (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 50 | NONE | 17645 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

GRANT THORNTON ADVISORS LLC

99-1856619

| (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 | 6000 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

## Part I Service Provider Information (continued)

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

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

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

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

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

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

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

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

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

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

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

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

## Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

# SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

## DFE/Participating Plan Information

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

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

**2025**

**This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

**A** Name of plan
DEX PENSION PLAN

**B** Three-digit plan number (PN) ▶ 007

**C** Plan or DFE sponsor's name as shown on line 2a of Form 5500
THRYV HOLDINGS, INC.

**D** Employer Identification Number (EIN)
13-2740040

**Part I** **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

**a** Name of MTIA, CCT, PSA, or 103-12 IE: DEX MEDIA MASTER TRUST

**b** Name of sponsor of entity listed in (a): THRYV HOLDINGS, INC.

| **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) |
|---|---|---|
| 26-1165152-001 | M | 275383852 |

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| | | |

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| | | |

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| | | |

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| | | |

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| | | |

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

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

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

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

**Part II** **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

# SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

## Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

**2025**

**This Form is Open to Public Inspection**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

**A** Name of plan
DEX PENSION PLAN

**B** Three-digit plan number (PN) ▶ 007

**C** Plan sponsor's name as shown on line 2a of Form 5500
THRYV HOLDINGS, INC.

**D** Employer Identification Number (EIN)
13-2740040

## Part I Asset and Liability Statement

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

| Assets | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **a** Total noninterest-bearing cash | 1a | 2905107 | 3134262 |
| **b** Receivables (less allowance for doubtful accounts): | | | |
| **(1)** Employer contributions | 1b(1) | 0 | 7140000 |
| **(2)** Participant contributions | 1b(2) | | |
| **(3)** Other | 1b(3) | | |
| **c** General investments: | | | |
| **(1)** Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | | |
| **(2)** U.S. Government securities | 1c(2) | | |
| **(3)** Corporate debt instruments (other than employer securities): | | | |
| **(A)** Preferred | 1c(3)(A) | | |
| **(B)** All other | 1c(3)(B) | | |
| **(4)** Corporate stocks (other than employer securities): | | | |
| **(A)** Preferred | 1c(4)(A) | | |
| **(B)** Common | 1c(4)(B) | | |
| **(5)** Partnership/joint venture interests | 1c(5) | | |
| **(6)** Real estate (other than employer real property) | 1c(6) | | |
| **(7)** Loans (other than to participants) | 1c(7) | | |
| **(8)** Participant loans | 1c(8) | | |
| **(9)** Value of interest in common/collective trusts | 1c(9) | | |
| **(10)** Value of interest in pooled separate accounts | 1c(10) | | |
| **(11)** Value of interest in master trust investment accounts | 1c(11) | 276590845 | 275383852 |
| **(12)** Value of interest in 103-12 investment entities | 1c(12) | | |
| **(13)** Value of interest in registered investment companies (e.g., mutual funds) | 1c(13) | | |
| **(14)** Value of funds held in insurance company general account (unallocated contracts) | 1c(14) | | |
| **(15)** Other | 1c(15) | | |

| | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **1d** Employer-related investments: | | | |
| **(1)** Employer securities | 1d(1) | | |
| **(2)** Employer real property | 1d(2) | | |
| **1e** Buildings and other property used in plan operation | 1e | | |
| **1f** Total assets (add all amounts in lines 1a through 1e) | 1f | 279495952 | 285658114 |
| **Liabilities** | | | |
| **1g** Benefit claims payable | 1g | | |
| **1h** Operating payables | 1h | | |
| **1i** Acquisition indebtedness | 1i | | |
| **1j** Other liabilities | 1j | 229159 | 292020 |
| **1k** Total liabilities (add all amounts in lines 1g through1j) | 1k | 229159 | 292020 |
| **Net Assets** | | | |
| **1l** Net assets (subtract line 1k from line 1f) | 1l | 279266793 | 285366094 |

## Part II Income and Expense Statement

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

| Income | | (a) Amount | (b) Total |
|---|---|---|---|
| **a Contributions:** | | | |
| **(1)** Received or receivable in cash from: **(A)** Employers | 2a(1)(A) | 7140000 | |
| **(B)** Participants | 2a(1)(B) | | |
| **(C)** Others (including rollovers) | 2a(1)(C) | | |
| **(2)** Noncash contributions | 2a(2) | | |
| **(3)** Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)** | 2a(3) | | 7140000 |
| **b Earnings on investments:** | | | |
| **(1)** Interest: | | | |
| **(A)** Interest-bearing cash (including money market accounts and certificates of deposit) | 2b(1)(A) | | |
| **(B)** U.S. Government securities | 2b(1)(B) | | |
| **(C)** Corporate debt instruments | 2b(1)(C) | | |
| **(D)** Loans (other than to participants) | 2b(1)(D) | | |
| **(E)** Participant loans | 2b(1)(E) | | |
| **(F)** Other | 2b(1)(F) | | |
| **(G)** Total interest. Add lines **2b(1)(A)** through **(F)** | 2b(1)(G) | | 0 |
| **(2)** Dividends: **(A)** Preferred stock | 2b(2)(A) | | |
| **(B)** Common stock | 2b(2)(B) | | |
| **(C)** Registered investment company shares (e.g. mutual funds) | 2b(2)(C) | | |
| **(D)** Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)** | 2b(2)(D) | | 0 |
| **(3)** Rents | 2b(3) | | |
| **(4)** Net gain (loss) on sale of assets: **(A)** Aggregate proceeds | 2b(4)(A) | | |
| **(B)** Aggregate carrying amount (see instructions) | 2b(4)(B) | | |
| **(C)** Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result | 2b(4)(C) | | 0 |
| **(5)** Unrealized appreciation (depreciation) of assets: **(A)** Real estate | 2b(5)(A) | | |
| **(B)** Other | 2b(5)(B) | | |
| **(C)** Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)** | 2b(5)(C) | | 0 |

| | | (a) Amount | (b) Total |
|---|---|---|---|
| (6) Net investment gain (loss) from common/collective trusts | 2b(6) | | |
| (7) Net investment gain (loss) from pooled separate accounts | 2b(7) | | |
| (8) Net investment gain (loss) from master trust investment accounts | 2b(8) | | 33093057 |
| (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) | | |
| c Other income | 2c | | |
| d Total income. Add all **income** amounts in column (b) and enter total | 2d | | 40233057 |
| **Expenses** | | | |
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 30672422 | |
| (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) | | 30672422 |
| f Corrective distributions (see instructions) | 2f | | |
| g Certain deemed distributions of participant loans (see instructions) | 2g | | |
| h Interest expense | 2h | | |
| i Administrative expenses: | | | |
| (1) Salaries and allowances | 2i(1) | | |
| (2) Contract administrator fees | 2i(2) | | |
| (3) Recordkeeping fees | 2i(3) | 446285 | |
| (4) IQPA audit fees | 2i(4) | 39917 | |
| (5) Investment advisory and investment management fees | 2i(5) | | |
| (6) Bank or trust company trustee/custodial fees | 2i(6) | 24727 | |
| (7) Actuarial fees | 2i(7) | 257185 | |
| (8) Legal fees | 2i(8) | 2791 | |
| (9) Valuation/appraisal fees | 2i(9) | | |
| (10) Other trustee fees and expenses | 2i(10) | 17645 | |
| (11) Other expenses | 2i(11) | 2672784 | |
| (12) Total administrative expenses. Add lines **2i(1)** through **(11)** | 2i(12) | | 3461334 |
| j Total expenses. Add all **expense** amounts in column (b) and enter total | 2j | | 34133756 |
| **Net Income and Reconciliation** | | | |
| k Net income (loss). Subtract line **2j** from line **2d** | 2k | | 6099301 |
| l Transfers of assets: | | | |
| (1) To this plan | 2l(1) | | |
| (2) From this plan | 2l(2) | | |

## Part III Accountant's Opinion

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

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

**(1)** [X] 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)** [X] 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 |
|---|---|---|---|---|
| **a** Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.) | **4a** | | X | |
| **b** Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) | **4b** | | X | |
| **c** Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) | **4c** | | X | |
| **d** Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) | **4d** | | X | |
| **e** Was this plan covered by a fidelity bond? | **4e** | X | | 10000000 |
| **f** Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | **4f** | | X | |
| **g** Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? | **4g** | | X | |
| **h** Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? | **4h** | | X | |
| **i** Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) | **4i** | | X | |
| **j** Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) | **4j** | | X | |
| **k** Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | **4k** | | X | |
| **l** Has the plan failed to provide any benefit when due under the plan? | **4l** | | X | |
| **m** If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | **4m** | | | |
| **n** If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. | **4n** | | | |

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 591470.

# SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

## Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

**2025**

**This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

**A** Name of plan
DEX PENSION PLAN

**B** Three-digit plan number (PN) ▶ 007

**C** Plan sponsor's name as shown on line 2a of Form 5500
THRYV HOLDINGS, INC.

**D** Employer Identification Number (EIN)
13-2740040

## Part I Distributions

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

**1** Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... **1** 0

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

EIN(s): 25-0659306

**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** 145

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

**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☒ **No** ☐ **N/A**

**If the plan is a defined benefit plan, go to line 8.**

**5** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

**If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.**

**6** **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) ..... **6a**

**b** Enter the amount contributed by the employer to the plan for this plan year ..... **6b**

**c** Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) ..... **6c**

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

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

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

## Part III Amendments

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

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

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

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

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

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

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

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

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

| | | |
|---|---|---|
| **a** The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) | **14a** | |
| **b** The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) | **14b** | |
| **c** The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) | **14c** | |

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

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

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

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

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

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

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

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

**a** Enter the percentage of plan assets held as:
Public Equity: 26.0 % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: 43.0 %
High-Yield Debt: 3.0 % Real Assets: _____ % Cash or Cash Equivalents: 0.0 % Other: 28.0 %

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

## Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

# Financial Statements and Report of Independent Certified Public Accountants

## Dex Pension Plan

December 31, 2025 and 2024

**Contents**


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# REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Plan Administrator
Dex Pension Plan

**Scope and nature of the ERISA Section 103(a)(3)(C) audit**
We have performed audits of the financial statements of Dex Pension Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, 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 qualified institutions as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

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

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



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**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.

Grant Thornton LLP

Oklahoma City, Oklahoma
September 24, 2026

**Dex Pension Plan**

**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

**December 31,**

| | 2025 | 2024 |
|---|---|---|
| **ASSETS** | | |
| Non-interest bearing cash | $ 3,134,262 | $ 2,905,107 |
| Investments, at fair value | | |
| Plan's interest in Dex Media Master Trust | 275,383,852 | 276,590,845 |
| Employer contributions receivable | 7,140,000 | - |
| Total assets | 285,658,114 | 279,495,952 |
| **LIABILITIES** | | |
| Accrued administrative fees | 292,020 | 229,159 |
| Total liabilities | 292,020 | 229,159 |
| **NET ASSETS AVAILABLE FOR BENEFITS** | $ 285,366,094 | $ 279,266,793 |

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

**Dex Pension Plan**

**STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

**Years ended December 31,**

| | 2025 | 2024 |
|---|---|---|
| **Additions to net assets attributed to** | | |
| Employer contributions | $ 7,140,000 | $ 6,000,000 |
| Change in Plan interest in the Dex Media Master Trust | 33,093,057 | 18,160,192 |
| Total additions | 40,233,057 | 24,160,192 |
| **Deductions from net assets attributed to** | | |
| Benefits paid directly to participants | 30,672,422 | 28,823,468 |
| Administrative expenses | 3,461,334 | 4,082,375 |
| Total deductions | 34,133,756 | 32,905,843 |
| **NET INCREASE/(DECREASE)** | 6,099,301 | (8,745,651) |
| **Net assets available for benefits** | | |
| Beginning of year | 279,266,793 | 288,012,444 |
| End of year | $ 285,366,094 | $ 279,266,793 |

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

## NOTE 1 - DESCRIPTION OF PLAN

The following description of the Dex Pension Plan (the "Plan") provides general information about the Plan's provisions. Participants should refer to the summary plan description and the Plan document for more complete information.

### *General*

Thryv Holdings, Inc. ("Thryv" or the "Company") established the Plan effective January 1, 2017, and effective January 1, 2017, the assets and obligations of the SuperMedia Pension Plan for Management Employees ("SMM"), the SuperMedia Pension Plan for Collectively-Bargained Employees ("SMCB"), the Dex Media, Inc. Pension Plan ("DM"), and the Dex One Retirement Account ("DO") (collectively the "Predecessor Plans") were merged into the Plan. All participants and beneficiaries of the Predecessor Plans became participants and beneficiaries in the Plan effective January 1, 2017.

The Plan is a non-contributory qualified defined benefit pension plan established for the purpose of providing retirement benefits for eligible employees and former employees of the Company, as defined by the Plan. The Plan is funded by contributions from the Company and is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA") and certain sections of the Internal Revenue Code ("IRC").

The Plan Administrator is the Employee Benefits and Asset Management Committee ("EBAMC"), which was appointed by the Compensation and Benefits Committee of the Company's Board of Directors. The EBAMC has the authority to select, retain, monitor and discharge recordkeepers and is responsible for administering the Plan, including day to day functions, benefit payments, and claims and for executing amendments. Additionally, the EBAMC has authority to remove and/or instruct the trustee, establish and maintain a funding and investment policy, and select and monitor investment managers and funds.

### *Master Trust*

The Plan participates in the Dex Media Master Trust ("Master Trust"). The Master Trust holds the assets of both the Plan and the YP Holdings LLC Pension Plan, another qualified plan sponsored by the Company. Principal Bank is the trustee of the Master Trust.

### *Participation and Eligibility*

Effective January 1, 2017, the Plan is closed to new participants. The Predecessor Plans were closed to new participants prior to the January 1, 2017 merger at various points in time from January 1, 2006 through December 31, 2009. See the Plan document for more details.

### *Pension Benefits*

Effective January 1, 2017, the Plan is frozen to new benefit accruals. The Predecessor Plans were frozen to benefit accruals prior to the January 1, 2017 merger. Benefits were credited to the benefit of the participant under one or more benefit formulas set forth in the Plan. Benefits were available depending on the service, and in some cases the compensation, as well as the legacy employer of the participant. A component of a participant's benefit under the Plan may be based on a cash balance formula calculated based on pay and interest credits, as defined in the Plan documents, which are credited to a hypothetical account. Certain participant cash balance accounts continue to earn interest credits until benefits commence and some benefits that are provided under the terms of the Plan document are subject to the collective bargaining agreement ("CBA") negotiated between the Company and each of the respective unions.

Depending which Predecessor Plan the participants were in, they are eligible to elect various forms of annuities or a lump-sum distribution upon separation from service, or defer their benefit to a later date at which time they can elect any of the various annuity options. Refer to the Plan document for further information regarding the pension benefits available under the Plan.

***Death and Disability Benefits***

Under certain circumstances and based on years of service as defined by the Plan document, an employee may be eligible for a disability pension. In addition, certain employees' beneficiaries may be eligible for death benefits based on criteria stated in the Plan document.

***Vesting***

Employees become vested in Plan benefits based on years of service, as defined in the Plan document. Generally, an employee becomes vested after one, three, or five years of service depending on the pension benefit the employee is eligible for and when the employee was employed. Employees are fully vested upon reaching age 65 or the normal retirement age as defined by the Plan document.

***Funding Policy***

Contributions are actuarially determined and funded in accordance with provisions of ERISA. The Company's funding policy is to contribute an amount at least equal to the minimum legal funding requirement established by ERISA. For the Plan years ended December 31, 2025 and 2024, the Company's contributions to the Plan satisfied the minimum funding required under ERISA.

***Termination of the Plan***

Although it has not expressed any intent to do so, the Company has the right under the Plan's provisions to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan terminates, participants will become fully vested in their accrued benefits, and the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations. In addition, the Pension Benefit Guaranty Corporation ("PBGC") insures certain benefits for beneficiaries and vested participants under the Plan if the Plan terminates.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency of the Plan's net assets at the termination date to provide these benefits and may also depend on the financial condition of the Plan Sponsor and on the level of benefits guaranteed by the PBGC.

## NOTE 2 - SUMMARY OF ACCOUNTING POLICIES

***Basis of Accounting***

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

***Estimates***

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP") requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts and disclosures, and actual results may differ from these estimates.

***Investment Valuation and Income Recognition***

The Plan's interest in the Master Trust investments as of December 31, 2025 and 2024 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 5 for further discussion and disclosures related to fair value measurements. Purchases and sales are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

The Plan presents in the statements of changes in net assets available for benefits, the change in Plan interest in Dex Media Master Trust, which consists of the Plan's pro rata interest in realized gains (losses), the unrealized appreciation (depreciation) of the investments, dividend and interest income, and expenses. Fees paid by the Master Trust for investment management services are reflected as a reduction of the investment return earned by such investments.

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

Accumulated plan benefits are those estimated future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions for services rendered by the employees as of the valuation date (or freeze date as applicable). See Note 3 for additional information. Accumulated plan benefits include benefits expected to be paid to employees or their beneficiaries upon retirement, death, disability or termination. Benefits for retired, terminated, and disabled employees or their beneficiaries are based on each former employee's credited service prior to his or her termination or retirement date. Accumulated plan benefits for active employees are based on each employee's credited service preceding the valuation date. Benefits payable under all circumstances noted above are included in the computation of the actuarial present value of accumulated plan benefits to the extent that they are deemed attributable to employee service rendered through the valuation date (or freeze date as applicable).

The Plan's actuary estimates the actuarial present value of accumulated plan benefits. This 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.

***Risks and Uncertainties***

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

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations 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 amounts reported in the financial statements.

***Payment of Benefits***

Benefits payments to participants are recorded upon distribution.

***Administrative Expenses***

The Plan's investment and administrative expenses are generally paid by the Plan or the Company, as provided for in the Plan documents. Expenses that are paid by the Company are excluded from these financial statements. Administrative expenses paid by the Plan or Master Trust are reported on the statements of changes in net assets available for benefits as administrative expenses. Expenses relating to purchases, sales or transfers of the Plan's investments are charged as a reduction of investment return and included in investment income (loss) reported by the Master Trust.

***Subsequent Events***

Plan management has evaluated subsequent events for recognition and disclosure through September 24, 2026, the date the financial statements were available to be issued.

In August 2026, Plan management determined that a partial plan termination had occurred. As a result, affected participants became fully vested in their accounts at that time.

## NOTE 3 - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

The significant actuarial assumptions used in the actuarial present values of accumulated plan benefits as of December 31, 2024 are as follows:

| | |
|---|---|
| Expected long-term rate of return on investments | 5.02% |
| Retirement age | Graded from 55 to 70 |
| Cash balance interest-crediting rates | 4.58% |
| Lump-sum interest rates | Segment rates of 4.65%, 5.28%, and 5.63% (DM), 4.58% (SMCB and SMM) |
| Mortality | Pri-2012 mortality study, projected generationally from 2012 with 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.

The accumulated plan benefit information as of December 31, 2024 is as follows:

| | |
|---|---|
| Actuarial present value of accumulated plan benefits: | |
| Vested benefits | |
| Participants currently receiving benefits | $ 225,611,675 |
| Participants with deferred benefits | 79,300,313 |
| Other participants | 23,265,920 |
| Total vested benefits | 328,177,908 |
| Non-vested benefits | 912,764 |
| Total actuarial present value of accumulated plan benefits | $ 329,090,672 |

The changes in the actuarial present value of accumulated plan benefits for the year ended December 31, 2024 are as follows:

| | |
|---|---|
| Actuarial present value of accumulated plan benefits at December 31, 2023 | $ 379,246,608 |
| Increase (decrease) during the year attributable to: | |
| Increase for interest | 14,405,289 |
| Benefits paid and other changes | (29,886,465) |
| Change in actuarial assumptions and methods | (34,674,760) |
| Net decrease | (50,155,936) |
| Actuarial present value of accumulated plan benefits at December 31, 2024 | $ 329,090,672 |

The change in actuarial assumptions and methods amount noted above was due to 1) a change in the assumed rate of return 2) a change in the cash balance annuity conversion rates, conversion mortality assumptions, and interest crediting rates, and 3) a change in lump-sum interest rates and conversion mortality assumptions. The other changes amount noted above was due to normal operations of the Plan and represents plan experience not associated with Plan asset performance.

## NOTE 4 - MASTER TRUST

The Plan investment assets are held in the Master Trust which was established for the investment of assets of the Plan and one other Company sponsored defined benefit retirement plan. Each participating plan has a divided interest in the Master Trust. The value of the Plan's interest in the Master Trust is based on the beginning of year value of the Plan's interest in the trust plus actual contributions and allocated investment income less actual distributions and allocated administrative expenses. Total investment income (loss) (including net appreciation (depreciation) in the fair of investments) of the Master Trust is allocated to the individual plans based upon whether it is related to a specific plan (100% allocation to that plan), or based on the amount invested by each Plan.

The following table presents the total net assets of the Master Trust and the Plan's interest in the Master Trust at December 31, 2025:

| | Master Trust Balances | Plan's Interest in Master Trust Balances |
|---|---|---|
| Assets | | |
| Investments, at fair value: | | |
| Cash and cash equivalents | $ 619,077 | $ 103,029 |
| Hedge funds | 77,016,479 | 77,016,479 |
| Limited liability corporations | 16,157 | - |
| Mutual funds | 177,474,166 | 177,474,166 |
| U.S. government securities | 20,790,108 | 20,790,108 |
| Total investments, at fair value | 275,915,987 | 275,383,782 |
| (Payables)/receivables | | |
| Pending trades | (424,837) | (424,837) |
| Accrued income | 483,822 | 424,907 |
| Total receivables | 58,985 | 70 |
| Net assets | $ 275,974,972 | $ 275,383,852 |

The following table presents the total net assets of the Master Trust and the Plan's interest in the Master Trust at December 31, 2024:

| | Master Trust Balances | Plan's Interest in Master Trust Balances |
|---|---|---|
| Assets | | |
| Investments, at fair value: | | |
| Cash and cash equivalents | $ 6,501,281 | $ 6,044,459 |
| Hedge funds | 83,697,431 | 83,697,431 |
| Limited liability corporations | 25,502 | - |
| Mutual funds | 222,293,939 | 179,006,638 |
| U.S. government securities | 18,043,724 | 13,841,649 |
| Total investments, at fair value | 330,561,877 | 282,590,177 |
| (Payables)/receivables | | |
| Pending trades | (6,564,313) | (6,422,635) |
| Accrued income | 565,424 | 423,303 |
| Total (payables)/receivables | (5,998,889) | (5,999,332) |
| Net assets | $ 324,562,988 | $ 276,590,845 |

During 2025 and 2024, the Master Trust's net investment income is as follows:

| | 2025 | 2024 |
|---|---|---|
| Net investment income | | |
| Net appreciation in fair value of investments | $ 28,409,057 | $ 7,911,442 |
| Investment management fees | (701,963) | (680,996) |
| Miscellaneous income/(expense) | 2,236,283 | (233,636) |
| Interest and dividends | 9,468,602 | 10,985,426 |
| Total Master Trust net investment income | $ 39,411,979 | $ 17,982,236 |

## NOTE 5 - FAIR VALUE MEASUREMENTS

Fair value is defined as the price that would be received to sell an asset or paid to settle a liability in an orderly transaction between market participants at the measurement date. To increase the comparability of fair value measurements, the following hierarchy prioritizes the inputs to the valuation methodologies to measure fair value:

Level 1 - Quoted prices in active markets for identical assets or liabilities.

Level 2 - Inputs, other than quoted prices in active markets, that are observable either directly or indirectly.

Level 3 - Unobservable inputs that reflect the Plan's own assumptions incorporated into valuation techniques. These valuations require significant judgment.

In some cases, a valuation technique used to measure fair value may include inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

The following presents the valuation methods and assumptions used by the Plan to estimate the fair values of investments.

*Cash and Cash Equivalents:* Interest bearing cash is valued at amortized cost and is highly liquid (Level 1 inputs).

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

*U.S. Government Securities*: U.S. government securities are valued using market-based models, which consider yield, price of comparable securities, coupon rate, maturity, credit quality and dealer-provided prices. Fixed income securities, other than U.S. Treasury securities, generally do not trade on a daily basis. The fair value estimates of such fixed income securities are based on observable market information rather than market quotes as of the measurement date (Level 2 inputs).

*Hedge Funds:* The Master Trust investment in hedge funds is primarily comprised of an investment in the SEI Hedge Fund SPC ("SEI Fund"). Only the Plan holds an interest in hedge funds as of December 31, 2025 and 2024. The SEI Fund is comprised of various segregated portfolios, each of which is considered a separate hedge fund. Each segregated portfolio will invest in a broad range of hedge funds and other alternative investment products. The Master Trust has a direct investment holding in Segregated Portfolio N of the SEI Fund. Segregated Portfolio N is valued at net asset value ("NAV") as reported by fund managers in audited fund investment statements. The SEI Fund's primary

objective is to facilitate the unique investment objectives of investment management clients via the segregated portfolios, which are customized to implement the investment strategy of each shareholder of the class of participating shares designed to such segregated portfolio. Segregated Portfolio N invests in various hedge funds. The investment strategies of Portfolio N vary, but include an event driven strategy, a relative value strategy, a global macro strategy, and an equity hedge long/short strategy. An event driven strategy uses different investment approaches to profit from reactions to various events. A relative value strategy seeks to take advantage of mispricing between two related and often correlated securities with the expectation that the pricing discrepancy will be resolved over time. A global macro strategy focuses on international investments. An equity hedge long/short strategy involves taking long and short positions in equities globally. The Master Trust had no unfunded commitments related to its hedge fund investment.

In general, the terms and conditions upon which the Master Trust may redeem funds from its hedge fund investment are as follows for 2025 and 2024:

| | Notice Period | Other Restrictions |
|---|---|---|
| Monthly | 90 days | 25% investor level gate with 5% fee on amounts greater than 25% |
| Quarterly | 45 - 75 days | Varies based on nature of underlying investment, 12.5% to 50% gates, plus fees ranging from 3% to 5%, as applicable |
| Other | * | * |

* All or a portion may be held in side-pockets, liquidation share classes or as a private investment which have restricted liquidity.

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

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. The Plan has established a policy of recognizing transfers between levels in the fair value hierarchy as of the end of a reporting period.

Investments measured at fair value on a recurring basis are summarized below:

| | December 31, 2025 | | | |
|---|---|---|---|---|
| | Total | Level 1 | Level 2 | Level 3 |
| Cash and cash equivalents | $ 619,077 | $ 619,077 | $ - | $ - |
| Mutual funds | 177,474,166 | 177,474,166 | - | - |
| U.S. government securities | 20,790,108 | - | 20,790,108 | - |
| Total | 198,883,351 | $ 178,093,243 | $ 20,790,108 | $ - |
| Hedge funds* | 77,016,479 | | | |
| Limited liability corporations* | 16,157 | | | |
| Total investments at fair value | $ 275,915,987 | | | |

| | December 31, 2024 | | | |
|---|---|---|---|---|
| | Total | Level 1 | Level 2 | Level 3 |
| Cash and cash equivalents | $ 6,501,281 | $ 6,501,281 | $ - | $ - |
| Mutual funds | 222,293,939 | 222,293,939 | - | - |
| U.S. government securities | 18,043,724 | - | 18,043,724 | - |
| Total | 246,838,944 | $ 228,795,220 | $ 18,043,724 | $ - |
| Hedge funds* | 83,697,431 | | | |
| Limited liability corporations* | 25,502 | | | |
| Total investments at fair value | $ 330,561,877 | | | |

* Investments measured at fair value using NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table for such investments are intended to permit reconciliation of the fair value hierarchy to the investments at fair value per the Master Trust.

## NOTE 6 - CERTIFIED INVESTMENT INFORMATION

Certain information in the accompanying financial statements related to non-interest bearing cash and investments, at fair value held at December 31, 2025 and 2024, and the change in Plan interest in the Dex Media Master Trust for the years then ended, was obtained by management and agreed to or derived from information certified as complete and accurate by Principal Bank and Northern Trust Company.

## NOTE 7 - TAX STATUS

The Internal Revenue Service (“IRS”) has determined and informed the Company by a letter dated July 23, 2021 that the Plan and related trust are designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, Plan management believes

that the Plan is designed and being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified and the related trust is tax-exempt.

U.S. GAAP require plan management to evaluate tax positions taken by the Plan. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by the Department of Labor ("DOL") or IRS; however, there are no audits for any tax periods in progress.

## NOTE 8 - PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under DOL regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. The Master Trust invests in certain investments managed by Principal Bank as of December 31, 2025 and 2024. As such, these investments qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules. Amounts paid by the Plan to parties-in-interest included fees paid for investment management, administrative, legal, audit and actuarial services. These transactions are also exempt from the prohibited transaction rules.

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

**Number of Participants**

| Attained Age | Years of Credited Service | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **<1** | **1-4** | **5-9** | **10-14** | **15-19** | **20-24** | **25-29** | **30-34** | **35-39** | **40+** |
| <25 | | | | | | | | | | |
| 25-29 | | | | | | | | | | |
| 30-34 | | | | | | | | | | |
| 35-39 | | 1 | | | | | | | | |
| 40-44 | 3 | 13 | 6 | | | | | | | |
| 45-49 | 4 | 17 | 19 | 4 | 1 | | | | | |
| 50-54 | 2 | 15 | 19 | 30 | 5 | | | | | |
| 55-59 | 2 | 18 | 26 | 17 | 24 | 6 | | | | |
| 60-64 | 2 | 6 | 17 | 5 | 20 | 13 | 7 | 1 | | |
| 65-69 | 1 | 2 | 3 | 3 | 2 | 3 | 1 | 1 | | |
| 70+ | | 1 | 2 | 3 | | | | | | |

N-325

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

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

## For ERISA Requirements

| | |
|---|---|
| **Interest Rates for Minimum Funding Purposes** | Based on IRS 24-month average segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA. |
| 1st Segment Rate | 5.07% |
| 2nd Segment Rate | 5.31% |
| 3rd Segment Rate | 5.50% |
| **Interest Rates for Maximum Tax Purposes** | Based on IRS 24-month average segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization. |
| 1st Segment Rate | 5.07% |
| 2nd Segment Rate | 5.33% |
| 3rd Segment Rate | 5.36% |
| **Salary Increases** | N/A |
| **Lump Sum Interest Rates** | |
| Management and Union Parts | |
| GATT Interest Rate | 4.58% for 2025 – 2027, and 3.75% for 2028+ |
| PBGC Interest Rate | 2.50% for 2025 – 2027, and 2.00% for 2028+ |
| Dex One Part | N/A; lump sum based on account balance |
| Dex Media Part | Same as funding interest rates above |
| **Cash Balance Interest Crediting Rates** | |
| Management and Union Parts | 4.58% for 2025 – 2027, and 3.75% for 2028+ |
| Dex One Part | 4.58% for 2025 – 2027, and 3.75% for 2028+ |
| Dex Media Part | 4.58% for 2025 – 2027, and 3.75% for 2028+ |
| **Retirement Rates** | Table 1 |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040 PN: 007

**Mortality Rates**

| | |
|---|---|
| Healthy and Disabled | 2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(1)(iii). |
| Lump Sum Conversion | |
| Management and Union Parts | As defined in the plan document |
| Dex One Part | N/A; lump sum based on account balance |
| Dex Media Part | IRS prescribed 417(e) mortality table for the current plan year |
| **Withdrawal Rates** | Table 2 |
| **Disability Rates** | Table 3. 1987 Group Long-Term Disability Study with 6-month elimination period. |
| **Decrement Timing** | Middle of year decrements, with 100% retirement occurring at beginning of year |
| **Preretirement Death Benefit** | Gender of the beneficiary will be opposite of the participant, males are three years older than their spouses, and 60% of participants have a qualified beneficiary |

**Sickness Death Benefit (SDB)**

| | |
|---|---|
| Management and Union Parts | 60% of participants with a SDB have a qualified beneficiary |

**Benefit Commencement Age**

| | |
|---|---|
| Active Participants | 50% Immediate, 50% Age 65 |
| Terminated Vested Participants | |

| Age | <65 | 65 – 69 | 70+ |
|---|---|---|---|
| | 5% | 30% | 100% |

**Form of Payment**

| | |
|---|---|
| Lump Sum Eligible | 100% lump sum. |
| Not Lump Sum Eligible | 60% single life annuity.<br>40% 50% joint and survivor annuity. |
| **Valuation Compensation** | Current compensation is not considered in the valuation since all benefits are frozen. |
| **Benefit Limits** | Projected benefits are limited by the current IRC section 415 maximum benefit of $280,000. |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040 PN: 007

| | |
|---|---|
| **Valuation of Plan Assets** | Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% no more than 110% of fair market value.<br><br>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii). |
| **Expected Return on Assets** | |
| 2023 Plan Year | 5.25% |
| 2024 Plan Year | 5.49% |
| **Trust Expenses Included in Target Normal Cost** | $3,385,821. Expenses are equal to an estimate of current year administrative expenses plus PBGC premiums. |
| **Actuarial Method** | Standard unit credit cost method |
| **Valuation Date** | January 1, 2025 |
| **Census Data** | As of January 1, 2025 |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Table 1

**Retirement Rates**

| Age | Rate |
|---|---|
| <55 | 10.0% |
| 56 | 10.0% |
| 57 | 10.0% |
| 58 | 10.0% |
| 59 | 10.0% |
| | |
| 60 | 15.0% |
| 61 | 20.0% |
| 62 | 20.0% |
| 63 | 25.0% |
| 64 | 25.0% |
| | |
| 65 | 25.0% |
| 66 | 25.0% |
| 67 | 25.0% |
| 68 | 25.0% |
| 69 | 25.0% |
| | |
| 70+ | 100.0% |

## Table 2

**Withdrawal Rates**

| Age | Rate |
|---|---|
| 30 - 34 | 20.0% |
| 35 - 39 | 15.0% |
| 40+ | 10.0% |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Table 3

**Disability Rates**

| Age | Male | Female | Age | Male | Female |
|---|---|---|---|---|---|
| 15 | 0.0800% | 0.1000% | 40 | 0.1760% | 0.2756% |
| 16 | 0.0800% | 0.1000% | 41 | 0.1890% | 0.2903% |
| 17 | 0.0800% | 0.1000% | 42 | 0.2020% | 0.3050% |
| 18 | 0.0800% | 0.1000% | 43 | 0.2328% | 0.3366% |
| 19 | 0.0800% | 0.1000% | 44 | 0.2636% | 0.3681% |
| 20 | 0.0800% | 0.1000% | 45 | 0.2944% | 0.3997% |
| 21 | 0.0800% | 0.1000% | 46 | 0.3252% | 0.4312% |
| 22 | 0.0800% | 0.1000% | 47 | 0.3560% | 0.4628% |
| 23 | 0.0818% | 0.1031% | 48 | 0.4172% | 0.5159% |
| 24 | 0.0836% | 0.1063% | 49 | 0.4784% | 0.5690% |
| 25 | 0.0854% | 0.1094% | 50 | 0.5396% | 0.6220% |
| 26 | 0.0872% | 0.1126% | 51 | 0.6008% | 0.6751% |
| 27 | 0.0890% | 0.1157% | 52 | 0.6620% | 0.7282% |
| 28 | 0.0922% | 0.1236% | 53 | 0.7670% | 0.7962% |
| 29 | 0.0954% | 0.1316% | 54 | 0.8720% | 0.8642% |
| 30 | 0.0986% | 0.1395% | 55 | 0.9770% | 0.9323% |
| 31 | 0.1018% | 0.1475% | 56 | 1.0820% | 1.0003% |
| 32 | 0.1050% | 0.1554% | 57 | 1.1870% | 1.0683% |
| 33 | 0.1114% | 0.1706% | 58 | 1.2838% | 1.1053% |
| 34 | 0.1178% | 0.1858% | 59 | 1.3806% | 1.1423% |
| 35 | 0.1242% | 0.2011% | 60 | 1.4774% | 1.1792% |
| 36 | 0.1306% | 0.2163% | 61 | 1.5742% | 1.2162% |
| 37 | 0.1370% | 0.2315% | 62+ | 1.6710% | 1.2532% |
| 38 | 0.1500% | 0.2462% | | | |
| 39 | 0.1630% | 0.2609% | | | |

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# Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

## Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

**2025**

**This Form is Open to Public Inspection**

## Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

**A** This return/report is for:
- ☐ a multiemployer plan
- ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan
- ☐ a DFE (specify) _____

**B** This return/report is:
- ☐ the first return/report
- ☐ the final return/report
- ☐ an amended return/report
- ☐ a short plan year return/report (less than 12 months)

**C** If the plan is a collectively-bargained plan, check here. . . . . ▶ ☒

**D** Check box if filing under:
- ☒ Form 5558
- ☐ automatic extension
- ☐ the DFVC program
- ☐ special extension (enter description)

**E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ ☐

## Part II Basic Plan Information—enter all requested information

**1a** Name of plan
DEX PENSION PLAN

**1b** Three-digit plan number (PN) ▶ 007

**1c** Effective date of plan 01/01/2017

**2a** Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)

THRYV HOLDINGS, INC.

1301 MUNICIPAL WAY
STE 220
GRAPEVINE TX 76051

**2b** Employer Identification Number (EIN)
13-2740040

**2c** Plan Sponsor's telephone number
972-453-7000

**2d** Business code (see instructions)
551112

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

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

| | | | |
|---|---|---|---|
| **SIGN HERE** | Michael Connolly | 9/25/2026 | MICHAEL CONNOLLY |
| | **Signature of plan administrator** | Date | Enter name of individual signing as plan administrator |
| **SIGN HERE** | Michael Connolly | 9/25/2026 | MICHAEL CONNOLLY |
| | **Signature of employer/plan sponsor** | Date | Enter name of individual signing as employer or plan sponsor |
| **SIGN HERE** | | | |
| | **Signature of DFE** | Date | Enter name of individual signing as DFE |

**3a** Plan administrator's name and address ☐ Same as Plan Sponsor

THRYV, INC. EMPLOYEE BENEFITS AND ASSET MANAGEMENT COMMITTEE

1301 MUNICIPAL WAY
STE 220
GRAPEVINE TX 76051

**3b** Administrator's EIN: 13-2740040

**3c** Administrator's telephone number: 972-453-7000

**4** If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

**a** Sponsor's name

**c** Plan Name

**4b** EIN

**4d** PN

| | | | |
|---|---|---|---|
| **5** | Total number of participants at the beginning of the plan year | **5** | 4,262 |
| **6** | Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**). | | |
| **a(1)** | Total number of active participants at the beginning of the plan year | **6a(1)** | 325 |
| **a(2)** | Total number of active participants at the end of the plan year | **6a(2)** | 249 |
| **b** | Retired or separated participants receiving benefits | **6b** | 1,701 |
| **c** | Other retired or separated participants entitled to future benefits | **6c** | 1,861 |
| **d** | Subtotal. Add lines **6a(2)**, **6b**, and **6c**. | **6d** | 3,811 |
| **e** | Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. | **6e** | 290 |
| **f** | Total. Add lines **6d** and **6e**. | **6f** | 4,101 |
| **g(1)** | Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) | **6g(1)** | |
| **g(2)** | Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | **6g(2)** | |
| **h** | Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested | **6h** | 0 |
| **7** | Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) | **7** | |

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

1A 1B 1C 1I 3H

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

**9a** Plan funding arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

**9b** Plan benefit arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

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

**a Pension Schedules**

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

**b General Schedules**

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

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

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

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

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

**11c** Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

# SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

# Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

**2025**

**This Form is Open to Public Inspection**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

**A** Name of plan
DEX PENSION PLAN

**B** Three-digit plan number (PN) ▶ 007

**C** Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
THRYV HOLDINGS, INC.

**D** Employer Identification Number (EIN)
13-2740040

**E** Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

**F** Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

## Part I Basic Information

**1** Enter the valuation date: Month 01 Day 01 Year 2025

**2** Assets:

| | | |
|---|---|---|
| **a** Market value | **2a** | 280,325,288 |
| **b** Actuarial value | **2b** | 274,044,944 |

**3** Funding target/participant count breakdown

| | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
|---|---|---|---|
| **a** For retired participants and beneficiaries receiving payment | 1,852 | 218,751,287 | 218,751,287 |
| **b** For terminated vested participants | 2,085 | 78,744,111 | 78,744,111 |
| **c** For active participants | 325 | 23,018,152 | 23,277,455 |
| **d** Total | 4,262 | 320,513,550 | 320,772,853 |

**4** If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

| | | |
|---|---|---|
| **a** Funding target disregarding prescribed at-risk assumptions | **4a** | |
| **b** Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | **4b** | |

| | | |
|---|---|---|
| **5** Effective interest rate | **5** | 5.30% |
| **6** Target normal cost | | |
| **a** Present value of current plan year accruals | **6a** | 0 |
| **b** Expected plan-related expenses | **6b** | 3,385,821 |
| **c** Target normal cost | **6c** | 3,385,821 |

**Statement by Enrolled Actuary**

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

**SIGN HERE** JUSTIN ADLER JCA — Signature of actuary — 09/04/2026 Date

JUSTIN ADLER — Type or print name of actuary — 2609140 Most recent enrollment number

AON CONSULTING, INC. — Firm name — 214-989-2689 Telephone number (including area code)

5005 LBJ FREEWAY
SUITE 1400
DALLAS TX 75244
Address of the firm

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

## Part II Beginning of Year Carryover and Prefunding Balances

| | | (a) Carryover balance | (b) Prefunding balance |
|---|---|---|---|
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) | 0 | 17,998,130 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 8,196,468 |
| 9 | Amount remaining (line 7 minus line 8) | 0 | 9,801,662 |
| 10 | Interest on line 9 using prior year's actual return of 7.15% | 0 | 700,819 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| | **a** Present value of excess contributions (line 38a from prior year) | | 2,317,996 |
| | **b(1)** Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.01% | | 0 |
| | **b(2)** Interest on line 38b from prior year Schedule SB, using prior year's actual return | | 165,737 |
| | **c** Total available at beginning of current plan year to add to prefunding balance | | 2,483,733 |
| | **d** Portion of (c) to be added to prefunding balance | | 2,483,733 |
| 12 | Other reductions in balances due to elections or deemed elections | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) | 0 | 12,986,214 |

## Part III Funding Percentages

| | | | |
|---|---|---|---|
| 14 | Funding target attainment percentage | 14 | 81.38 % |
| 15 | Adjusted funding target attainment percentage | 15 | 81.38 % |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement | 16 | 80.76 % |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage | 17 | % |

## Part IV Contributions and Liquidity Shortfalls

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

| (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees | (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees |
|---|---|---|---|---|---|
| 03/27/2026 | 370,000 | 0 | | | |
| 06/30/2026 | 2,730,000 | 0 | | | |
| 08/20/2026 | 4,040,000 | 0 | | | |
| | | | | | |
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| | | | | | |
| | | | | | |
| | | | | | |
| | | | Totals ► 18(b) | 7,140,000 | 18(c) 0 |

| | | | |
|---|---|---|---|
| 19 | Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year: | | |
| | **a** Contributions allocated toward unpaid minimum required contributions from prior years. | 19a | 0 |
| | **b** Contributions made to avoid restrictions adjusted to valuation date | 19b | 0 |
| | **c** Contributions allocated toward minimum required contribution for current year adjusted to valuation date. | 19c | 6,587,862 |

20 Quarterly contributions and liquidity shortfalls:

**a** Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

**b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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 |

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

**21** Discount rate:

**a** Segment rates:

| 1st segment: | 2nd segment: | 3rd segment: | |
|---|---|---|---|
| 5.07 % | 5.31 % | 5.50% | ☐ N/A, full yield curve used |

| | | |
|---|---|---|
| **b** Applicable month (enter code) | **21b** | 4 |
| **22** Weighted average retirement age | **22** | 53 |

**23** Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

## Part VI Miscellaneous Items

**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

**26** Demographic and benefit information

**a** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

**b** Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

| | | |
|---|---|---|
| **27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment | **27** | |

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

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

## Part VIII Minimum Required Contribution For Current Year

**31** Target normal cost and excess assets (see instructions):

| | | |
|---|---|---|
| **a** Target normal cost (line 6c) | **31a** | 3,385,821 |
| **b** Excess assets, if applicable, but not greater than line 31a | **31b** | 0 |

**32** Amortization installments:

| | Outstanding Balance | Installment |
|---|---|---|
| **a** Net shortfall amortization installment | 59,714,123 | 7,522,999 |
| **b** Waiver amortization installment | 0 | 0 |

| | | |
|---|---|---|
| **33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____ ) and the waived amount | **33** | |
| **34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) | **34** | 10,908,820 |

| | Carryover balance | Prefunding balance | Total balance |
|---|---|---|---|
| **35** Balances elected for use to offset funding requirement | 0 | 10,908,820 | 10,908,820 |

| | | |
|---|---|---|
| **36** Additional cash requirement (line 34 minus line 35) | **36** | 0 |
| **37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) | **37** | 6,587,862 |

**38** Present value of excess contributions for current year (see instructions)

| | | |
|---|---|---|
| **a** Total (excess, if any, of line 37 over line 36) | **38a** | 6,587,862 |
| **b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances | **38b** | 6,587,862 |
| **39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) | **39** | 0 |
| **40** Unpaid minimum required contributions for all years | **40** | 0 |

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

**41** If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Schedule SB, line 19 — Discounted Employer Contributions

Year applied for contributions: 2025

| Date | Amount | Days to Discount to 1/1/2025 at 5.30% | Interest Adjusted Contribution |
|---|---|---|---|
| March 27, 2026 | $ 370,000 | 450 | $ 347,176 |
| June 30, 2026 | 2,730,000 | 545 | 2,527,398 |
| August 20, 2026 | 4,040,000 | 596 | 3,713,288 |
| Total Contribution | $ 7,140,000 | | $ 6,587,862 |

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Dex Pension Plan
EIN: 13-2740040 PN: 007

# Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

| (a) Age | (b) Rate | (c) Weight | (d) Product (a) × (b) × (c) |
|---|---|---|---|
| 45.5 | 10.00% | 1.0000 | 4.55 |
| 46.5 | 10.00% | 0.9000 | 4.19 |
| 47.5 | 10.00% | 0.8100 | 3.85 |
| 48.5 | 10.00% | 0.7290 | 3.54 |
| 49.5 | 10.00% | 0.6561 | 3.25 |
| 50.5 | 10.00% | 0.5905 | 2.98 |
| 51.5 | 10.00% | 0.5314 | 2.74 |
| 52.5 | 10.00% | 0.4783 | 2.51 |
| 53.5 | 10.00% | 0.4305 | 2.30 |
| 54.5 | 10.00% | 0.3874 | 2.11 |
| 55.5 | 10.00% | 0.3487 | 1.94 |
| 56.5 | 10.00% | 0.3138 | 1.77 |
| 57.5 | 10.00% | 0.2824 | 1.62 |
| 58.5 | 10.00% | 0.2542 | 1.49 |
| 59.5 | 10.00% | 0.2288 | 1.36 |
| 60.5 | 15.00% | 0.2059 | 1.87 |
| 61.5 | 20.00% | 0.1750 | 2.15 |
| 62.5 | 20.00% | 0.1400 | 1.75 |
| 63.5 | 25.00% | 0.1120 | 1.78 |
| 64.5 | 25.00% | 0.0840 | 1.35 |
| 65.5 | 25.00% | 0.0630 | 1.03 |
| 66.5 | 25.00% | 0.0473 | 0.79 |
| 67.5 | 25.00% | 0.0354 | 0.60 |
| 68.5 | 25.00% | 0.0266 | 0.46 |
| 69.5 | 25.00% | 0.0199 | 0.35 |
| 70 | 100.00% | 0.0150 | 1.05 |
| | Weighted Average | | 53.38 |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Schedule SB, Line 24 – Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- The GATT lump sum interest rate for the Management and Union Parts changed from 4.66% for 2024 – 2026, and 3.50% for 2027+, to 4.58% for 2025 – 2027, and 3.75% for 2028+.
- The PBGC lump sum interest rate for the Management and Union Parts changed from 3.00% for 2024 – 2026, and 2.50% for 2027+, to 2.50% for 2025 – 2027, and 2.00% for 2028+.
- The cash balance interest crediting rate for all Parts changed from 4.66% for 2024 – 2026, and 3.50% for 2027+, to 4.58% for 2025 – 2027, and 3.75% for 2028+.
- The lump sum conversion mortality assumption for the Dex Media Part changed from the 2024 plan year IRC section 417(e) mortality table to the 2025 plan year IRC section 417(e) mortality table.
- The gross expected return on assets used for determining the value of plan assets changed from 5.25% for 2023 to 5.49% for 2024.
- The retirement rates, withdrawal rates, form of payment, and benefit commencement timing assumptions were updated to reflect recent plan experience and future expectations, based on the completion of an assumption study.

The above changes were made to better reflect anticipated plan experience. The funding non-perscibed assumption changes did not reduce the funding shortfall more than the threshholds stated in Internal Revenue Code Section 430(h)(5); so approval of the commissioner is not required.

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

**Number of Participants**

| Attained Age | Years of Credited Service | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **<1** | **1-4** | **5-9** | **10-14** | **15-19** | **20-24** | **25-29** | **30-34** | **35-39** | **40+** |
| <25 | | | | | | | | | | |
| 25-29 | | | | | | | | | | |
| 30-34 | | | | | | | | | | |
| 35-39 | | 1 | | | | | | | | |
| 40-44 | 3 | 13 | 6 | | | | | | | |
| 45-49 | 4 | 17 | 19 | 4 | 1 | | | | | |
| 50-54 | 2 | 15 | 19 | 30 | 5 | | | | | |
| 55-59 | 2 | 18 | 26 | 17 | 24 | 6 | | | | |
| 60-64 | 2 | 6 | 17 | 5 | 20 | 13 | 7 | 1 | | |
| 65-69 | 1 | 2 | 3 | 3 | 2 | 3 | 1 | 1 | | |
| 70+ | | 1 | 2 | 3 | | | | | | |

N-325

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Dex Pension Plan
EIN: 13-2740040 PN: 007

# Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

| Plan Year | Active Participants | Terminated Vested Participants | Retired Participants and Beneficiaries Receiving Payments | Total |
|---|---|---|---|---|
| 2025 | 3,557,076 | 9,378,848 | 23,630,748 | 36,566,672 |
| 2026 | 3,189,885 | 8,027,078 | 23,015,388 | 34,232,351 |
| 2027 | 2,832,994 | 7,879,659 | 21,918,035 | 32,630,688 |
| 2028 | 2,784,175 | 7,938,218 | 21,069,642 | 31,792,035 |
| 2029 | 2,602,822 | 7,336,407 | 20,198,415 | 30,137,644 |
| 2030 | 2,438,939 | 7,606,721 | 19,307,036 | 29,352,696 |
| 2031 | 2,502,605 | 7,427,544 | 18,397,623 | 28,327,772 |
| 2032 | 2,036,358 | 7,245,005 | 17,472,065 | 26,753,428 |
| 2033 | 1,552,128 | 6,618,136 | 16,533,202 | 24,703,466 |
| 2034 | 1,255,211 | 5,762,109 | 15,585,194 | 22,602,514 |
| 2035 | 888,434 | 5,408,901 | 14,631,498 | 20,928,833 |
| 2036 | 1,001,345 | 4,973,850 | 13,675,927 | 19,651,122 |
| 2037 | 667,722 | 4,643,351 | 12,722,984 | 18,034,057 |
| 2038 | 750,916 | 3,763,742 | 11,777,796 | 16,292,454 |
| 2039 | 687,576 | 3,324,205 | 10,845,739 | 14,857,520 |
| 2040 | 470,100 | 3,025,667 | 9,932,166 | 13,427,933 |
| 2041 | 328,331 | 2,591,196 | 9,042,579 | 11,962,106 |
| 2042 | 217,200 | 2,236,817 | 8,181,970 | 10,635,987 |
| 2043 | 230,045 | 1,775,300 | 7,355,207 | 9,360,552 |
| 2044 | 284,655 | 1,586,949 | 6,566,729 | 8,438,333 |
| 2045 | 144,271 | 1,418,160 | 5,820,818 | 7,383,249 |
| 2046 | 88,975 | 1,116,670 | 5,121,079 | 6,326,724 |
| 2047 | 114,787 | 962,590 | 4,470,489 | 5,547,866 |
| 2048 | 76,061 | 778,628 | 3,871,149 | 4,725,838 |
| 2049 | 39,678 | 652,716 | 3,324,344 | 4,016,738 |
| 2050 | 31,320 | 544,869 | 2,830,444 | 3,406,633 |
| 2051 | 25,916 | 424,466 | 2,388,962 | 2,839,344 |
| 2052 | 20,711 | 365,522 | 1,998,605 | 2,384,838 |
| 2053 | 18,696 | 296,637 | 1,657,317 | 1,972,650 |
| 2054 | 16,907 | 254,748 | 1,362,399 | 1,634,054 |
| 2055 | 15,646 | 224,098 | 1,110,536 | 1,350,280 |
| 2056 | 14,349 | 194,989 | 898,058 | 1,107,396 |
| 2057 | 12,897 | 169,697 | 720,906 | 903,500 |
| 2058 | 11,525 | 146,349 | 574,956 | 732,830 |
| 2059 | 10,165 | 125,040 | 456,045 | 591,250 |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

| Plan Year | Active Participants | Terminated Vested Participants | Retired Participants and Beneficiaries Receiving Payments | Total |
|---|---|---|---|---|
| 2060 | 8,845 | 106,024 | 360,185 | 475,054 |
| 2061 | 7,584 | 88,967 | 283,676 | 380,227 |
| 2062 | 6,413 | 73,914 | 223,166 | 303,493 |
| 2063 | 5,348 | 60,820 | 175,707 | 241,875 |
| 2064 | 4,397 | 49,594 | 138,758 | 192,749 |
| 2065 | 3,574 | 40,109 | 110,170 | 153,853 |
| 2066 | 2,870 | 32,200 | 88,155 | 123,225 |
| 2067 | 2,283 | 25,688 | 71,262 | 99,233 |
| 2068 | 1,803 | 20,389 | 58,322 | 80,514 |
| 2069 | 1,414 | 16,118 | 48,408 | 65,940 |
| 2070 | 1,103 | 12,706 | 40,798 | 54,607 |
| 2071 | 855 | 9,997 | 34,932 | 45,784 |
| 2072 | 658 | 7,856 | 30,379 | 38,893 |
| 2073 | 503 | 6,169 | 26,809 | 33,481 |
| 2074 | 382 | 4,840 | 23,969 | 29,191 |

Schedule SB Attachment (Form 5500) — 2025 Plan Year

Dex Pension Plan

EIN: 13-2740040 PN: 007

# Schedule SB, line 32 — Schedule of Amortization Bases

| Type of Base | Present Value of Installment | Date Established | Years Remaining | Amortization Installment |
|---|---|---|---|---|
| Shortfall | $ 39,559,088 | January 1, 2019 | 9 | $ 5,343,934 |
| Shortfall | $ 204,902 | January 1, 2020 | 10 | $ 25,516 |
| Shortfall | $ 11,773,733 | January 1, 2021 | 11 | $ 1,364,845 |
| Shortfall | $ (4,672,494) | January 1, 2022 | 12 | $ (508,297) |
| Shortfall | $ 7,303,997 | January 1, 2023 | 13 | $ 750,673 |
| Shortfall | $ 6,644,130 | January 1, 2024 | 14 | $ 648,821 |
| Shortfall | $ (1,099,233) | January 1, 2025 | 15 | $ (102,493) |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

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

## For ERISA Requirements

| | |
|---|---|
| **Interest Rates for Minimum Funding Purposes** | Based on IRS 24-month average segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA. |
| 1st Segment Rate | 5.07% |
| 2nd Segment Rate | 5.31% |
| 3rd Segment Rate | 5.50% |
| **Interest Rates for Maximum Tax Purposes** | Based on IRS 24-month average segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization. |
| 1st Segment Rate | 5.07% |
| 2nd Segment Rate | 5.33% |
| 3rd Segment Rate | 5.36% |
| **Salary Increases** | N/A |
| **Lump Sum Interest Rates** | |
| Management and Union Parts | |
| GATT Interest Rate | 4.58% for 2025 – 2027, and 3.75% for 2028+ |
| PBGC Interest Rate | 2.50% for 2025 – 2027, and 2.00% for 2028+ |
| Dex One Part | N/A; lump sum based on account balance |
| Dex Media Part | Same as funding interest rates above |
| **Cash Balance Interest Crediting Rates** | |
| Management and Union Parts | 4.58% for 2025 – 2027, and 3.75% for 2028+ |
| Dex One Part | 4.58% for 2025 – 2027, and 3.75% for 2028+ |
| Dex Media Part | 4.58% for 2025 – 2027, and 3.75% for 2028+ |
| **Retirement Rates** | Table 1 |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040 PN: 007

**Mortality Rates**

| | |
|---|---|
| Healthy and Disabled | 2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(1)(iii). |
| Lump Sum Conversion | |
| Management and Union Parts | As defined in the plan document |
| Dex One Part | N/A; lump sum based on account balance |
| Dex Media Part | IRS prescribed 417(e) mortality table for the current plan year |
| **Withdrawal Rates** | Table 2 |
| **Disability Rates** | Table 3. 1987 Group Long-Term Disability Study with 6-month elimination period. |
| **Decrement Timing** | Middle of year decrements, with 100% retirement occurring at beginning of year |
| **Preretirement Death Benefit** | Gender of the beneficiary will be opposite of the participant, males are three years older than their spouses, and 60% of participants have a qualified beneficiary |

**Sickness Death Benefit (SDB)**

| | |
|---|---|
| Management and Union Parts | 60% of participants with a SDB have a qualified beneficiary |

**Benefit Commencement Age**

| | |
|---|---|
| Active Participants | 50% Immediate, 50% Age 65 |
| Terminated Vested Participants | |

| Age | <65 | 65 – 69 | 70+ |
|---|---|---|---|
| | 5% | 30% | 100% |

**Form of Payment**

| | |
|---|---|
| Lump Sum Eligible | 100% lump sum. |
| Not Lump Sum Eligible | 60% single life annuity.<br>40% 50% joint and survivor annuity. |
| **Valuation Compensation** | Current compensation is not considered in the valuation since all benefits are frozen. |
| **Benefit Limits** | Projected benefits are limited by the current IRC section 415 maximum benefit of $280,000. |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040 PN: 007

| | |
|---|---|
| **Valuation of Plan Assets** | Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% no more than 110% of fair market value.<br><br>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii). |
| **Expected Return on Assets** | |
| 2023 Plan Year | 5.25% |
| 2024 Plan Year | 5.49% |
| **Trust Expenses Included in Target Normal Cost** | $3,385,821. Expenses are equal to an estimate of current year administrative expenses plus PBGC premiums. |
| **Actuarial Method** | Standard unit credit cost method |
| **Valuation Date** | January 1, 2025 |
| **Census Data** | As of January 1, 2025 |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Table 1

**Retirement Rates**

| Age | Rate |
|---|---|
| <55 | 10.0% |
| 56 | 10.0% |
| 57 | 10.0% |
| 58 | 10.0% |
| 59 | 10.0% |
| | |
| 60 | 15.0% |
| 61 | 20.0% |
| 62 | 20.0% |
| 63 | 25.0% |
| 64 | 25.0% |
| | |
| 65 | 25.0% |
| 66 | 25.0% |
| 67 | 25.0% |
| 68 | 25.0% |
| 69 | 25.0% |
| | |
| 70+ | 100.0% |

## Table 2

**Withdrawal Rates**

| Age | Rate |
|---|---|
| 30 - 34 | 20.0% |
| 35 - 39 | 15.0% |
| 40+ | 10.0% |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Table 3

**Disability Rates**

| Age | Male | Female | Age | Male | Female |
|---|---|---|---|---|---|
| 15 | 0.0800% | 0.1000% | 40 | 0.1760% | 0.2756% |
| 16 | 0.0800% | 0.1000% | 41 | 0.1890% | 0.2903% |
| 17 | 0.0800% | 0.1000% | 42 | 0.2020% | 0.3050% |
| 18 | 0.0800% | 0.1000% | 43 | 0.2328% | 0.3366% |
| 19 | 0.0800% | 0.1000% | 44 | 0.2636% | 0.3681% |
| 20 | 0.0800% | 0.1000% | 45 | 0.2944% | 0.3997% |
| 21 | 0.0800% | 0.1000% | 46 | 0.3252% | 0.4312% |
| 22 | 0.0800% | 0.1000% | 47 | 0.3560% | 0.4628% |
| 23 | 0.0818% | 0.1031% | 48 | 0.4172% | 0.5159% |
| 24 | 0.0836% | 0.1063% | 49 | 0.4784% | 0.5690% |
| 25 | 0.0854% | 0.1094% | 50 | 0.5396% | 0.6220% |
| 26 | 0.0872% | 0.1126% | 51 | 0.6008% | 0.6751% |
| 27 | 0.0890% | 0.1157% | 52 | 0.6620% | 0.7282% |
| 28 | 0.0922% | 0.1236% | 53 | 0.7670% | 0.7962% |
| 29 | 0.0954% | 0.1316% | 54 | 0.8720% | 0.8642% |
| 30 | 0.0986% | 0.1395% | 55 | 0.9770% | 0.9323% |
| 31 | 0.1018% | 0.1475% | 56 | 1.0820% | 1.0003% |
| 32 | 0.1050% | 0.1554% | 57 | 1.1870% | 1.0683% |
| 33 | 0.1114% | 0.1706% | 58 | 1.2838% | 1.1053% |
| 34 | 0.1178% | 0.1858% | 59 | 1.3806% | 1.1423% |
| 35 | 0.1242% | 0.2011% | 60 | 1.4774% | 1.1792% |
| 36 | 0.1306% | 0.2163% | 61 | 1.5742% | 1.2162% |
| 37 | 0.1370% | 0.2315% | 62+ | 1.6710% | 1.2532% |
| 38 | 0.1500% | 0.2462% | | | |
| 39 | 0.1630% | 0.2609% | | | |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

# Schedule SB, Part V — Summary of Plan Provisions

## Management Part

| | |
|---|---|
| **Effective Date** | November 1, 2006 |
| **Plan Year** | January 1 to December 31, with the exception of the first plan year which is from November 1, 2006 to December 31, 2006. |
| **Expenses** | All reasonable expenses of administering the plan (including, without limitation, the expenses of the Employee Benefits Committee) shall be paid out of the assets of the Pension Fund, except to the extent paid by the company. |
| **Participation** | Eligible employees became participants immediately upon hire. Effective January 1, 2006, no new participants entered the plan. |
| **Definitions** | |
| Transition Employee | An employee with 10 or more years of service as of January 1, 2002. |
| Cash Balance Account | Equal to the sum of opening account balance, if applicable, plus pay and interest credits. |
| Pay Credits | As of June 30, 2006, participants no longer earn pay credits. Prior to June 30, 2006, cash balance accounts were credited monthly by an amount equal to a percentage of monthly compensation based on points (age plus service) at the beginning of each year as follows: |

| Points | Pay Credit Percentage |
|---|---|
| Less than 35 | 4% |
| 35 – 49 | 5% |
| 50 – 64 | 6% |
| 65 or more | 7% |

On June 30, 2006, a special one-time pay credit was made for all active participants at that time equal to 18 months of pay credits.

| | |
|---|---|
| Interest Credits | Up to the benefit commencement date, interest is credited based on the average annual yield on one-year Treasury bills plus one percentage point with the total limited to the yield on 30-year Treasury bonds. |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040 PN: 007

Pension Benefit Formulas

| | |
|---|---|
| Post-2001 Modified Former Plan Formula (MFPF) | Sum of:<br><br>(1) MFPF accrued benefit as of December 31, 2001 (see Special Benefit Provisions).<br><br>(2) 1.35% of average compensation times service from January 1, 2002 to June 30, 2006. |
| Highest Average Pay (HAP) | Transition employee:<br><br>1.35% of average compensation (to June 30, 2006) times service to June 30, 2006, including an 18 month enhancement for service as of June 30, 2006.<br><br>Non-transition employee:<br><br>1.35% of average compensation (to May 31, 2004) times service to May 31, 2004. |
| Integrated Formula | Transition employee, sum of:<br><br>(1) 1.15% of average compensation (to May 31, 2004) up to Social Security integration level plus 1.45% of average compensation (to May 31, 2004) over the Social Security integration level times service to May 31, 2004.<br><br>(2) 1.35% of average compensation (to June 30, 2006) times service from June 1, 2004 to June 30, 2006.<br><br>Non-transition employee:<br><br>1.15% of average compensation (to May 31, 2004) up to Social Security integration level plus 1.45% of average compensation (to May 31, 2004) over the Social Security integration level times service to May 31, 2004. |
| Social Security Integration Level | Average annual wages under the Social Security Act for a worker attaining age 65, computed as though the annual wages were equal to the maximum amount of the taxable wages under the Social Security Act based on the calendar year an employee separates from employment. |
| Compensation | Base pay (highest rate for the month), sales bonuses and commissions, short term performance incentives (excluding Senior Managers), lump sum merit payments, foreign service payments, premiums, corporate profit sharing, differentials and back pay awards. Salary reduction amounts under IRC section 125 or 401(k) are included. |

| | |
|---|---|
| Average Compensation | The average of compensation over the 60 consecutive calendar months during which the average is the highest. |
| **Normal Retirement** | |
| Eligibility | Later of age 65 or fifth anniversary from date of hire. |
| Benefit | Participants hired on or after January 1, 2002: Cash balance benefit.<br>Participants hired before January 1, 2002:<br>(1) Transition employees:<br>(a) BA: Greater of cash balance benefit, HAP benefit.<br>(b) GTE: Greater of cash balance benefit, HAP benefit, or integrated benefit.<br>(2) Non-transition employees:<br>(a) BA: Cash balance benefit.<br>(b) GTE: Greater of cash balance benefit, HAP benefit, or integrated benefit. |
| **Early Retirement** | |
| Eligibility | Seventy-five (75) age/service points with 15 years net credited service. |
| Benefit | Accrued normal retirement benefit with the following reductions applied to each separate formula:<br>(1) Cash balance: No reductions.<br>(2) Post 2001 MFPF: Refer to Special Benefit Provisions section.<br>(3) HAP and integrated benefits: Unreduced at age 55; 3% per year from age 55, maximum reduction 18%. |
| **Vested Termination** | |
| Eligibility | For terminations prior to June 30, 2006, five years of vesting service. All participants actively employed as of June 30, 2006 were fully vested at that time. |
| Benefit | Accrued normal retirement benefit using compensation and credited service as of date of separation from service, and reduced, if applicable, for receipt prior to age 65. |

**Disability**

| | |
|---|---|
| Eligibility | Fifteen years of credited service and total and permanent disability (excludes Connected Solutions employees). |
| Benefit | Accrued normal retirement benefit with no reduction applied for receipt prior to age 65. |

**Preretirement Death Benefit**

| | |
|---|---|
| Beneficiaries Eligible | Spouse or other designated beneficiaries of vested active participants who die before payments commence, and designated beneficiaries of vested former participants. |
| Death Benefit | If the deceased participant was an active employee or a vested former participant who terminated after the plan's effective date, the death benefit is the greater of the full value of the cash balance account or a 50% survivor benefit under alternative formulas.<br>(1) BA North: Pre-2002 deferred vested employees — Upon the death of a deferred vested participant who did not waive the preretirement survivor's benefit, 50% of the participant's accrued benefit deferred to the earliest age when the deferred vested pension would have been payable. This benefit is reduced for early commencement and the cost of a 50% survivor annuity.<br>(2) BA South and Enterprises: Pre-2002 deferred vested employees — 44% of the accrued benefit payable at the time the participant would have attained age 65. If earlier commencement is elected, benefit is the amount that would have been payable to the spouse if participant terminated employment, survived to the commencement date, retired with a 50% joint and survivor annuity, and then died. |

**Sickness Death Benefit**

Beneficiaries Eligible

| | |
|---|---|
| BA North | Mandatory beneficiaries of retired employees hired before July 1, 1985 and retired before January 1, 2002 are eligible if death occurs from an illness or an off-the-job accident. |
| BA South and Enterprises | Mandatory beneficiaries of all active and retired employees hired before April 1, 1991 and retired before January 1, 2002 are eligible if death occurs from an illness or an off-the-job accident. Participants who received a 100% cashout in 1993, 1994, or 1995 and make an election to receive this benefit from another source are excluded. |

Death Benefit

| | |
|---|---|
| BA North | One year's pay based on pay on the earlier of the employee's retirement date and June 30, 1985. |
| BA South and Enterprises | One year's pay based on pay on the earlier of the employee's retirement date and December 31, 1991. |

**Forms of Payment**

| | |
|---|---|
| Normal Form | Single participants: Life annuity. |
| | Married participants: 50% joint and survivor annuity with the spouse as the survivor. |
| Optional Forms | Lump-sum cashout. |
| | Combination annuity and lump-sum cashout. Designated amount in 10% increments (up to 50%) paid as a lump-sum cashout and the remaining portion distributed in any of normal or optional payment forms. |
| | 33⅓%, 50%, 66⅔% or 100% joint and survivor with designated beneficiary as the survivor. |
| | 50%, 75% or 100% joint and survivor with designated beneficiary as survivor with monthly payments restored to the life annuity level if the beneficiary predeceases the participant (pop-up). |

**Special Benefit Provisions**

Modified Former Plan Formula (MFPF) Minimum

| | |
|---|---|
| Eligibility | BA employees with 15 years of service on September 1, 1999. |
| Modified Former Pension Formula | 1.6% of career average pay (for service prior to January 1, 1991, the average pay from January 1, 1987 to December 31, 1991 times service through December 31, 1991 is used). |
| Retirement Eligibility | Age 65 with 10 years of service, age 60 with 15 years of service, age 55 with 20 years of service, age 50 with 25 years of service, or at 30 years of service. |
| Early Retirement Reductions With 30 or More Years of Service | No reductions on benefit earned through December 31, 1995; 3% per year reductions from age 59 (pre-2002) or age 60 (2002 and after) on the benefit earned after December 31, 1995. |
| Early Retirement Reductions With Less Than 30 Years of Service | 6% per year from age 59 (pre-2002) or from age 60 (2002 and after). |

Retention Bonus

| | |
|---|---|
| Eligibility | Designated GTE participants who remained employed throughout the retention bonus period (April 1, 1999 through September 30, 2000). |
| Benefit Amount | An additional lump sum equal to 2% of the total monthly compensation for the 12 month period ending in the date the participant separates from service times the number of full calendar months (up to 18) worked during the retention bonus period. |
| In-Service Distribution | Active participants age 55 or older who satisfied the Rule of 76 (76 age/service points with 15 years service) on January 1, 2000 are eligible to elect an in-service distribution. The pension payable at subsequent retirement will be based on service after the election date. |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040 PN: 007

## Union Part

| | |
|---|---|
| **Effective Date** | November 17, 2006. |
| **Plan Year** | January 1 to December 31, with the exception of the first plan year which is from November 17, 2006 to December 31, 2006. |
| **Expenses** | All reasonable expenses of administering the plan shall be paid out of the assets of the Pension Fund, except to the extent paid by the company. |
| **Participation** | |
| North Associates and South Associates | Any non-salaried employee of a participating company is eligible to become a participant upon the later of:<br>(1) Attainment of age 21;<br>(2) Completion of 1,000 hours of service during a 12-month period beginning on the employee's date of hire, the anniversary of the employee's date of hire, or the calendar year.<br>North associates may not enter the plan after December 31, 2007. |
| Enterprise | Eligible employees become participants immediately upon hire.<br>No additional employees that are part of the Communication Workers of America in New York (covered by six separate collective bargaining agreements) or in Pennsylvania (covered by five separate bargaining agreements) will become participants of the plan if they were not participants as of June 30, 2009.<br>No additional employees that are part of the New Jersey, Maryland, and Virginia Sales Offices of SuperMedia Sales-East Co. whose terms and conditions of employment are determined by the collective bargaining applicable to Communication Workers of America will become participants of the plan if they were not participants as of December 31, 2009. |

**Definitions**

| | |
|---|---|
| Transition Employee (Enterprise) | An employee with 10 or more years of service as of January 1, 2002. |
| Cash Balance Account (Enterprise) | Equal to the sum of opening account balance, if applicable, plus pay and interest credits. |
| Pay Credits (Enterprise) | Cash balance accounts are credited monthly by an amount equal to a percentage of monthly compensation based on points (age plus service) at the beginning of each year as follows: |

| Points | Pay Credit Percentage |
|---|---|
| Less than 35 | 4% |
| 35 – 49 | 5% |
| 50 – 64 | 6% |
| 65 or more | 7% |

Effective July 1, 2009, accruals were frozen for employees with less than five years of service that are part of the Communication Workers of America in New York (covered by six separate collective bargaining agreements) or in Pennsylvania (covered by five separate bargaining agreements).

Effective January 31, 2010, accruals were frozen for employees with less than five years of service as of December 31, 2009, if part of the New Jersey, Maryland, and Virginia Sales Offices of SuperMedia Sales-East Co. whose terms and conditions of employment are determined by the collective bargaining applicable to Communication Workers of America.

Effective December 31, 2012, all remaining groups previously accruing benefits were frozen.

| | |
|---|---|
| Interest Credits (Enterprise) | Up to the benefit commencement date, interest is credited based on the average annual yield on one-year Treasury bills plus one percentage point with the total limited to the yield on 30-year Treasury bonds. |

| | |
|---|---|
| Pension Benefit Formulas (Enterprise) | Post-2001 modified former plan formula (MFPF) — Sum of:<br>(1) MFPF accrued benefit as of December 31, 2001 (see Special Benefit Provisions).<br>(2) 1.35% of average compensation times service from January 1, 2002 to December 31, 2007.<br>(3) 1.35% of career average pay for service after December 31, 2007.<br>Highest average pay (HAP):<br>(1) Transition employee, 1.35% of average compensation (to December 31, 2007) times service to December 31, 2007, plus 1.35% of career average pay for service after December 31, 2007.<br>(2) Non-transition employee: 1.35% of average compensation (to May 31, 2004) times service to May 31, 2004.<br>Integrated formula — Transition employee, sum of:<br>(1) 1.15% of average compensation (to May 31, 2004) up to Social Security integration level plus 1.45% of average compensation (to May 31, 2004) over the Social Security integration level times service to May 31, 2004.<br>(2) 1.35% of average compensation (to December 31, 2007) times service from June 1, 2004 to December 31, 2007.<br>(3) 1.35% of career average pay for service after December 31, 2007.<br>Non-transition employee:<br>1.15% of average compensation (to May 31, 2004) up to Social Security integration level plus 1.45% of average compensation (to May 31, 2004) over the Social Security integration level times service to May 31, 2004. |
| Social Security Integration Level (Enterprise) | Average annual wages under the Social Security Act for a worker attaining age 65, computed as though the annual wages were equal to the maximum amount of the taxable wages under the Social Security Act based on the calendar year an employee separates from employment. |

| | |
|---|---|
| Compensation (Enterprise) | Base pay (highest rate for the month), sales bonuses and commissions, short term performance incentives (excluding Senior Managers), lump sum merit payments, foreign service payments, premiums, corporate profit sharing, differentials and back pay awards. Salary reduction amounts under IRC section 125 or 401(k) are included. |
| Compensation (North) | Base pay plus earned and unearned commission. |
| Average Compensation (Enterprise) | The average of compensation over the 60 consecutive calendar months during which the average is the highest. |
| Average Compensation (North) | The average of compensation for the highest four out of the last seven calendar years. |
| Supplemental Payments (North and South) | Differentials and other special payments. These supplemental payments include special city allowances, in charge allowances, extra payments for temporary assignments or temporary promotions to higher graded or supervisor positions, job differentials, and evening and night differential payments. Supplemental payments also include the 3% of pay lump sum paid in October 2003. |
| Annual Average Supplemental Payments (North and South) | The average of the sum of all supplemental payments received in the three years immediately preceding retirement for all South participants and for North participants with five or more years of service as of January 1, 2009. For North participants with less than five years of service as of January 1, 2009, the average of all supplemental payments received in the three years immediately preceding December 31, 2007. |
| Credited Service (North and South) | All eligible years and months of employment accrued to the earlier of actual retirement or separation from service. However, credited service for North participants with less than five years of service as of January 1, 2009 ceased to accrue as of December 31, 2007. Credited service for all other North participants ceased to accrue as of April 1, 2014. |
| Vesting Service (North and South) | A year of vesting service is credited for each calendar year in which, 1,000 hours of service is performed, starting with the later of age 18 and the first year of employment. |
| Mandatory Beneficiary (North and South) | The participant's spouse, dependent child, or dependent parents. |

**Normal Retirement**

Eligibility

North and South: Age 65 and 10 years of credited service.

Enterprise: Later of age 65 or fifth anniversary from date of hire.

Benefit

For North and South participants, the monthly benefit payable is equal to (1) + (2):

(1) The dollar amount corresponding to the appropriate pension band for that participant times credited service. Each job title is assigned a specific pension band. Tables A (North) and B (South) list the dollar amount for each pension band.

(2) 0.1% of annual average supplemental payments times credited service.

For North participants with less than five years of service as of January 1, 2009, this benefit is frozen as of December 31, 2007. For all other North participants, this benefit is frozen as of April 1, 2014.

Commission Directory Advertising Salespersons are assigned to Pension Band Number 135 (commission paid employees (CWA 1301)) and have a special formula equal to (1) + (2).

(1) The dollar amount corresponding to job title times credited service.

| Job Title | Dollar Multiplier |
|---|---|
| Premise and Telephone Sales Representatives | $17 |
| Senior Telephone Sales Representatives | $22 |
| Key Account Representatives | $67 |

(2) 1.3% of highest three-year average of commissions times credited service.

For participants with less than five years of service as of January 1, 2009, this benefit is frozen as of December 31, 2007.

For participants with five or more years of credited service as of January 1, 2009, the benefit equals 1.3% of average compensation times credited service. The benefit cannot be less than the benefit earned as of December 31, 2007 under (1) + (2) above.

| | |
|---|---|
| | North: The minimum pension amount for employees eligible for a service pension who have at least 15 years of service at retirement is $700 per month, adjusted on a prorata basis for service less than 30 years at retirement. The minimum pension is reduced if paid in a form other than a life annuity. The minimum benefit is not reduced for early retirement.<br><br>Enterprise participants hired on or after January 1, 2002: Cash balance benefit.<br><br>Enterprise participants hired before January 1, 2002:<br><br>Transition employees:<br><br>(1) BA: Greater of cash balance benefit, HAP benefit.<br><br>(2) GTE: Greater of cash balance benefit, HAP benefit, or integrated benefit.<br><br>Non-transition employees:<br><br>(1) BA: Cash balance benefit.<br><br>(2) GTE: Greater of cash balance benefit, HAP benefit, or integrated benefit. |
| **Early Retirement** | |
| Eligibility | North and South: Prior to 2014: Age 60 with 15 years of credited service; age 55 with 20 years of credited service; age 50 with 25 years of credited service; or any age with 30 years of credited service. Effective April 1, 2014, for North Associates: (75 age/service points with 15 years net credited service, or any age with 30 years of credited service.<br><br>Enterprise: 75 age/service points with 15 years net credited service. |

Benefit

North (Prior to April 2014) and South: A benefit computed in the same manner as normal retirement benefit, but with the following reductions applied for receipt prior to age 55:

| Years of Credited Service | Reduction |
|---|---|
| 30 Years or More | No reduction |
| Less than 30 Years | 6% for each year that payments begin prior to age 55 |

North, effective April 1, 2014: Unreduced at age 55; 3% per year from age 55, maximum reduction 18%.

Enterprise: Accrued normal retirement benefit with the following reductions applied to each separate formula:

(1) Cash balance: No reductions.

(2) Post 2001 MFPF: Refer to Special Benefit Provisions section.

(3) HAP and integrated benefits: Unreduced at age 55; 3% per year from age 55, maximum reduction 18%.

**Vested Termination**

Eligibility

North and South: Five years of vesting service.

Enterprise: Effective January 1, 2008, three years of vesting service. For terminations prior to January 1, 2008, five years of vesting service.

Benefit

Accrued normal retirement benefit using benefit formula and credited service as of date of separation from service, and reduced, if applicable, for receipt prior to age 65.

**Disability**

| | |
|---|---|
| Eligibility | Fifteen years of credited service and total and permanent disability. |
| Benefit | Accrued normal retirement benefit with no reduction applied for receipt prior to age 65. The disability benefit is converted to a normal retirement benefit of an equal amount at age 65.<br><br>North: The minimum pension amount for employees eligible for disability pension who have at least 15 years of service at retirement is $700 per month adjusted on a pro rata basis for service less than 30 years at disability. The minimum pension is reduced if paid in a form other than a life annuity. The minimum benefit is not reduced for early commencement. |

**Preretirement Death Benefit**

| | |
|---|---|
| Eligible | Death of vested participants who die before payments commence. |
| Death Benefit | North and South participants without service on and after August 6, 2000:<br><br>North: Upon the death of a deferred vested participant who did not waive the preretirement survivor's benefit, the participant's spouse will be eligible for a benefit equal to 50% of the participant's accrued benefit deferred to the later of the earliest age when the deferred vested pension would have been payable and the current age. This benefit is reduced for early commencement and the cost of a 50% survivor annuity.<br><br>South: Upon the death of an active employee not eligible for immediate retirement and with less than 15 years of service, or a vested former employee who terminated employment after 1975, 44% of the accrued benefit payable at the time the participant would have attained age 65. If earlier commencement is elected, benefit is the amount that would have been payable to the spouse if participant terminated employment, survived to the commencement date, retired with a 50% joint and survivor annuity, and then died.<br><br>North and South participants with service on and after August 6, 2000: |

North: Active employees — Upon the death of an active participant, the participant's spouse or named beneficiary will be eligible for a benefit equal to 65% of the participant's accrued benefit payable immediately. This benefit is further reduced for the cost of a 65% survivor annuity. (A 50% survivor annuity is provided for non-spouse beneficiaries more than 25 years younger than the participant.)

North: Deferred vested employees — Upon the death of a deferred vested participant who did not waive the preretirement survivor's benefit, the participant's spouse or named beneficiary will be eligible for a benefit equal to 65% of the participant's accrued benefit deferred to the later of the earliest age when the deferred vested pension would have been payable and the current age. This benefit is reduced for early commencement and the cost of a 65% survivor annuity. (As above, a 50% survivor benefit is provided for non-spouse beneficiaries more than 25 years younger than the participant.)

South: Active employees eligible for early or normal retirement or with 15 or more years of service — The participant's spouse or named beneficiary will be eligible for a benefit equal to 65% of the participant's accrued benefit payable immediately. This benefit is further reduced for the cost of a 65% survivor annuity. (A 50% survivor annuity is provided for non-spouse beneficiaries more than 25 years younger than the participant.)

South: Active employees not eligible for early or normal retirement or with fewer than 15 years of service — The participant's spouse or named beneficiary will be eligible for a benefit equal to 65% of the participant's accrued benefit deferred to the later of the earliest age when the deferred vested pension would have been payable and the current age. This benefit is reduced for early commencement and the cost of a 65% survivor annuity. (As above, a 50% survivor benefit is provided for non-spouse beneficiaries more than 25 years younger than the participant.)

Enterprise: If the deceased participant was an active employee or a vested former participant who terminated after the plan's effective date, the death benefit is the greater of the full value of the cash balance account or a 50% survivor benefit under alternative formulas.

| | |
|---|---|
| **Sickness Death Benefit** | North: Employee's mandatory beneficiary receives a benefit equal to one year's pay based on pay on the earlier of the employee's retirement date and December 31, 1986.<br><br>South: One year's pay based on pay on the earlier of the employee's death or retirement, subject to a maximum of $39,000. Participant must have been eligible as of August 9, 1986.<br><br>Enterprise: Mandatory beneficiaries of all active and retired employees hired before April 1, 1991 and retired before January 1, 2002 are eligible if death occurs from an illness or an off-the-job accident. Participants who received a 100% cash-out in 1993, 1994, or 1995 and make an election to receive this benefit from another source are excluded. Benefit equals one year's pay based on pay on the earlier of the employee's retirement date and December 31, 1991. |
| **Forms of Payment** | |
| Normal Form | |
| Single Participants | Life annuity. |
| Married Participants | 50% joint and survivor annuity with the spouse as the survivor. |
| Optional Forms | North: 50%, 75%, and 100% joint and survivor annuities, and 5-year and 10-year certain and life annuities. The cost of the survivor annuity depends on the difference between the employee's and beneficiary's ages. The cost of the survivor annuity is restored to the employee's pension if the beneficiary predeceases the employee. Benefit amounts are reduced 2% for the cost of the 5-year certain and life annuity and 6.5% for the 10-year certain and life annuity.<br><br>South: 50% joint and survivor annuity, reduced 10% (reduced 12% for vested former participants and 15% for vested former participants terminated prior to December 27, 1992), 60% joint and survivor annuity, reduced 12%, or 70% joint and survivor annuity, reduced 14%. The reduction is restored to the employee's pension if the beneficiary predeceases the employee. |

North and South: Vested participants and retirees terminating employment during the period November 1, 2004 through December 31, 2013 can elect to receive 100% of the benefit in the form of a lump sum. During 2008 this form of benefit was extended until 2009 for South Associates. During 2014 this form of benefit became a permanent feature of the plan for North Associates.

North and South: For any form of payment with a beneficiary, with a spouse's consent, a parent, grandparent, brother, sister, or an unmarried child may be an eligible beneficiary provided they are dependent upon the employee for support.

Enterprise:

(1) Lump-sum cash out.

(2) Combination annuity and lump-sum cash out. Designated amount in 10% increments (up to 50%) paid as a lump-sum cash out and the remaining portion distributed in any of normal or optional payment forms.

(3) 33⅓%, 50%, 66⅔% or 100% joint and survivor with designated beneficiary as the survivor.

(4) 50%, 75% or 100% joint and survivor with designated beneficiary as survivor with monthly payments restored to the life annuity level if the beneficiary predeceases the participant (pop-up).

**Special Benefit Provisions**

Modified Former Plan Formula (MFPF)

Minimum (Enterprise)

| | |
|---|---|
| Eligibility | BA employees with 15 years of service on September 1, 1999. |
| Modified Former Pension Formula | 1.6% of career average pay (for service prior to January 1, 1991, the average pay from January 1, 1987 to December 31, 1991 times service through December 31, 1991 is used). |
| Retirement Eligibility | Age 65 with 10 years of service, age 60 with 15 years of service, age 55 with 20 years of service, age 50 with 25 years of service, or at 30 years of service. |

| | |
|---|---|
| Early Retirement Reductions With 30 or More Years of Service | No reductions on benefit earned through December 31, 1995; 3% per year reductions from age 59 (pre-2002) or age 60 (2002 and after) on the benefit earned after December 31, 1995. |
| Early Retirement Reductions With Less Than 30 Years of Service | 6% per year from age 59 (pre-2002) or from age 60 (2002 and after). |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Table A — Monthly Pension Band for North Participants

| Pension Band Number | Effective for Terminations On or After 10/01/2006 and Before 10/01/2007 | Effective for Terminations On or After 10/01/2007 |
|---|---|---|
| 101 | $37.19 | $38.31 |
| 102 | $38.78 | $39.94 |
| 103 | $40.40 | $41.61 |
| 104 | $41.92 | $43.18 |
| 105 | $43.49 | $44.79 |
| 106 | $45.05 | $46.40 |
| 107 | $46.66 | $48.06 |
| 108 | $48.22 | $49.67 |
| 109 | $49.82 | $51.31 |
| 110 | $51.36 | $52.90 |
| 111 | $52.94 | $54.53 |
| 112 | $54.53 | $56.17 |
| 113 | $56.08 | $57.76 |
| 114 | $57.65 | $59.38 |
| 115 | $59.19 | $60.97 |
| 116 | $60.79 | $62.61 |
| 117 | $62.36 | $64.23 |
| 118 | $63.93 | $65.85 |
| 119 | $65.50 | $67.47 |
| 120 | $67.07 | $69.08 |
| 121 | $68.62 | $70.68 |
| 122 | $70.23 | $72.34 |
| 123 | $71.78 | $73.93 |
| 124 | $73.34 | $75.54 |
| 125 | $74.91 | $77.16 |
| 126 | $76.48 | $78.77 |
| 127 | $78.06 | $80.40 |
| 128 | $79.63 | $82.02 |
| 129 | $81.21 | $83.65 |
| 130 | $82.76 | $85.24 |
| 131 | $84.38 | $86.91 |
| 132 | $85.91 | $88.49 |
| 133 | $87.49 | $90.11 |
| 134 | $89.07 | $91.74 |
| 135 | $90.58 | $93.30 |

## Table B — Monthly Pension Band for South Participants

| Pension Band Number | Effective for Terminations On or After 10/01/2006 and Before 10/01/2007 | Effective for Terminations On or After 10/01/2007 |
|---|---|---|
| 101 | $33.94 | $34.96 |
| 102 | $35.34 | $36.40 |
| 103 | $36.77 | $37.87 |
| 104 | $38.21 | $39.36 |
| 105 | $39.63 | $40.82 |
| 106 | $41.09 | $42.32 |
| 107 | $42.51 | $43.79 |
| 108 | $43.92 | $45.24 |
| 109 | $45.40 | $46.76 |
| 110 | $46.80 | $48.20 |
| 111 | $48.23 | $49.68 |
| 112 | $49.65 | $51.14 |
| 113 | $51.09 | $52.62 |
| 114 | $52.54 | $54.12 |
| 115 | $53.95 | $55.57 |
| 116 | $55.39 | $57.05 |
| 117 | $56.79 | $58.49 |
| 118 | $58.27 | $60.02 |
| 119 | $59.70 | $61.49 |
| 120 | $61.11 | $62.94 |
| 121 | $62.53 | $64.41 |
| 122 | $63.98 | $65.90 |
| 123 | $65.41 | $67.37 |
| 124 | $66.84 | $68.85 |
| 125 | $68.26 | $70.31 |
| 126 | $69.69 | $71.78 |
| 127 | $71.13 | $73.26 |
| 128 | $72.53 | $74.71 |
| 129 | $74.00 | $76.22 |
| 130 | $75.39 | $77.65 |
| 131 | $76.86 | $79.17 |
| 132 | $78.30 | $80.65 |
| 133 | $79.70 | $82.09 |
| 134 | $81.16 | $83.59 |
| 135 | $82.54 | $85.02 |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040 PN: 007

## Dex One Part

| | |
|---|---|
| **Effective Date** | July 1, 1998. |
| **Plan Year** | January 1 to December 31, with the exception of the short plan year from July 1, 1998 to December 31, 1998. |
| **Expenses** | All reasonable expenses of administering the plan (including, without limitation, the expenses of the Employee Benefits Committee) shall be paid out of the assets of the Pension Fund, except to the extent paid by the company. |
| **Participation** | Eligible employees became participants upon the later of (1) attainment of age 21 and (2) completion of one year of service.<br><br>Effective January 1, 2007, members of the DonTech Retirement Account were merged into the plan. Effective December 31, 2008, no new participants entered the plan. |
| **Definitions** | |
| Compensation | Salary, wages, overtime, regular cash bonuses and commissions, severance pay, and any portion of such amounts voluntarily deferred or reduced by the participant under any employee benefit plan. |
| Credited Service | As of December 31, 2008, no additional credited service is earned.<br><br>Prior to December 31, 2008, service is credited for each month or partial month as a participant of the plan.<br><br>Prior to January 1, 2007, a year of service is credited to employees who worked at least 1,800 hours. Partial years of service are credited for employees who worked between 1,000 and 1,800 hours.<br><br>Service under the Don Tech Plan or Dunn & Bradstreet Plan will count as credited service. |
| D&B Member | Active or inactive member of the Dun & Bradstreet Plan as of June 30, 1998, whose accrued benefit was transferred to and assumed by the Dex One Retirement Account. |

| | |
|---|---|
| Grandfathered Member | D&B Member that met one of the following criteria as of January 1, 1997:<br>(1) Age 50 and 10 or more years of service.<br>(2) Age plus service of 70 or more.<br>(3) Age 65. |
| Interest Credits | Up to the benefit commencement date, interest is credited monthly based on 1/12 of the greater of (1) annual yield of 30-year Treasury bonds for the second month prior to the month for which the interest credit is being determined and (2) 3.0%. |
| Retirement Account Opening Balance | |
| D&B Member With a Retirement Account | The balance credited to the D&B member's retirement account under the Dun & Bradstreet Pan as of June 30, 1998. |
| D&B Member With a Frozen Accrued Benefit | The single sum that is actuarially equivalent to the frozen accrued benefit as of December 31, 1996, plus interest credits in accordance with the Dun & Bradstreet Plan for each month from January 1, 1997 through June 30, 1998.<br>Actuarial equivalence is based on the age of the participant and the IRC section 417(e)(3) mortality in effect as of December 31, 1996, and 6.65% interest. |
| All Others | Zero. |
| Pay Credits | As of December 31, 2008, participants no longer earn pay credits. Prior to December 31, 2008, retirement accounts were credited monthly by an amount equal to a percentage of compensation for the month based on points (age plus credited service) at the end of each month as follows: |

| Points | Pay Credit Percentage |
|---|---|
| Less than 35 | 3.0% |
| 35 – 44 | 4.0% |
| 45 – 54 | 5.0% |
| 55 – 64 | 7.5% |
| 65 – 74 | 9.0% |
| 75 – 84 | 10.5% |
| 85 or more | 12.5% |

| | |
|---|---|
| Vesting Service | Service is credited for each month or partial month of employment with any Dex One company.<br><br>Service under the Don Tech Plan, Dunn & Bradstreet Plan, or with Sprint will count as vesting service. |
| **Pension Benefit Formulas** | |
| Retirement Account Balance | The sum of:<br><br>(1) Retirement account opening balance.<br><br>(2) Interest credits.<br><br>(3) Pay credits. |
| Retirement Account Benefit | Monthly single life annuity that is actuarially equivalent to the retirement account balance.<br><br>Actuarial equivalence is based on the age of the participant and the IRC section 417(e)(3) interest rates and mortality in effect as of the benefit commencement date. |
| Frozen Accrued Benefit | Monthly single life annuity commencing at age 65 equal to the D&B member's accrued benefit as of December 31, 1996. |
| Grandfathered Benefit | Monthly single life annuity commencing at age 65 equal to the grandfathered member's accrued benefit as of the earlier of (1) December 31, 2008 and (2) date of termination, had the terms of the Master Retirement Plan of the Dun & Bradstreet Corporation remained in effect. |
| **Normal Retirement** | |
| Eligibility | Age 65. |
| Benefit | Monthly benefit is the greater of:<br><br>(1) Retirement account benefit.<br><br>(2) Frozen accrued benefit.<br><br>(3) Grandfathered benefit, if a grandfathered member. |

**Early Retirement**

| | |
|---|---|
| Eligibility | Age 55 and 10 years of vesting service. |
| Benefit | Accrued normal retirement benefit with the following reductions applied to the frozen accrued benefit and grandfathered benefit formulas:<br>(1) Vesting service less than 35 years: Reduction of 3% per year by which age is less than 65.<br>(2) Vesting service more than 35 years: Reduction of 3% per year by which age is less than 60. |

**Vested Termination**

| | |
|---|---|
| Eligibility | |
| Participants With One Hour of Service After December 31, 2007 | Three years of vesting service. |
| Participants Without One Hour of Service After December 31, 2007 | Five years of vesting service. |
| Benefit | Actuarial equivalent amount of the accrued normal retirement benefit commencing as of any benefit commencement date following (1) the participant's fifty-fifth birthday or (2) the participant's severance date, if the retirement account benefit provides the most valuable benefit. |

**Disability**

| | |
|---|---|
| Eligibility | Five years of vesting service prior to disablement. |
| Benefit | Actuarial equivalent amount of the accrued normal retirement benefit commencing as of any benefit commencement date following the date of disability. |

**Qualified Preretirement Survivor Benefit**

| | |
|---|---|
| Beneficiaries Eligible | Surviving spouse of active vested and terminated vested participants who die before payments commence. |
| Death Benefit | The amount the surviving spouse would have received if the participant had commenced their benefit under the 50% joint and survivor annuity, payable the first of the month following the later of (1) the participant's fifty-fifth birthday or (2) the participant's death. |

**Non-Qualified Preretirement Survivor Benefit**

| | |
|---|---|
| Beneficiaries Eligible | Designated beneficiaries of active vested and terminated vested participants who die before payments commence. |
| Death Benefit | Monthly single life annuity that is actuarially equivalent to the participant's retirement account balance, payable the first of the month following the participant's death. |

**Forms of Payment**

| | |
|---|---|
| Normal Form | |
| Single Participants | Single life annuity. |
| Married Participants | 50% joint and survivor annuity with the spouse as survivor. |
| Optional Forms | Single life annuity. |
| | 50%, 75% or 100% joint and survivor annuity with designated beneficiary as survivor (100% option is not an available option for vested termination benefits). |
| | Lump-sum cashout (this is only available if the retirement account benefit provides the most valuable benefit, but it is not an available option with respect to any member's DonTech retirement account balance). |
| | Combination annuity and lump-sum cashout. 50% of retirement account balance distributed as an actuarial equivalent annuity in any of normal or optional payment forms and the remaining portion paid as a lump-sum (this is only available if the retirement account benefit provides the most valuable benefit). |
| | 10-year or 15-year certain and life annuity (not an available option for vested termination benefits). |
| | Level income annuity. Single life annuity such that when combined with the Social Security benefit beginning as of age 62, the participant's total retirement income remains unchanged (not an available option for vested termination benefits). |

## Dex Media Part

| | |
|---|---|
| **Effective Date** | November 8, 2002. |
| **Plan Year** | January 1 to December 31, with the exception of the first plan year which is from November 8, 2002 to October 31, 2003 and the short plan year from November 1, 2003 to December 31, 2003. |
| **Expenses** | All reasonable expenses of administering the plan (including, without limitation, the expenses of the Employee Benefits Committee) shall be paid out of the assets of the Pension Fund, except to the extent paid by the company. |
| **Participation** | Covered employees became participants immediately upon completing one year of service. Effective January 1, 2009, no new Management employees entered the plan. Effective January 1, 2010, no new Occupational employees entered the plan. |
| **Definitions** | |
| Average Compensation | The average of compensation over the 60 consecutive calendar months during which the compensation is the highest within the last 120 consecutive calendar months immediately preceding the earlier of (1) December 31, 2008 for Management employees and December 31, 2009 for Occupational employees and (2) date of termination. |
| Compensation | |
| Management Employees | |
| OMF and DLS Benefits | Basic pay, differential pay, commissions, annual/periodic bonus payments (including payments paid within 30 days after termination pursuant to a severance agreement), lump sum payments in the nature of merit or performance awards, incentive compensation, and commissions (including commissions paid within 90 days after termination). |
| ABF Benefit | Gross income, including overtime, commissions, compensation based on profits, tips, bonuses, all foreign earned income, and 401(k) elective deferrals that are not included in gross income. |

| | |
|---|---|
| Occupational Employees | Basic pay, commissions, real growth premiums (including premiums paid within 90 days after termination), account executive bonuses, internet incentives, and daily average for short-term disability payments. |
| Compensation Credit | As of December 31, 2008 for Management employees and December 31, 2009 for Occupational employees, no additional compensation credits are earned. Prior to such dates, the compensation credit was 3% of compensation. |
| Covered Compensation | Average of Social Security wage base in effect for each year in the 35-year period ending with the year in which the employee attains the social security retirement age. Covered compensation is determined as of December 31, 2008 for Management employees and December 31, 2009 for Occupational employees that terminated after such dates, assuming no future increases in the Social Security wage base. |
| DLS Pension Percentage Credit | Based on age for each calendar month the participant earns service. |

| Age | Monthly Percentage Credit |
|---|---|
| Less than 30 | 1/6% |
| 30 – 34 | 1/3% |
| 35 – 39 | 1/2% |
| 40 – 44 | 2/3% |
| 45 – 49 | 1% |
| 50 – 54 | 1-1/3% |
| 55 or more | 1-1/2% |

| | |
|---|---|
| Grandfathered Employee | An active participant under the Qwest Pension Plan on January 1, 1997 with age plus PCS equal to at least 55 as of January 1, 1997. |
| Interest Credit | Up to the benefit commencement date, interest is credited daily based on 1/365 of the average annual yield on 30-year Treasury securities for the first through fifth months preceding the plan year. |
| Pension Calculation Service (PCS) | Used in pension benefit calculations. As of December 31, 2008 for Management employees and December 31, 2009 for Occupational employees, PCS shall be frozen. |

| | |
|---|---|
| Protected Employee | An employee meeting the following requirements:<br>(1) A Management participant that is either (a) an active Management employee under the Qwest Pension Plan on December 31, 2000 or (b) an active Occupational employee on December 31, 2000 who transfers to Management (unless such person terminates on or before May 31, 2003).<br>(2) A participant that (a) has at least 20 years of service under the Qwest Pension Plan as of December 31, 2000 or (b) is eligible under the OMF on or before December 31, 2003.<br>(3) An active participant under the Qwest Pension Plan whose employment with a participating company of the Qwest plan transferred directly to a participating company in the Dex Media plan in connection with Qwest's sale of Dex. |
| Term of Employment Service (TOES) | Used to determine eligibility service. |
| Vesting Service | Used to determine a nonforfeitable right to a pension benefit. |

**Pension Benefit Formulas**

| | |
|---|---|
| Old Management Formula (OMF) | Monthly single life annuity that is the sum of:<br>(1) 1.25% of average compensation not in excess of covered compensation times PCS up to a maximum of 35 years.<br>(2) 1.50% of average compensation in excess of covered compensation times PCS up to a maximum of 35 years.<br>(3) 1.25% of average compensation times PCS in excess of 35 years. |

| | |
|---|---|
| Defined Lump Sum Formula (DLS) | Monthly single life annuity commencing at age 65 that is equivalent to the sum of:<br>(1) Aggregate DLS pension percentage credits times average compensation.<br>(2) 25% of aggregate DLS pension percentage credits times the excess of average compensation over 50% of the social security wage base in effect on the earlier of (a) January 1, 2008 and (b) January 1 of the year in which termination occurs.<br>Actuarial equivalence is based on the age of the participant and the IRC section 417(e)(3) interest rates and mortality in effect as of December 31, 2008. |
| Account Balance Formula (ABF) | Monthly single life annuity that is actuarially equivalent to the sum of:<br>(1) Prior year balance.<br>(2) Interest credit on prior year balance.<br>(3) Compensation credit.<br>Actuarial equivalence is based on the age of the participant and the IRC section 417(e)(3) interest rates and mortality in effect as of the benefit commencement date. |

**Normal Retirement**

Eligibility

| | |
|---|---|
| Management Employees and Pre-2007 Occupational Employees | Later of (1) age 65 and (2) the date the participant becomes vested (see Vested Termination section for vesting rules). |
| Post-2006 Occupational Employees | Not applicable. |

Benefit

Management Employees

| | |
|---|---|
| Protected and Grandfathered | Monthly benefit is the greater of:<br>(1) OMF benefit calculated as of the earlier of (a) December 31, 2008 and (b) date of termination.<br>(2) DLS benefit calculated as of the earlier of (a) December 31, 2008 and (b) date of termination. |

| | |
|---|---|
| Protected and Not Grandfathered | Monthly benefit is the greater of:<br>(1) OMF benefit calculated as of December 31, 1996.<br>(2) DLS benefit calculated as of the earlier of (a) December 31, 2008 and (b) date of termination. |
| Not Protected and Grandfathered | Monthly benefit is the ABF calculated as of date of termination plus the greater of:<br>(1) OMF benefit calculated with PCS as of December 31, 2000 and average compensation as of the earlier of (a) December 31, 2008 and (b) date of termination.<br>(2) DLS benefit calculated with PCS as of December 31, 2000 and average compensation as of the earlier of (a) December 31, 2008 and (b) date of termination.<br>Monthly benefit is the greater of:<br>(1) OMF benefit calculated as of December 31, 1996.<br>(2) DLS benefit calculated with PCS as of December 31, 2000 and average compensation as of the earlier of (a) December 31, 2008 and (b) date of termination. |
| Pre-2007 Occupational Employees | Monthly benefit is the sum of:<br>(1) Monthly pension factor times PCS. Monthly pension factor is:<br>(a) Non-Sales participants:<br>Determined by a table based on job title and date of termination and not subject to change after 2009.<br>(b) Sales participants excluding IBEW commissioned sales employees:<br>Determined by a table based on average compensation.<br>(c) IBEW commissioned sales employees:<br>1.4% of average compensation.<br>(2) 1.2% times PCS times the average annual differential or supplemental payments received during the three calendar years prior to the earlier of (a) 2009 and (b) the year of termination. |
| Post-2006 Occupational Employees | Not applicable. |

**Early Retirement**

Eligibility

| | |
|---|---|
| Management Employees and Pre-2007 Occupational Employees | A participant is considered eligible if one of the following criteria is met:<br>(1) Age 65 and 10 years of TOES.<br>(2) Age 60 and 15 years of TOES.<br>(3) Age 55 and 20 years of TOES.<br>(4) Age 50 and 25 years of TOES.<br>(5) 30 years of TOES. |
| Post-2006 Occupational Employees | Not applicable. |

Benefit

| | |
|---|---|
| Management Employees | Accrued normal retirement benefit with the following adjustments applied to the OMF and DLS formulas:<br>(1) OMF benefit:<br>(a) TOES less than 30 years:<br>Reduction of 0.5% per month by which age is less than 55.<br>(b) TOES more than 30 years:<br>Reduction of 0.25% per month by which age is less than 55.<br>(2) DLS benefit is the maximum of:<br>(a) Age 65 DLS benefit defined above times the early retirement factor defined in Appendix B of the plan document.<br>(b) Immediate DLS benefit based on the age of the participant and the IRC section 417(e)(3) interest rates and mortality in effect as of December 31, 2008. |
| Pre-2007 Occupational Employees | Accrued normal retirement benefit is reduced by 0.5% per month by which age is less than 55. No reduction if at least 30 years of service accrued under the Qwest Pension Plan. |
| Post-2006 Occupational Employees | Not applicable. |

**Vested Termination**

| | |
|---|---|
| Eligibility | |
| Management Employees | The following eligibility applied to each separate formula:<br>(1) OMF benefit — Five years of vesting service.<br>(2) DLS benefit — Immediately vested.<br>(3) ABF benefit — Immediately vested. |
| Pre-2007 Occupational Employees | Five years of vesting service. |
| Post-2006 Occupational Employees | Three years of vesting service. |
| Benefit | |
| Management Employees | Accrued normal retirement benefit with the following adjustments applied to the OMF and DLS formulas:<br>(1) Age 65 OMF benefit defined above times the early retirement factor defined in Appendix B of the plan document.<br>(2) DLS benefit is the maximum of: |
| – | Age 65 DLS benefit defined above times the early retirement factor defined in Appendix B of the plan document. |
| – | Immediate DLS benefit based on the age of the participant and the IRC section 417(e)(3) interest rates and mortality in effect as of December 31, 2008. |
| Pre-2007 Occupational Employees | Accrued normal retirement benefit times the early retirement factor defined in Appendix B of the plan document. |
| Post-2006 Occupational Employees | ABF benefit. |

**Disability**

| | |
|---|---|
| Eligibility | Pre-2007 Occupational employees with 15 years of TOES prior to disablement. |
| Benefit | Accrued normal retirement benefit with no reduction applied for receipt prior to age 65. |

**Qualified Preretirement Survivor Annuity**

| | |
|---|---|
| Beneficiaries Eligible | Surviving spouse of active vested and terminated vested participants who die before payments commence. |

Death Benefit

Active Participants

| | |
|---|---|
| Management Employees | A single life annuity equal to the greater of (1), (2), (3), and (4) plus the greater of (5) and (6), where:<br>(1) 45% of the OMF benefit that would have been payable had the participant terminated on the date of death, survived until age 65 and began to receive payments at age 65.<br>(2) The amount the surviving spouse would have received if the participant had commenced the OMF benefit under the 50% joint and survivor annuity the day before death.<br>(3) Single life annuity that is actuarially equivalent to the participant's lump sum amount of the DLS benefit.<br>(4) The amount the spouse would have received if the participant had commenced the DLS benefit under the 50% joint and survivor annuity the day before death.<br>(5) Single life annuity that is actuarially equivalent to the participant's lump sum amount of the ABF benefit.<br>(6) The amount the spouse would have received if the participant had commenced the ABF benefit under the 50% joint and survivor annuity the day before death. |
| Pre-2007 Occupational Employees | A single life annuity equal to the greater of:<br>(1) 45% of the benefit that would have been payable had the participant terminated on the date of death, survived until age 65 and began to receive payments at age 65.<br>(2) The amount the surviving spouse would have received if the participant had commenced the benefit under the 50% joint and survivor annuity the day before death. |
| Post-2006 Occupational Employees | A single life annuity equal to the greater of:<br>(1) Single life annuity that is actuarially equivalent to the participant's lump sum amount of the ABF benefit.<br>(2) The amount the spouse would have received if the participant had commenced the ABF benefit under the 50% joint and survivor annuity the day before death. |

Terminated Vested Participants

| | |
|---|---|
| Management Employees | A single life annuity equal to the greater of (1) and (2) plus the greater of (3) and (4), where:<br>(1) The amount the surviving spouse would have received if the participant had commenced the OMF benefit under the 50% joint and survivor annuity the day before death.<br>(2) The amount the spouse would have received if the participant had commenced the DLS benefit under the 50% joint and survivor annuity the day before death.<br>(3) Single life annuity that is actuarially equivalent to the participant's lump sum amount of the ABF benefit.<br>(4) The amount the spouse would have received if the participant had commenced the ABF benefit under the 50% joint and survivor annuity the day before death. |
| Pre-2007 Occupational Employees | A single life annuity equal to the amount the surviving spouse would have received if the participant had commenced the benefit under the 50% joint and survivor annuity the day before death. |
| Post-2006 Occupational Employees | A single life annuity equal to the greater of:<br>(1) Single life annuity that is actuarially equivalent to the participant's lump sum amount of the ABF benefit.<br>(2) The amount the spouse would have received if the participant had commenced the ABF benefit under the 50% joint and survivor annuity the day before death. |

**Non-Qualified Preretirement Survivor Benefit**

| | |
|---|---|
| Beneficiaries Eligible | Designated beneficiaries of active vested and terminated vested participants who die before payments commence. |

Death Benefit

| | |
|---|---|
| Management Employees | A lump sum equal to the sum of:<br>(1) The participant's lump sum amount of the DLS benefit.<br>(2) The participant's ABF account balance. |
| Pre-2007 Occupational Employees | Not applicable. |
| Post-2006 Occupational Employees | The participant's ABF account balance. |

| | |
|---|---|
| **Sickness Death Benefit** | |
| Beneficiaries Eligible | Designated beneficiaries of pre-2007 Occupational employees that die as an active participant or while receiving a benefit. |
| Death Benefit | Lump sum payment equal to annual pay as of the earlier of (1) retirement and (2) February 28, 1993. |
| **Forms of Payment** | |
| Normal Form | |
| Single Participants | Single life annuity. |
| Married Participants | 50% joint and survivor annuity with the spouse as survivor with monthly payments restored to the single life annuity level if the beneficiary predeceases the participant (pop-up). |
| **Optional Forms** | Single life annuity.<br>50%, 75% or 100% joint and survivor annuity with designated beneficiary as survivor with monthly payments restored to the single life annuity level if the beneficiary predeceases the participant (pop-up).<br>10-year certain and life annuity.<br>Increasing single life annuity.<br>Increasing 50% or 100% joint and survivor annuity with designated beneficiary as survivor with monthly payments restored to the single life annuity level if the beneficiary predeceases the participant (pop-up).<br>Lump-sum cashout.<br>Combination annuity and lump-sum cashout. Designated annuity amounts in $100 increments distributed in any of normal or optional payment forms and the remaining portion paid as a lump-sum cashout (available for Management and post-2006 Occupational employees). |

## Plan Changes Since the Prior Year

The funding valuation does not reflect any plan changes since the prior valuation.

## Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Schedule SB, line 19 — Discounted Employer Contributions

Year applied for contributions: 2025

| Date | Amount | Days to Discount to 1/1/2025 at 5.30% | Interest Adjusted Contribution |
|---|---|---|---|
| March 27, 2026 | $ 370,000 | 450 | $ 347,176 |
| June 30, 2026 | 2,730,000 | 545 | 2,527,398 |
| August 20, 2026 | 4,040,000 | 596 | 3,713,288 |
| Total Contribution | $ 7,140,000 | | $ 6,587,862 |

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Dex Pension Plan
EIN: 13-2740040 PN: 007

# Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

| (a) Age | (b) Rate | (c) Weight | (d) Product (a) × (b) × (c) |
|---|---|---|---|
| 45.5 | 10.00% | 1.0000 | 4.55 |
| 46.5 | 10.00% | 0.9000 | 4.19 |
| 47.5 | 10.00% | 0.8100 | 3.85 |
| 48.5 | 10.00% | 0.7290 | 3.54 |
| 49.5 | 10.00% | 0.6561 | 3.25 |
| 50.5 | 10.00% | 0.5905 | 2.98 |
| 51.5 | 10.00% | 0.5314 | 2.74 |
| 52.5 | 10.00% | 0.4783 | 2.51 |
| 53.5 | 10.00% | 0.4305 | 2.30 |
| 54.5 | 10.00% | 0.3874 | 2.11 |
| 55.5 | 10.00% | 0.3487 | 1.94 |
| 56.5 | 10.00% | 0.3138 | 1.77 |
| 57.5 | 10.00% | 0.2824 | 1.62 |
| 58.5 | 10.00% | 0.2542 | 1.49 |
| 59.5 | 10.00% | 0.2288 | 1.36 |
| 60.5 | 15.00% | 0.2059 | 1.87 |
| 61.5 | 20.00% | 0.1750 | 2.15 |
| 62.5 | 20.00% | 0.1400 | 1.75 |
| 63.5 | 25.00% | 0.1120 | 1.78 |
| 64.5 | 25.00% | 0.0840 | 1.35 |
| 65.5 | 25.00% | 0.0630 | 1.03 |
| 66.5 | 25.00% | 0.0473 | 0.79 |
| 67.5 | 25.00% | 0.0354 | 0.60 |
| 68.5 | 25.00% | 0.0266 | 0.46 |
| 69.5 | 25.00% | 0.0199 | 0.35 |
| 70 | 100.00% | 0.0150 | 1.05 |
| | Weighted Average | | 53.38 |

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Dex Pension Plan
EIN: 13-2740040 PN: 007

# Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

| Plan Year | Active Participants | Terminated Vested Participants | Retired Participants and Beneficiaries Receiving Payments | Total |
|---|---|---|---|---|
| 2025 | 3,557,076 | 9,378,848 | 23,630,748 | 36,566,672 |
| 2026 | 3,189,885 | 8,027,078 | 23,015,388 | 34,232,351 |
| 2027 | 2,832,994 | 7,879,659 | 21,918,035 | 32,630,688 |
| 2028 | 2,784,175 | 7,938,218 | 21,069,642 | 31,792,035 |
| 2029 | 2,602,822 | 7,336,407 | 20,198,415 | 30,137,644 |
| 2030 | 2,438,939 | 7,606,721 | 19,307,036 | 29,352,696 |
| 2031 | 2,502,605 | 7,427,544 | 18,397,623 | 28,327,772 |
| 2032 | 2,036,358 | 7,245,005 | 17,472,065 | 26,753,428 |
| 2033 | 1,552,128 | 6,618,136 | 16,533,202 | 24,703,466 |
| 2034 | 1,255,211 | 5,762,109 | 15,585,194 | 22,602,514 |
| 2035 | 888,434 | 5,408,901 | 14,631,498 | 20,928,833 |
| 2036 | 1,001,345 | 4,973,850 | 13,675,927 | 19,651,122 |
| 2037 | 667,722 | 4,643,351 | 12,722,984 | 18,034,057 |
| 2038 | 750,916 | 3,763,742 | 11,777,796 | 16,292,454 |
| 2039 | 687,576 | 3,324,205 | 10,845,739 | 14,857,520 |
| 2040 | 470,100 | 3,025,667 | 9,932,166 | 13,427,933 |
| 2041 | 328,331 | 2,591,196 | 9,042,579 | 11,962,106 |
| 2042 | 217,200 | 2,236,817 | 8,181,970 | 10,635,987 |
| 2043 | 230,045 | 1,775,300 | 7,355,207 | 9,360,552 |
| 2044 | 284,655 | 1,586,949 | 6,566,729 | 8,438,333 |
| 2045 | 144,271 | 1,418,160 | 5,820,818 | 7,383,249 |
| 2046 | 88,975 | 1,116,670 | 5,121,079 | 6,326,724 |
| 2047 | 114,787 | 962,590 | 4,470,489 | 5,547,866 |
| 2048 | 76,061 | 778,628 | 3,871,149 | 4,725,838 |
| 2049 | 39,678 | 652,716 | 3,324,344 | 4,016,738 |
| 2050 | 31,320 | 544,869 | 2,830,444 | 3,406,633 |
| 2051 | 25,916 | 424,466 | 2,388,962 | 2,839,344 |
| 2052 | 20,711 | 365,522 | 1,998,605 | 2,384,838 |
| 2053 | 18,696 | 296,637 | 1,657,317 | 1,972,650 |
| 2054 | 16,907 | 254,748 | 1,362,399 | 1,634,054 |
| 2055 | 15,646 | 224,098 | 1,110,536 | 1,350,280 |
| 2056 | 14,349 | 194,989 | 898,058 | 1,107,396 |
| 2057 | 12,897 | 169,697 | 720,906 | 903,500 |
| 2058 | 11,525 | 146,349 | 574,956 | 732,830 |
| 2059 | 10,165 | 125,040 | 456,045 | 591,250 |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

| Plan Year | Active Participants | Terminated Vested Participants | Retired Participants and Beneficiaries Receiving Payments | Total |
|---|---|---|---|---|
| 2060 | 8,845 | 106,024 | 360,185 | 475,054 |
| 2061 | 7,584 | 88,967 | 283,676 | 380,227 |
| 2062 | 6,413 | 73,914 | 223,166 | 303,493 |
| 2063 | 5,348 | 60,820 | 175,707 | 241,875 |
| 2064 | 4,397 | 49,594 | 138,758 | 192,749 |
| 2065 | 3,574 | 40,109 | 110,170 | 153,853 |
| 2066 | 2,870 | 32,200 | 88,155 | 123,225 |
| 2067 | 2,283 | 25,688 | 71,262 | 99,233 |
| 2068 | 1,803 | 20,389 | 58,322 | 80,514 |
| 2069 | 1,414 | 16,118 | 48,408 | 65,940 |
| 2070 | 1,103 | 12,706 | 40,798 | 54,607 |
| 2071 | 855 | 9,997 | 34,932 | 45,784 |
| 2072 | 658 | 7,856 | 30,379 | 38,893 |
| 2073 | 503 | 6,169 | 26,809 | 33,481 |
| 2074 | 382 | 4,840 | 23,969 | 29,191 |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

# Schedule SB, Part V — Summary of Plan Provisions

## Management Part

| | |
|---|---|
| **Effective Date** | November 1, 2006 |
| **Plan Year** | January 1 to December 31, with the exception of the first plan year which is from November 1, 2006 to December 31, 2006. |
| **Expenses** | All reasonable expenses of administering the plan (including, without limitation, the expenses of the Employee Benefits Committee) shall be paid out of the assets of the Pension Fund, except to the extent paid by the company. |
| **Participation** | Eligible employees became participants immediately upon hire. Effective January 1, 2006, no new participants entered the plan. |
| **Definitions** | |
| Transition Employee | An employee with 10 or more years of service as of January 1, 2002. |
| Cash Balance Account | Equal to the sum of opening account balance, if applicable, plus pay and interest credits. |
| Pay Credits | As of June 30, 2006, participants no longer earn pay credits. Prior to June 30, 2006, cash balance accounts were credited monthly by an amount equal to a percentage of monthly compensation based on points (age plus service) at the beginning of each year as follows: |

| Points | Pay Credit Percentage |
|---|---|
| Less than 35 | 4% |
| 35 – 49 | 5% |
| 50 – 64 | 6% |
| 65 or more | 7% |

On June 30, 2006, a special one-time pay credit was made for all active participants at that time equal to 18 months of pay credits.

| | |
|---|---|
| Interest Credits | Up to the benefit commencement date, interest is credited based on the average annual yield on one-year Treasury bills plus one percentage point with the total limited to the yield on 30-year Treasury bonds. |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040 PN: 007

Pension Benefit Formulas

| | |
|---|---|
| Post-2001 Modified Former Plan Formula (MFPF) | Sum of:<br><br>(1) MFPF accrued benefit as of December 31, 2001 (see Special Benefit Provisions).<br><br>(2) 1.35% of average compensation times service from January 1, 2002 to June 30, 2006. |
| Highest Average Pay (HAP) | Transition employee:<br><br>1.35% of average compensation (to June 30, 2006) times service to June 30, 2006, including an 18 month enhancement for service as of June 30, 2006.<br><br>Non-transition employee:<br><br>1.35% of average compensation (to May 31, 2004) times service to May 31, 2004. |
| Integrated Formula | Transition employee, sum of:<br><br>(1) 1.15% of average compensation (to May 31, 2004) up to Social Security integration level plus 1.45% of average compensation (to May 31, 2004) over the Social Security integration level times service to May 31, 2004.<br><br>(2) 1.35% of average compensation (to June 30, 2006) times service from June 1, 2004 to June 30, 2006.<br><br>Non-transition employee:<br><br>1.15% of average compensation (to May 31, 2004) up to Social Security integration level plus 1.45% of average compensation (to May 31, 2004) over the Social Security integration level times service to May 31, 2004. |
| Social Security Integration Level | Average annual wages under the Social Security Act for a worker attaining age 65, computed as though the annual wages were equal to the maximum amount of the taxable wages under the Social Security Act based on the calendar year an employee separates from employment. |
| Compensation | Base pay (highest rate for the month), sales bonuses and commissions, short term performance incentives (excluding Senior Managers), lump sum merit payments, foreign service payments, premiums, corporate profit sharing, differentials and back pay awards. Salary reduction amounts under IRC section 125 or 401(k) are included. |

| | |
|---|---|
| Average Compensation | The average of compensation over the 60 consecutive calendar months during which the average is the highest. |
| **Normal Retirement** | |
| Eligibility | Later of age 65 or fifth anniversary from date of hire. |
| Benefit | Participants hired on or after January 1, 2002: Cash balance benefit.<br>Participants hired before January 1, 2002:<br>(1) Transition employees:<br>(a) BA: Greater of cash balance benefit, HAP benefit.<br>(b) GTE: Greater of cash balance benefit, HAP benefit, or integrated benefit.<br>(2) Non-transition employees:<br>(a) BA: Cash balance benefit.<br>(b) GTE: Greater of cash balance benefit, HAP benefit, or integrated benefit. |
| **Early Retirement** | |
| Eligibility | Seventy-five (75) age/service points with 15 years net credited service. |
| Benefit | Accrued normal retirement benefit with the following reductions applied to each separate formula:<br>(1) Cash balance: No reductions.<br>(2) Post 2001 MFPF: Refer to Special Benefit Provisions section.<br>(3) HAP and integrated benefits: Unreduced at age 55; 3% per year from age 55, maximum reduction 18%. |
| **Vested Termination** | |
| Eligibility | For terminations prior to June 30, 2006, five years of vesting service. All participants actively employed as of June 30, 2006 were fully vested at that time. |
| Benefit | Accrued normal retirement benefit using compensation and credited service as of date of separation from service, and reduced, if applicable, for receipt prior to age 65. |

**Disability**

| | |
|---|---|
| Eligibility | Fifteen years of credited service and total and permanent disability (excludes Connected Solutions employees). |
| Benefit | Accrued normal retirement benefit with no reduction applied for receipt prior to age 65. |

**Preretirement Death Benefit**

| | |
|---|---|
| Beneficiaries Eligible | Spouse or other designated beneficiaries of vested active participants who die before payments commence, and designated beneficiaries of vested former participants. |
| Death Benefit | If the deceased participant was an active employee or a vested former participant who terminated after the plan's effective date, the death benefit is the greater of the full value of the cash balance account or a 50% survivor benefit under alternative formulas.<br>(1) BA North: Pre-2002 deferred vested employees — Upon the death of a deferred vested participant who did not waive the preretirement survivor's benefit, 50% of the participant's accrued benefit deferred to the earliest age when the deferred vested pension would have been payable. This benefit is reduced for early commencement and the cost of a 50% survivor annuity.<br>(2) BA South and Enterprises: Pre-2002 deferred vested employees — 44% of the accrued benefit payable at the time the participant would have attained age 65. If earlier commencement is elected, benefit is the amount that would have been payable to the spouse if participant terminated employment, survived to the commencement date, retired with a 50% joint and survivor annuity, and then died. |

**Sickness Death Benefit**

Beneficiaries Eligible

| | |
|---|---|
| BA North | Mandatory beneficiaries of retired employees hired before July 1, 1985 and retired before January 1, 2002 are eligible if death occurs from an illness or an off-the-job accident. |
| BA South and Enterprises | Mandatory beneficiaries of all active and retired employees hired before April 1, 1991 and retired before January 1, 2002 are eligible if death occurs from an illness or an off-the-job accident. Participants who received a 100% cashout in 1993, 1994, or 1995 and make an election to receive this benefit from another source are excluded. |

Death Benefit

| | |
|---|---|
| BA North | One year's pay based on pay on the earlier of the employee's retirement date and June 30, 1985. |
| BA South and Enterprises | One year's pay based on pay on the earlier of the employee's retirement date and December 31, 1991. |

**Forms of Payment**

| | |
|---|---|
| Normal Form | Single participants: Life annuity. |
| | Married participants: 50% joint and survivor annuity with the spouse as the survivor. |
| Optional Forms | Lump-sum cashout. |
| | Combination annuity and lump-sum cashout. Designated amount in 10% increments (up to 50%) paid as a lump-sum cashout and the remaining portion distributed in any of normal or optional payment forms. |
| | 33⅓%, 50%, 66⅔% or 100% joint and survivor with designated beneficiary as the survivor. |
| | 50%, 75% or 100% joint and survivor with designated beneficiary as survivor with monthly payments restored to the life annuity level if the beneficiary predeceases the participant (pop-up). |

**Special Benefit Provisions**

Modified Former Plan Formula (MFPF) Minimum

| | |
|---|---|
| Eligibility | BA employees with 15 years of service on September 1, 1999. |
| Modified Former Pension Formula | 1.6% of career average pay (for service prior to January 1, 1991, the average pay from January 1, 1987 to December 31, 1991 times service through December 31, 1991 is used). |
| Retirement Eligibility | Age 65 with 10 years of service, age 60 with 15 years of service, age 55 with 20 years of service, age 50 with 25 years of service, or at 30 years of service. |
| Early Retirement Reductions With 30 or More Years of Service | No reductions on benefit earned through December 31, 1995; 3% per year reductions from age 59 (pre-2002) or age 60 (2002 and after) on the benefit earned after December 31, 1995. |
| Early Retirement Reductions With Less Than 30 Years of Service | 6% per year from age 59 (pre-2002) or from age 60 (2002 and after). |

Retention Bonus

| | |
|---|---|
| Eligibility | Designated GTE participants who remained employed throughout the retention bonus period (April 1, 1999 through September 30, 2000). |
| Benefit Amount | An additional lump sum equal to 2% of the total monthly compensation for the 12 month period ending in the date the participant separates from service times the number of full calendar months (up to 18) worked during the retention bonus period. |
| In-Service Distribution | Active participants age 55 or older who satisfied the Rule of 76 (76 age/service points with 15 years service) on January 1, 2000 are eligible to elect an in-service distribution. The pension payable at subsequent retirement will be based on service after the election date. |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040 PN: 007

## Union Part

| | |
|---|---|
| **Effective Date** | November 17, 2006. |
| **Plan Year** | January 1 to December 31, with the exception of the first plan year which is from November 17, 2006 to December 31, 2006. |
| **Expenses** | All reasonable expenses of administering the plan shall be paid out of the assets of the Pension Fund, except to the extent paid by the company. |
| **Participation** | |
| North Associates and South Associates | Any non-salaried employee of a participating company is eligible to become a participant upon the later of:<br>(1) Attainment of age 21;<br>(2) Completion of 1,000 hours of service during a 12-month period beginning on the employee's date of hire, the anniversary of the employee's date of hire, or the calendar year.<br>North associates may not enter the plan after December 31, 2007. |
| Enterprise | Eligible employees become participants immediately upon hire.<br>No additional employees that are part of the Communication Workers of America in New York (covered by six separate collective bargaining agreements) or in Pennsylvania (covered by five separate bargaining agreements) will become participants of the plan if they were not participants as of June 30, 2009.<br>No additional employees that are part of the New Jersey, Maryland, and Virginia Sales Offices of SuperMedia Sales-East Co. whose terms and conditions of employment are determined by the collective bargaining applicable to Communication Workers of America will become participants of the plan if they were not participants as of December 31, 2009. |

**Definitions**

| | |
|---|---|
| Transition Employee (Enterprise) | An employee with 10 or more years of service as of January 1, 2002. |
| Cash Balance Account (Enterprise) | Equal to the sum of opening account balance, if applicable, plus pay and interest credits. |
| Pay Credits (Enterprise) | Cash balance accounts are credited monthly by an amount equal to a percentage of monthly compensation based on points (age plus service) at the beginning of each year as follows: |

| Points | Pay Credit Percentage |
|---|---|
| Less than 35 | 4% |
| 35 – 49 | 5% |
| 50 – 64 | 6% |
| 65 or more | 7% |

Effective July 1, 2009, accruals were frozen for employees with less than five years of service that are part of the Communication Workers of America in New York (covered by six separate collective bargaining agreements) or in Pennsylvania (covered by five separate bargaining agreements).

Effective January 31, 2010, accruals were frozen for employees with less than five years of service as of December 31, 2009, if part of the New Jersey, Maryland, and Virginia Sales Offices of SuperMedia Sales-East Co. whose terms and conditions of employment are determined by the collective bargaining applicable to Communication Workers of America.

Effective December 31, 2012, all remaining groups previously accruing benefits were frozen.

| | |
|---|---|
| Interest Credits (Enterprise) | Up to the benefit commencement date, interest is credited based on the average annual yield on one-year Treasury bills plus one percentage point with the total limited to the yield on 30-year Treasury bonds. |

| | |
|---|---|
| Pension Benefit Formulas (Enterprise) | Post-2001 modified former plan formula (MFPF) — Sum of:<br>(1) MFPF accrued benefit as of December 31, 2001 (see Special Benefit Provisions).<br>(2) 1.35% of average compensation times service from January 1, 2002 to December 31, 2007.<br>(3) 1.35% of career average pay for service after December 31, 2007.<br>Highest average pay (HAP):<br>(1) Transition employee, 1.35% of average compensation (to December 31, 2007) times service to December 31, 2007, plus 1.35% of career average pay for service after December 31, 2007.<br>(2) Non-transition employee: 1.35% of average compensation (to May 31, 2004) times service to May 31, 2004.<br>Integrated formula — Transition employee, sum of:<br>(1) 1.15% of average compensation (to May 31, 2004) up to Social Security integration level plus 1.45% of average compensation (to May 31, 2004) over the Social Security integration level times service to May 31, 2004.<br>(2) 1.35% of average compensation (to December 31, 2007) times service from June 1, 2004 to December 31, 2007.<br>(3) 1.35% of career average pay for service after December 31, 2007.<br>Non-transition employee:<br>1.15% of average compensation (to May 31, 2004) up to Social Security integration level plus 1.45% of average compensation (to May 31, 2004) over the Social Security integration level times service to May 31, 2004. |
| Social Security Integration Level (Enterprise) | Average annual wages under the Social Security Act for a worker attaining age 65, computed as though the annual wages were equal to the maximum amount of the taxable wages under the Social Security Act based on the calendar year an employee separates from employment. |

| | |
|---|---|
| Compensation (Enterprise) | Base pay (highest rate for the month), sales bonuses and commissions, short term performance incentives (excluding Senior Managers), lump sum merit payments, foreign service payments, premiums, corporate profit sharing, differentials and back pay awards. Salary reduction amounts under IRC section 125 or 401(k) are included. |
| Compensation (North) | Base pay plus earned and unearned commission. |
| Average Compensation (Enterprise) | The average of compensation over the 60 consecutive calendar months during which the average is the highest. |
| Average Compensation (North) | The average of compensation for the highest four out of the last seven calendar years. |
| Supplemental Payments (North and South) | Differentials and other special payments. These supplemental payments include special city allowances, in charge allowances, extra payments for temporary assignments or temporary promotions to higher graded or supervisor positions, job differentials, and evening and night differential payments. Supplemental payments also include the 3% of pay lump sum paid in October 2003. |
| Annual Average Supplemental Payments (North and South) | The average of the sum of all supplemental payments received in the three years immediately preceding retirement for all South participants and for North participants with five or more years of service as of January 1, 2009. For North participants with less than five years of service as of January 1, 2009, the average of all supplemental payments received in the three years immediately preceding December 31, 2007. |
| Credited Service (North and South) | All eligible years and months of employment accrued to the earlier of actual retirement or separation from service. However, credited service for North participants with less than five years of service as of January 1, 2009 ceased to accrue as of December 31, 2007. Credited service for all other North participants ceased to accrue as of April 1, 2014. |
| Vesting Service (North and South) | A year of vesting service is credited for each calendar year in which, 1,000 hours of service is performed, starting with the later of age 18 and the first year of employment. |
| Mandatory Beneficiary (North and South) | The participant's spouse, dependent child, or dependent parents. |

**Normal Retirement**

Eligibility

North and South: Age 65 and 10 years of credited service.

Enterprise: Later of age 65 or fifth anniversary from date of hire.

Benefit

For North and South participants, the monthly benefit payable is equal to (1) + (2):

(1) The dollar amount corresponding to the appropriate pension band for that participant times credited service. Each job title is assigned a specific pension band. Tables A (North) and B (South) list the dollar amount for each pension band.

(2) 0.1% of annual average supplemental payments times credited service.

For North participants with less than five years of service as of January 1, 2009, this benefit is frozen as of December 31, 2007. For all other North participants, this benefit is frozen as of April 1, 2014.

Commission Directory Advertising Salespersons are assigned to Pension Band Number 135 (commission paid employees (CWA 1301)) and have a special formula equal to (1) + (2).

(1) The dollar amount corresponding to job title times credited service.

| Job Title | Dollar Multiplier |
|---|---|
| Premise and Telephone Sales Representatives | $17 |
| Senior Telephone Sales Representatives | $22 |
| Key Account Representatives | $67 |

(2) 1.3% of highest three-year average of commissions times credited service.

For participants with less than five years of service as of January 1, 2009, this benefit is frozen as of December 31, 2007.

For participants with five or more years of credited service as of January 1, 2009, the benefit equals 1.3% of average compensation times credited service. The benefit cannot be less than the benefit earned as of December 31, 2007 under (1) + (2) above.

| | |
|---|---|
| | North: The minimum pension amount for employees eligible for a service pension who have at least 15 years of service at retirement is $700 per month, adjusted on a prorata basis for service less than 30 years at retirement. The minimum pension is reduced if paid in a form other than a life annuity. The minimum benefit is not reduced for early retirement.<br><br>Enterprise participants hired on or after January 1, 2002: Cash balance benefit.<br><br>Enterprise participants hired before January 1, 2002:<br><br>Transition employees:<br><br>(1) BA: Greater of cash balance benefit, HAP benefit.<br><br>(2) GTE: Greater of cash balance benefit, HAP benefit, or integrated benefit.<br><br>Non-transition employees:<br><br>(1) BA: Cash balance benefit.<br><br>(2) GTE: Greater of cash balance benefit, HAP benefit, or integrated benefit. |
| **Early Retirement** | |
| Eligibility | North and South: Prior to 2014: Age 60 with 15 years of credited service; age 55 with 20 years of credited service; age 50 with 25 years of credited service; or any age with 30 years of credited service. Effective April 1, 2014, for North Associates: (75 age/service points with 15 years net credited service, or any age with 30 years of credited service.<br><br>Enterprise: 75 age/service points with 15 years net credited service. |

Benefit

North (Prior to April 2014) and South: A benefit computed in the same manner as normal retirement benefit, but with the following reductions applied for receipt prior to age 55:

| Years of Credited Service | Reduction |
|---|---|
| 30 Years or More | No reduction |
| Less than 30 Years | 6% for each year that payments begin prior to age 55 |

North, effective April 1, 2014: Unreduced at age 55; 3% per year from age 55, maximum reduction 18%.

Enterprise: Accrued normal retirement benefit with the following reductions applied to each separate formula:

(1) Cash balance: No reductions.

(2) Post 2001 MFPF: Refer to Special Benefit Provisions section.

(3) HAP and integrated benefits: Unreduced at age 55; 3% per year from age 55, maximum reduction 18%.

**Vested Termination**

Eligibility

North and South: Five years of vesting service.

Enterprise: Effective January 1, 2008, three years of vesting service. For terminations prior to January 1, 2008, five years of vesting service.

Benefit

Accrued normal retirement benefit using benefit formula and credited service as of date of separation from service, and reduced, if applicable, for receipt prior to age 65.

**Disability**

| | |
|---|---|
| Eligibility | Fifteen years of credited service and total and permanent disability. |
| Benefit | Accrued normal retirement benefit with no reduction applied for receipt prior to age 65. The disability benefit is converted to a normal retirement benefit of an equal amount at age 65.<br><br>North: The minimum pension amount for employees eligible for disability pension who have at least 15 years of service at retirement is $700 per month adjusted on a pro rata basis for service less than 30 years at disability. The minimum pension is reduced if paid in a form other than a life annuity. The minimum benefit is not reduced for early commencement. |

**Preretirement Death Benefit**

| | |
|---|---|
| Eligible | Death of vested participants who die before payments commence. |
| Death Benefit | North and South participants without service on and after August 6, 2000:<br><br>North: Upon the death of a deferred vested participant who did not waive the preretirement survivor's benefit, the participant's spouse will be eligible for a benefit equal to 50% of the participant's accrued benefit deferred to the later of the earliest age when the deferred vested pension would have been payable and the current age. This benefit is reduced for early commencement and the cost of a 50% survivor annuity.<br><br>South: Upon the death of an active employee not eligible for immediate retirement and with less than 15 years of service, or a vested former employee who terminated employment after 1975, 44% of the accrued benefit payable at the time the participant would have attained age 65. If earlier commencement is elected, benefit is the amount that would have been payable to the spouse if participant terminated employment, survived to the commencement date, retired with a 50% joint and survivor annuity, and then died.<br><br>North and South participants with service on and after August 6, 2000: |

North: Active employees — Upon the death of an active participant, the participant's spouse or named beneficiary will be eligible for a benefit equal to 65% of the participant's accrued benefit payable immediately. This benefit is further reduced for the cost of a 65% survivor annuity. (A 50% survivor annuity is provided for non-spouse beneficiaries more than 25 years younger than the participant.)

North: Deferred vested employees — Upon the death of a deferred vested participant who did not waive the preretirement survivor's benefit, the participant's spouse or named beneficiary will be eligible for a benefit equal to 65% of the participant's accrued benefit deferred to the later of the earliest age when the deferred vested pension would have been payable and the current age. This benefit is reduced for early commencement and the cost of a 65% survivor annuity. (As above, a 50% survivor benefit is provided for non-spouse beneficiaries more than 25 years younger than the participant.)

South: Active employees eligible for early or normal retirement or with 15 or more years of service — The participant's spouse or named beneficiary will be eligible for a benefit equal to 65% of the participant's accrued benefit payable immediately. This benefit is further reduced for the cost of a 65% survivor annuity. (A 50% survivor annuity is provided for non-spouse beneficiaries more than 25 years younger than the participant.)

South: Active employees not eligible for early or normal retirement or with fewer than 15 years of service — The participant's spouse or named beneficiary will be eligible for a benefit equal to 65% of the participant's accrued benefit deferred to the later of the earliest age when the deferred vested pension would have been payable and the current age. This benefit is reduced for early commencement and the cost of a 65% survivor annuity. (As above, a 50% survivor benefit is provided for non-spouse beneficiaries more than 25 years younger than the participant.)

Enterprise: If the deceased participant was an active employee or a vested former participant who terminated after the plan's effective date, the death benefit is the greater of the full value of the cash balance account or a 50% survivor benefit under alternative formulas.

| | |
|---|---|
| **Sickness Death Benefit** | North: Employee's mandatory beneficiary receives a benefit equal to one year's pay based on pay on the earlier of the employee's retirement date and December 31, 1986.<br><br>South: One year's pay based on pay on the earlier of the employee's death or retirement, subject to a maximum of $39,000. Participant must have been eligible as of August 9, 1986.<br><br>Enterprise: Mandatory beneficiaries of all active and retired employees hired before April 1, 1991 and retired before January 1, 2002 are eligible if death occurs from an illness or an off-the-job accident. Participants who received a 100% cash-out in 1993, 1994, or 1995 and make an election to receive this benefit from another source are excluded. Benefit equals one year's pay based on pay on the earlier of the employee's retirement date and December 31, 1991. |
| **Forms of Payment** | |
| Normal Form | |
| Single Participants | Life annuity. |
| Married Participants | 50% joint and survivor annuity with the spouse as the survivor. |
| Optional Forms | North: 50%, 75%, and 100% joint and survivor annuities, and 5-year and 10-year certain and life annuities. The cost of the survivor annuity depends on the difference between the employee's and beneficiary's ages. The cost of the survivor annuity is restored to the employee's pension if the beneficiary predeceases the employee. Benefit amounts are reduced 2% for the cost of the 5-year certain and life annuity and 6.5% for the 10-year certain and life annuity.<br><br>South: 50% joint and survivor annuity, reduced 10% (reduced 12% for vested former participants and 15% for vested former participants terminated prior to December 27, 1992), 60% joint and survivor annuity, reduced 12%, or 70% joint and survivor annuity, reduced 14%. The reduction is restored to the employee's pension if the beneficiary predeceases the employee. |

North and South: Vested participants and retirees terminating employment during the period November 1, 2004 through December 31, 2013 can elect to receive 100% of the benefit in the form of a lump sum. During 2008 this form of benefit was extended until 2009 for South Associates. During 2014 this form of benefit became a permanent feature of the plan for North Associates.

North and South: For any form of payment with a beneficiary, with a spouse's consent, a parent, grandparent, brother, sister, or an unmarried child may be an eligible beneficiary provided they are dependent upon the employee for support.

Enterprise:

(1) Lump-sum cash out.

(2) Combination annuity and lump-sum cash out. Designated amount in 10% increments (up to 50%) paid as a lump-sum cash out and the remaining portion distributed in any of normal or optional payment forms.

(3) 33⅓%, 50%, 66⅔% or 100% joint and survivor with designated beneficiary as the survivor.

(4) 50%, 75% or 100% joint and survivor with designated beneficiary as survivor with monthly payments restored to the life annuity level if the beneficiary predeceases the participant (pop-up).

**Special Benefit Provisions**

Modified Former Plan Formula (MFPF)

Minimum (Enterprise)

| | |
|---|---|
| Eligibility | BA employees with 15 years of service on September 1, 1999. |
| Modified Former Pension Formula | 1.6% of career average pay (for service prior to January 1, 1991, the average pay from January 1, 1987 to December 31, 1991 times service through December 31, 1991 is used). |
| Retirement Eligibility | Age 65 with 10 years of service, age 60 with 15 years of service, age 55 with 20 years of service, age 50 with 25 years of service, or at 30 years of service. |

| | |
|---|---|
| Early Retirement Reductions With 30 or More Years of Service | No reductions on benefit earned through December 31, 1995; 3% per year reductions from age 59 (pre-2002) or age 60 (2002 and after) on the benefit earned after December 31, 1995. |
| Early Retirement Reductions With Less Than 30 Years of Service | 6% per year from age 59 (pre-2002) or from age 60 (2002 and after). |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Table A — Monthly Pension Band for North Participants

| Pension Band Number | Effective for Terminations On or After 10/01/2006 and Before 10/01/2007 | Effective for Terminations On or After 10/01/2007 |
|---|---|---|
| 101 | $37.19 | $38.31 |
| 102 | $38.78 | $39.94 |
| 103 | $40.40 | $41.61 |
| 104 | $41.92 | $43.18 |
| 105 | $43.49 | $44.79 |
| 106 | $45.05 | $46.40 |
| 107 | $46.66 | $48.06 |
| 108 | $48.22 | $49.67 |
| 109 | $49.82 | $51.31 |
| 110 | $51.36 | $52.90 |
| 111 | $52.94 | $54.53 |
| 112 | $54.53 | $56.17 |
| 113 | $56.08 | $57.76 |
| 114 | $57.65 | $59.38 |
| 115 | $59.19 | $60.97 |
| 116 | $60.79 | $62.61 |
| 117 | $62.36 | $64.23 |
| 118 | $63.93 | $65.85 |
| 119 | $65.50 | $67.47 |
| 120 | $67.07 | $69.08 |
| 121 | $68.62 | $70.68 |
| 122 | $70.23 | $72.34 |
| 123 | $71.78 | $73.93 |
| 124 | $73.34 | $75.54 |
| 125 | $74.91 | $77.16 |
| 126 | $76.48 | $78.77 |
| 127 | $78.06 | $80.40 |
| 128 | $79.63 | $82.02 |
| 129 | $81.21 | $83.65 |
| 130 | $82.76 | $85.24 |
| 131 | $84.38 | $86.91 |
| 132 | $85.91 | $88.49 |
| 133 | $87.49 | $90.11 |
| 134 | $89.07 | $91.74 |
| 135 | $90.58 | $93.30 |

## Table B — Monthly Pension Band for South Participants

| Pension Band Number | Effective for Terminations On or After 10/01/2006 and Before 10/01/2007 | Effective for Terminations On or After 10/01/2007 |
|---|---|---|
| 101 | $33.94 | $34.96 |
| 102 | $35.34 | $36.40 |
| 103 | $36.77 | $37.87 |
| 104 | $38.21 | $39.36 |
| 105 | $39.63 | $40.82 |
| 106 | $41.09 | $42.32 |
| 107 | $42.51 | $43.79 |
| 108 | $43.92 | $45.24 |
| 109 | $45.40 | $46.76 |
| 110 | $46.80 | $48.20 |
| 111 | $48.23 | $49.68 |
| 112 | $49.65 | $51.14 |
| 113 | $51.09 | $52.62 |
| 114 | $52.54 | $54.12 |
| 115 | $53.95 | $55.57 |
| 116 | $55.39 | $57.05 |
| 117 | $56.79 | $58.49 |
| 118 | $58.27 | $60.02 |
| 119 | $59.70 | $61.49 |
| 120 | $61.11 | $62.94 |
| 121 | $62.53 | $64.41 |
| 122 | $63.98 | $65.90 |
| 123 | $65.41 | $67.37 |
| 124 | $66.84 | $68.85 |
| 125 | $68.26 | $70.31 |
| 126 | $69.69 | $71.78 |
| 127 | $71.13 | $73.26 |
| 128 | $72.53 | $74.71 |
| 129 | $74.00 | $76.22 |
| 130 | $75.39 | $77.65 |
| 131 | $76.86 | $79.17 |
| 132 | $78.30 | $80.65 |
| 133 | $79.70 | $82.09 |
| 134 | $81.16 | $83.59 |
| 135 | $82.54 | $85.02 |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040 PN: 007

## Dex One Part

| | |
|---|---|
| **Effective Date** | July 1, 1998. |
| **Plan Year** | January 1 to December 31, with the exception of the short plan year from July 1, 1998 to December 31, 1998. |
| **Expenses** | All reasonable expenses of administering the plan (including, without limitation, the expenses of the Employee Benefits Committee) shall be paid out of the assets of the Pension Fund, except to the extent paid by the company. |
| **Participation** | Eligible employees became participants upon the later of (1) attainment of age 21 and (2) completion of one year of service.<br><br>Effective January 1, 2007, members of the DonTech Retirement Account were merged into the plan. Effective December 31, 2008, no new participants entered the plan. |
| **Definitions** | |
| Compensation | Salary, wages, overtime, regular cash bonuses and commissions, severance pay, and any portion of such amounts voluntarily deferred or reduced by the participant under any employee benefit plan. |
| Credited Service | As of December 31, 2008, no additional credited service is earned.<br><br>Prior to December 31, 2008, service is credited for each month or partial month as a participant of the plan.<br><br>Prior to January 1, 2007, a year of service is credited to employees who worked at least 1,800 hours. Partial years of service are credited for employees who worked between 1,000 and 1,800 hours.<br><br>Service under the Don Tech Plan or Dunn & Bradstreet Plan will count as credited service. |
| D&B Member | Active or inactive member of the Dun & Bradstreet Plan as of June 30, 1998, whose accrued benefit was transferred to and assumed by the Dex One Retirement Account. |

| | |
|---|---|
| Grandfathered Member | D&B Member that met one of the following criteria as of January 1, 1997:<br>(1) Age 50 and 10 or more years of service.<br>(2) Age plus service of 70 or more.<br>(3) Age 65. |
| Interest Credits | Up to the benefit commencement date, interest is credited monthly based on 1/12 of the greater of (1) annual yield of 30-year Treasury bonds for the second month prior to the month for which the interest credit is being determined and (2) 3.0%. |
| Retirement Account Opening Balance | |
| D&B Member With a Retirement Account | The balance credited to the D&B member's retirement account under the Dun & Bradstreet Pan as of June 30, 1998. |
| D&B Member With a Frozen Accrued Benefit | The single sum that is actuarially equivalent to the frozen accrued benefit as of December 31, 1996, plus interest credits in accordance with the Dun & Bradstreet Plan for each month from January 1, 1997 through June 30, 1998.<br>Actuarial equivalence is based on the age of the participant and the IRC section 417(e)(3) mortality in effect as of December 31, 1996, and 6.65% interest. |
| All Others | Zero. |
| Pay Credits | As of December 31, 2008, participants no longer earn pay credits. Prior to December 31, 2008, retirement accounts were credited monthly by an amount equal to a percentage of compensation for the month based on points (age plus credited service) at the end of each month as follows: |

| Points | Pay Credit Percentage |
|---|---|
| Less than 35 | 3.0% |
| 35 – 44 | 4.0% |
| 45 – 54 | 5.0% |
| 55 – 64 | 7.5% |
| 65 – 74 | 9.0% |
| 75 – 84 | 10.5% |
| 85 or more | 12.5% |

| | |
|---|---|
| Vesting Service | Service is credited for each month or partial month of employment with any Dex One company.<br><br>Service under the Don Tech Plan, Dunn & Bradstreet Plan, or with Sprint will count as vesting service. |
| **Pension Benefit Formulas** | |
| Retirement Account Balance | The sum of:<br><br>(1) Retirement account opening balance.<br><br>(2) Interest credits.<br><br>(3) Pay credits. |
| Retirement Account Benefit | Monthly single life annuity that is actuarially equivalent to the retirement account balance.<br><br>Actuarial equivalence is based on the age of the participant and the IRC section 417(e)(3) interest rates and mortality in effect as of the benefit commencement date. |
| Frozen Accrued Benefit | Monthly single life annuity commencing at age 65 equal to the D&B member's accrued benefit as of December 31, 1996. |
| Grandfathered Benefit | Monthly single life annuity commencing at age 65 equal to the grandfathered member's accrued benefit as of the earlier of (1) December 31, 2008 and (2) date of termination, had the terms of the Master Retirement Plan of the Dun & Bradstreet Corporation remained in effect. |
| **Normal Retirement** | |
| Eligibility | Age 65. |
| Benefit | Monthly benefit is the greater of:<br><br>(1) Retirement account benefit.<br><br>(2) Frozen accrued benefit.<br><br>(3) Grandfathered benefit, if a grandfathered member. |

**Early Retirement**

| | |
|---|---|
| Eligibility | Age 55 and 10 years of vesting service. |
| Benefit | Accrued normal retirement benefit with the following reductions applied to the frozen accrued benefit and grandfathered benefit formulas:<br>(1) Vesting service less than 35 years: Reduction of 3% per year by which age is less than 65.<br>(2) Vesting service more than 35 years: Reduction of 3% per year by which age is less than 60. |

**Vested Termination**

| | |
|---|---|
| Eligibility | |
| Participants With One Hour of Service After December 31, 2007 | Three years of vesting service. |
| Participants Without One Hour of Service After December 31, 2007 | Five years of vesting service. |
| Benefit | Actuarial equivalent amount of the accrued normal retirement benefit commencing as of any benefit commencement date following (1) the participant's fifty-fifth birthday or (2) the participant's severance date, if the retirement account benefit provides the most valuable benefit. |

**Disability**

| | |
|---|---|
| Eligibility | Five years of vesting service prior to disablement. |
| Benefit | Actuarial equivalent amount of the accrued normal retirement benefit commencing as of any benefit commencement date following the date of disability. |

**Qualified Preretirement Survivor Benefit**

| | |
|---|---|
| Beneficiaries Eligible | Surviving spouse of active vested and terminated vested participants who die before payments commence. |
| Death Benefit | The amount the surviving spouse would have received if the participant had commenced their benefit under the 50% joint and survivor annuity, payable the first of the month following the later of (1) the participant's fifty-fifth birthday or (2) the participant's death. |

**Non-Qualified Preretirement Survivor Benefit**

| | |
|---|---|
| Beneficiaries Eligible | Designated beneficiaries of active vested and terminated vested participants who die before payments commence. |
| Death Benefit | Monthly single life annuity that is actuarially equivalent to the participant's retirement account balance, payable the first of the month following the participant's death. |

**Forms of Payment**

| | |
|---|---|
| Normal Form | |
| Single Participants | Single life annuity. |
| Married Participants | 50% joint and survivor annuity with the spouse as survivor. |
| Optional Forms | Single life annuity. |
| | 50%, 75% or 100% joint and survivor annuity with designated beneficiary as survivor (100% option is not an available option for vested termination benefits). |
| | Lump-sum cashout (this is only available if the retirement account benefit provides the most valuable benefit, but it is not an available option with respect to any member's DonTech retirement account balance). |
| | Combination annuity and lump-sum cashout. 50% of retirement account balance distributed as an actuarial equivalent annuity in any of normal or optional payment forms and the remaining portion paid as a lump-sum (this is only available if the retirement account benefit provides the most valuable benefit). |
| | 10-year or 15-year certain and life annuity (not an available option for vested termination benefits). |
| | Level income annuity. Single life annuity such that when combined with the Social Security benefit beginning as of age 62, the participant's total retirement income remains unchanged (not an available option for vested termination benefits). |

## Dex Media Part

| | |
|---|---|
| **Effective Date** | November 8, 2002. |
| **Plan Year** | January 1 to December 31, with the exception of the first plan year which is from November 8, 2002 to October 31, 2003 and the short plan year from November 1, 2003 to December 31, 2003. |
| **Expenses** | All reasonable expenses of administering the plan (including, without limitation, the expenses of the Employee Benefits Committee) shall be paid out of the assets of the Pension Fund, except to the extent paid by the company. |
| **Participation** | Covered employees became participants immediately upon completing one year of service. Effective January 1, 2009, no new Management employees entered the plan. Effective January 1, 2010, no new Occupational employees entered the plan. |
| **Definitions** | |
| Average Compensation | The average of compensation over the 60 consecutive calendar months during which the compensation is the highest within the last 120 consecutive calendar months immediately preceding the earlier of (1) December 31, 2008 for Management employees and December 31, 2009 for Occupational employees and (2) date of termination. |
| Compensation | |
| Management Employees | |
| OMF and DLS Benefits | Basic pay, differential pay, commissions, annual/periodic bonus payments (including payments paid within 30 days after termination pursuant to a severance agreement), lump sum payments in the nature of merit or performance awards, incentive compensation, and commissions (including commissions paid within 90 days after termination). |
| ABF Benefit | Gross income, including overtime, commissions, compensation based on profits, tips, bonuses, all foreign earned income, and 401(k) elective deferrals that are not included in gross income. |

| | |
|---|---|
| Occupational Employees | Basic pay, commissions, real growth premiums (including premiums paid within 90 days after termination), account executive bonuses, internet incentives, and daily average for short-term disability payments. |
| Compensation Credit | As of December 31, 2008 for Management employees and December 31, 2009 for Occupational employees, no additional compensation credits are earned. Prior to such dates, the compensation credit was 3% of compensation. |
| Covered Compensation | Average of Social Security wage base in effect for each year in the 35-year period ending with the year in which the employee attains the social security retirement age. Covered compensation is determined as of December 31, 2008 for Management employees and December 31, 2009 for Occupational employees that terminated after such dates, assuming no future increases in the Social Security wage base. |
| DLS Pension Percentage Credit | Based on age for each calendar month the participant earns service. |

| Age | Monthly Percentage Credit |
|---|---|
| Less than 30 | 1/6% |
| 30 – 34 | 1/3% |
| 35 – 39 | 1/2% |
| 40 – 44 | 2/3% |
| 45 – 49 | 1% |
| 50 – 54 | 1-1/3% |
| 55 or more | 1-1/2% |

| | |
|---|---|
| Grandfathered Employee | An active participant under the Qwest Pension Plan on January 1, 1997 with age plus PCS equal to at least 55 as of January 1, 1997. |
| Interest Credit | Up to the benefit commencement date, interest is credited daily based on 1/365 of the average annual yield on 30-year Treasury securities for the first through fifth months preceding the plan year. |
| Pension Calculation Service (PCS) | Used in pension benefit calculations. As of December 31, 2008 for Management employees and December 31, 2009 for Occupational employees, PCS shall be frozen. |

| | |
|---|---|
| Protected Employee | An employee meeting the following requirements:<br>(1) A Management participant that is either (a) an active Management employee under the Qwest Pension Plan on December 31, 2000 or (b) an active Occupational employee on December 31, 2000 who transfers to Management (unless such person terminates on or before May 31, 2003).<br>(2) A participant that (a) has at least 20 years of service under the Qwest Pension Plan as of December 31, 2000 or (b) is eligible under the OMF on or before December 31, 2003.<br>(3) An active participant under the Qwest Pension Plan whose employment with a participating company of the Qwest plan transferred directly to a participating company in the Dex Media plan in connection with Qwest's sale of Dex. |
| Term of Employment Service (TOES) | Used to determine eligibility service. |
| Vesting Service | Used to determine a nonforfeitable right to a pension benefit. |

**Pension Benefit Formulas**

| | |
|---|---|
| Old Management Formula (OMF) | Monthly single life annuity that is the sum of:<br>(1) 1.25% of average compensation not in excess of covered compensation times PCS up to a maximum of 35 years.<br>(2) 1.50% of average compensation in excess of covered compensation times PCS up to a maximum of 35 years.<br>(3) 1.25% of average compensation times PCS in excess of 35 years. |

| | |
|---|---|
| Defined Lump Sum Formula (DLS) | Monthly single life annuity commencing at age 65 that is equivalent to the sum of:<br>(1) Aggregate DLS pension percentage credits times average compensation.<br>(2) 25% of aggregate DLS pension percentage credits times the excess of average compensation over 50% of the social security wage base in effect on the earlier of (a) January 1, 2008 and (b) January 1 of the year in which termination occurs.<br>Actuarial equivalence is based on the age of the participant and the IRC section 417(e)(3) interest rates and mortality in effect as of December 31, 2008. |
| Account Balance Formula (ABF) | Monthly single life annuity that is actuarially equivalent to the sum of:<br>(1) Prior year balance.<br>(2) Interest credit on prior year balance.<br>(3) Compensation credit.<br>Actuarial equivalence is based on the age of the participant and the IRC section 417(e)(3) interest rates and mortality in effect as of the benefit commencement date. |

**Normal Retirement**

Eligibility

| | |
|---|---|
| Management Employees and Pre-2007 Occupational Employees | Later of (1) age 65 and (2) the date the participant becomes vested (see Vested Termination section for vesting rules). |
| Post-2006 Occupational Employees | Not applicable. |

Benefit

Management Employees

| | |
|---|---|
| Protected and Grandfathered | Monthly benefit is the greater of:<br>(1) OMF benefit calculated as of the earlier of (a) December 31, 2008 and (b) date of termination.<br>(2) DLS benefit calculated as of the earlier of (a) December 31, 2008 and (b) date of termination. |

| | |
|---|---|
| Protected and Not Grandfathered | Monthly benefit is the greater of:<br>(1) OMF benefit calculated as of December 31, 1996.<br>(2) DLS benefit calculated as of the earlier of (a) December 31, 2008 and (b) date of termination. |
| Not Protected and Grandfathered | Monthly benefit is the ABF calculated as of date of termination plus the greater of:<br>(1) OMF benefit calculated with PCS as of December 31, 2000 and average compensation as of the earlier of (a) December 31, 2008 and (b) date of termination.<br>(2) DLS benefit calculated with PCS as of December 31, 2000 and average compensation as of the earlier of (a) December 31, 2008 and (b) date of termination.<br>Monthly benefit is the greater of:<br>(1) OMF benefit calculated as of December 31, 1996.<br>(2) DLS benefit calculated with PCS as of December 31, 2000 and average compensation as of the earlier of (a) December 31, 2008 and (b) date of termination. |
| Pre-2007 Occupational Employees | Monthly benefit is the sum of:<br>(1) Monthly pension factor times PCS. Monthly pension factor is:<br>(a) Non-Sales participants:<br>Determined by a table based on job title and date of termination and not subject to change after 2009.<br>(b) Sales participants excluding IBEW commissioned sales employees:<br>Determined by a table based on average compensation.<br>(c) IBEW commissioned sales employees:<br>1.4% of average compensation.<br>(2) 1.2% times PCS times the average annual differential or supplemental payments received during the three calendar years prior to the earlier of (a) 2009 and (b) the year of termination. |
| Post-2006 Occupational Employees | Not applicable. |

**Early Retirement**

Eligibility

| | |
|---|---|
| Management Employees and Pre-2007 Occupational Employees | A participant is considered eligible if one of the following criteria is met:<br>(1) Age 65 and 10 years of TOES.<br>(2) Age 60 and 15 years of TOES.<br>(3) Age 55 and 20 years of TOES.<br>(4) Age 50 and 25 years of TOES.<br>(5) 30 years of TOES. |
| Post-2006 Occupational Employees | Not applicable. |

Benefit

| | |
|---|---|
| Management Employees | Accrued normal retirement benefit with the following adjustments applied to the OMF and DLS formulas:<br>(1) OMF benefit:<br>(a) TOES less than 30 years:<br>Reduction of 0.5% per month by which age is less than 55.<br>(b) TOES more than 30 years:<br>Reduction of 0.25% per month by which age is less than 55.<br>(2) DLS benefit is the maximum of:<br>(a) Age 65 DLS benefit defined above times the early retirement factor defined in Appendix B of the plan document.<br>(b) Immediate DLS benefit based on the age of the participant and the IRC section 417(e)(3) interest rates and mortality in effect as of December 31, 2008. |
| Pre-2007 Occupational Employees | Accrued normal retirement benefit is reduced by 0.5% per month by which age is less than 55. No reduction if at least 30 years of service accrued under the Qwest Pension Plan. |
| Post-2006 Occupational Employees | Not applicable. |

**Vested Termination**

| | |
|---|---|
| Eligibility | |
| Management Employees | The following eligibility applied to each separate formula:<br>(1) OMF benefit — Five years of vesting service.<br>(2) DLS benefit — Immediately vested.<br>(3) ABF benefit — Immediately vested. |
| Pre-2007 Occupational Employees | Five years of vesting service. |
| Post-2006 Occupational Employees | Three years of vesting service. |
| Benefit | |
| Management Employees | Accrued normal retirement benefit with the following adjustments applied to the OMF and DLS formulas:<br>(1) Age 65 OMF benefit defined above times the early retirement factor defined in Appendix B of the plan document.<br>(2) DLS benefit is the maximum of: |
| – | Age 65 DLS benefit defined above times the early retirement factor defined in Appendix B of the plan document. |
| – | Immediate DLS benefit based on the age of the participant and the IRC section 417(e)(3) interest rates and mortality in effect as of December 31, 2008. |
| Pre-2007 Occupational Employees | Accrued normal retirement benefit times the early retirement factor defined in Appendix B of the plan document. |
| Post-2006 Occupational Employees | ABF benefit. |

**Disability**

| | |
|---|---|
| Eligibility | Pre-2007 Occupational employees with 15 years of TOES prior to disablement. |
| Benefit | Accrued normal retirement benefit with no reduction applied for receipt prior to age 65. |

**Qualified Preretirement Survivor Annuity**

| | |
|---|---|
| Beneficiaries Eligible | Surviving spouse of active vested and terminated vested participants who die before payments commence. |

Death Benefit

Active Participants

| | |
|---|---|
| Management Employees | A single life annuity equal to the greater of (1), (2), (3), and (4) plus the greater of (5) and (6), where:<br>(1) 45% of the OMF benefit that would have been payable had the participant terminated on the date of death, survived until age 65 and began to receive payments at age 65.<br>(2) The amount the surviving spouse would have received if the participant had commenced the OMF benefit under the 50% joint and survivor annuity the day before death.<br>(3) Single life annuity that is actuarially equivalent to the participant's lump sum amount of the DLS benefit.<br>(4) The amount the spouse would have received if the participant had commenced the DLS benefit under the 50% joint and survivor annuity the day before death.<br>(5) Single life annuity that is actuarially equivalent to the participant's lump sum amount of the ABF benefit.<br>(6) The amount the spouse would have received if the participant had commenced the ABF benefit under the 50% joint and survivor annuity the day before death. |
| Pre-2007 Occupational Employees | A single life annuity equal to the greater of:<br>(1) 45% of the benefit that would have been payable had the participant terminated on the date of death, survived until age 65 and began to receive payments at age 65.<br>(2) The amount the surviving spouse would have received if the participant had commenced the benefit under the 50% joint and survivor annuity the day before death. |
| Post-2006 Occupational Employees | A single life annuity equal to the greater of:<br>(1) Single life annuity that is actuarially equivalent to the participant's lump sum amount of the ABF benefit.<br>(2) The amount the spouse would have received if the participant had commenced the ABF benefit under the 50% joint and survivor annuity the day before death. |

Terminated Vested Participants

| | |
|---|---|
| Management Employees | A single life annuity equal to the greater of (1) and (2) plus the greater of (3) and (4), where:<br>(1) The amount the surviving spouse would have received if the participant had commenced the OMF benefit under the 50% joint and survivor annuity the day before death.<br>(2) The amount the spouse would have received if the participant had commenced the DLS benefit under the 50% joint and survivor annuity the day before death.<br>(3) Single life annuity that is actuarially equivalent to the participant's lump sum amount of the ABF benefit.<br>(4) The amount the spouse would have received if the participant had commenced the ABF benefit under the 50% joint and survivor annuity the day before death. |
| Pre-2007 Occupational Employees | A single life annuity equal to the amount the surviving spouse would have received if the participant had commenced the benefit under the 50% joint and survivor annuity the day before death. |
| Post-2006 Occupational Employees | A single life annuity equal to the greater of:<br>(1) Single life annuity that is actuarially equivalent to the participant's lump sum amount of the ABF benefit.<br>(2) The amount the spouse would have received if the participant had commenced the ABF benefit under the 50% joint and survivor annuity the day before death. |

**Non-Qualified Preretirement Survivor Benefit**

| | |
|---|---|
| Beneficiaries Eligible | Designated beneficiaries of active vested and terminated vested participants who die before payments commence. |

Death Benefit

| | |
|---|---|
| Management Employees | A lump sum equal to the sum of:<br>(1) The participant's lump sum amount of the DLS benefit.<br>(2) The participant's ABF account balance. |
| Pre-2007 Occupational Employees | Not applicable. |
| Post-2006 Occupational Employees | The participant's ABF account balance. |

| | |
|---|---|
| **Sickness Death Benefit** | |
| Beneficiaries Eligible | Designated beneficiaries of pre-2007 Occupational employees that die as an active participant or while receiving a benefit. |
| Death Benefit | Lump sum payment equal to annual pay as of the earlier of (1) retirement and (2) February 28, 1993. |
| **Forms of Payment** | |
| Normal Form | |
| Single Participants | Single life annuity. |
| Married Participants | 50% joint and survivor annuity with the spouse as survivor with monthly payments restored to the single life annuity level if the beneficiary predeceases the participant (pop-up). |
| **Optional Forms** | Single life annuity.<br>50%, 75% or 100% joint and survivor annuity with designated beneficiary as survivor with monthly payments restored to the single life annuity level if the beneficiary predeceases the participant (pop-up).<br>10-year certain and life annuity.<br>Increasing single life annuity.<br>Increasing 50% or 100% joint and survivor annuity with designated beneficiary as survivor with monthly payments restored to the single life annuity level if the beneficiary predeceases the participant (pop-up).<br>Lump-sum cashout.<br>Combination annuity and lump-sum cashout. Designated annuity amounts in $100 increments distributed in any of normal or optional payment forms and the remaining portion paid as a lump-sum cashout (available for Management and post-2006 Occupational employees). |

## Plan Changes Since the Prior Year

The funding valuation does not reflect any plan changes since the prior valuation.

## Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Schedule SB Attachment (Form 5500) — 2025 Plan Year

Dex Pension Plan

EIN: 13-2740040 PN: 007

# Schedule SB, line 32 — Schedule of Amortization Bases

| Type of Base | Present Value of Installment | Date Established | Years Remaining | Amortization Installment |
|---|---|---|---|---|
| Shortfall | $ 39,559,088 | January 1, 2019 | 9 | $ 5,343,934 |
| Shortfall | $ 204,902 | January 1, 2020 | 10 | $ 25,516 |
| Shortfall | $ 11,773,733 | January 1, 2021 | 11 | $ 1,364,845 |
| Shortfall | $ (4,672,494) | January 1, 2022 | 12 | $ (508,297) |
| Shortfall | $ 7,303,997 | January 1, 2023 | 13 | $ 750,673 |
| Shortfall | $ 6,644,130 | January 1, 2024 | 14 | $ 648,821 |
| Shortfall | $ (1,099,233) | January 1, 2025 | 15 | $ (102,493) |

# Schedule SB Attachment (Form 5500) — 2025 Plan Year
# Dex Pension Plan
# EIN: 13-2740040  PN: 007

## Schedule SB, Line 24 – Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- The GATT lump sum interest rate for the Management and Union Parts changed from 4.66% for 2024 – 2026, and 3.50% for 2027+, to 4.58% for 2025 – 2027, and 3.75% for 2028+.
- The PBGC lump sum interest rate for the Management and Union Parts changed from 3.00% for 2024 – 2026, and 2.50% for 2027+, to 2.50% for 2025 – 2027, and 2.00% for 2028+.
- The cash balance interest crediting rate for all Parts changed from 4.66% for 2024 – 2026, and 3.50% for 2027+, to 4.58% for 2025 – 2027, and 3.75% for 2028+.
- The lump sum conversion mortality assumption for the Dex Media Part changed from the 2024 plan year IRC section 417(e) mortality table to the 2025 plan year IRC section 417(e) mortality table.
- The gross expected return on assets used for determining the value of plan assets changed from 5.25% for 2023 to 5.49% for 2024.
- The retirement rates, withdrawal rates, form of payment, and benefit commencement timing assumptions were updated to reflect recent plan experience and future expectations, based on the completion of an assumption study.

The above changes were made to better reflect anticipated plan experience. The funding non-perscibed assumption changes did not reduce the funding shortfall more than the threshholds stated in Internal Revenue Code Section 430(h)(5); so approval of the commissioner is not required.