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. . . . . ▶ [ ]

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
FISH & RICHARDSON PRINCIPALS' CASH BALANCE PLAN

1b Three-digit plan number (PN) ▶ 004

1c Effective date of plan 01/01/2001

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)
FISH & RICHARDSON, P.C.

60 SOUTH 6TH STREET
SUITE 3200
MINNEAPOLIS, MN 55402

2b Employer Identification Number (EIN)
04-3254521

2c Plan Sponsor's telephone number
612-335-5070

2d Business code (see instructions)
541110

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/06/2026	CARRIE ISAACSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	170
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)**	138
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	138
b	Retired or separated participants receiving benefits	**6b**	3
c	Other retired or separated participants entitled to future benefits	**6c**	25
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	166
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	2
f	Total. Add lines **6d** and **6e**.	**6f**	168
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 1C

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)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(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)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **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)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **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
FISH & RICHARDSON PRINCIPALS' CASH BALANCE PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
FISH & RICHARDSON, P.C.

D Employer Identification Number (EIN)
04-3254521

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

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

Part I Basic Information

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

2 Assets:

a Market value	**2a**	154348529
b Actuarial value	**2b**	154348529

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	3	423254	423254
b For terminated vested participants	29	9256382	9256382
c For active participants	138	115398062	115398062
d Total	170	125077698	125077698

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**	5.28 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	10546523
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	10546523

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

07/28/2026
Date

JAMES C. HORVATH
Type or print name of actuary

26-07577
Most recent enrollment number

PWC US CONSULTING LLP
Firm name

617-530-5000
Telephone number (including area code)

101 SEAPORT BOULEVARD
SUITE 500
BOSTON, MA 02210-2150
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	10003581
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	10003581
10	Interest on line 9 using prior year's actual return of 4.64 %	0	464166
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		14109607
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 5.03 %		709713
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		14819320
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	10467747

Part III Funding Percentages

14	Funding target attainment percentage	14	115.03 %
15	Adjusted funding target attainment percentage	15	123.40 %
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	114.02 %
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
12/08/2025	14000000	0			
01/07/2026	1642617	0			
			Totals ► 18(b)	15642617	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	14901856

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

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

21 Discount rate:

a Segment rates:	1st segment: 5.00 %	2nd segment: 5.27 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	65

23 Mortality table(s) (see instructions) ☐ 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**	10546523
b Excess assets, if applicable, but not greater than line 31a	**31b**	10546523

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	0

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	14901856

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

a Total (excess, if any, of line 37 over line 36)	**38a**	14901856
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**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
FISH & RICHARDSON PRINCIPALS' CASH BALANCE PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
FISH & RICHARDSON, P.C.

D Employer Identification Number (EIN)
04-3254521

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)

ADVANCED CAPITAL GROUP

41-1921960

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 28	NONE	76166	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CHARLES SCHWAB TRUST BANK

82-3967259

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 25	NONE	6841	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE H (Form 5500)

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
FISH & RICHARDSON PRINCIPALS' CASH BALANCE PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
FISH & RICHARDSON, P.C.

D Employer Identification Number (EIN)
04-3254521

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	955628	504839
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1624251	1642617
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	709713	786818
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	43626373	58686468
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	71982082	71695832
(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)		
(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)	10498919	13663200
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	24467279	23579311

		(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	153864245	170559085
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	153864245	170559085

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)	15642617	
(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)		15642617
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)	1802740	
(C) Corporate debt instruments	2b(1)(C)	2174356	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	828756	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		4805852
(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)	174336	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		174336
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	54272663	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	52383569	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		1889094
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-2791457	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		-2791457

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		6109090
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		25829532
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	9051685	
(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)		9051685
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)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	83007	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		83007
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		9134692
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		16694840
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: BAKER TILLY US, LLP **(2)** EIN: 30-1413443

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		500000
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 586606.

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
FISH & RICHARDSON PRINCIPALS' CASH BALANCE PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
FISH & RICHARDSON, P.C.

D Employer Identification Number (EIN)
04-3254521

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): 82-3967259

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 | 6

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: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

Fish & Richardson Principals' Cash Balance Plan

Financial Statements and
Supplementary Information

December 31, 2025 and 2024

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Independent Auditors' Report

To the Retirement Committee and Participants
Fish & Richardson Principals' Cash Balance Plan

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

We have performed audits of the financial statements of the Fish & Richardson Principals' Cash Balance 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 statement of changes in net assets available for benefits for the year ended December 31, 2025, 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 (DOL) 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note 5 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 Auditors' 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).

Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. Baker Tilly US, LLP is a licensed CPA firm that provides assurance services to its clients. Baker Tilly Advisory Group, LP and its subsidiary entities provide tax and consulting services to their clients and are not licensed CPA firms.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' 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.

Emphasis of Matter - Substantial Doubt About the Plan's Ability to Continue as a Going Concern

The accompanying financial statements have been prepared assuming that the Plan will continue as a going concern. On February 17, 2026, the Management Committee of the Firm approved the recommendation of the Plan's Retirement Committee to terminate the Plan effective December 31, 2026, which indicates that the Plan is not a going concern (see Notes 2 and 7 to the financial statements). The financial statements do not include any adjustments that might be necessary upon termination. Our opinion is not modified with respect to that matter.

Emphasis of Matter - Prior Period Restatement

As discussed in Note 1 to the financial statements, the 2024 financial statements have been restated to correct an error related to the fair value measurement classification of certain investments. Our opinion is not modified with respect to this matter.

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 at least one year following the date that 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.

Auditors' 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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule, Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2025 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

- The information in the supplemental schedule 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).



Chicago, Illinois
October 2, 2026

Fish & Richardson Principals' Cash Balance Plan

Statements of Net Assets Available for Benefits

December 31, 2025 and 2024

	2025	2024
Assets		
Noninterest bearing cash	$ 504,839	$ 955,628
Investments		
Mutual funds	13,663,200	10,498,919
U.S. government securities	58,686,468	43,626,373
Corporate bonds	71,695,832	71,982,082
Municipal bonds	23,579,311	24,467,279
Total investments	167,624,811	150,574,653
Receivables		
Employer contribution	1,642,617	1,624,251
Interest	786,818	709,713
Total receivables	2,429,435	2,333,964
Total assets	170,559,085	153,864,245
Net assets available for benefits	$ 170,559,085	$ 153,864,245

See notes to financial statements

Fish & Richardson Principals' Cash Balance Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2025

Additions	
Investment income	
Interest and dividends	$ 4,980,188
Net appreciation in fair value of investments	5,206,727
Total investment income	10,186,915
Contributions	
Employer contributions	15,642,617
Total additions	25,829,532
Deductions	
Benefits paid to participants	9,051,685
Administrative expenses	83,007
Total deductions	9,134,692
Net increase	16,694,840
Net assets available for benefits	
Beginning of year	153,864,245
End of year	$ 170,559,085

See notes to financial statements

1. Description of Plan

The following description of the Fish & Richardson Principals' Cash Balance Plan (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a noncontributory cash balance defined benefit plan established effective January 1, 2001, as restated January 1, 2016. The Plan covers eligible employees who are holders of Principal Voting Common Stock, Senior Principal Counsel, or Senior Administrative Staff, excluding leased, reclassified (including independent contractors, individuals paid outside of the payroll system and out-sourced workers), collective bargaining unit (unless the applicable collective bargaining agreement provides otherwise), nonresident alien and overseas employees, as defined, of Fish and Richardson P.C. (the Firm, plan sponsor) who have completed one year of eligible service, as defined. Effective July 1, 2025, the Plan was amended to include the Firm's General Counsel as an eligible employee. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Retirement Committee is responsible for oversight of the Plan. The Plan's Retirement Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Plan's Management Committee.

Participant Accounts

An accounting of benefits is made for each participant. Under the Plan provisions, amounts are credited by the Firm to the participants' hypothetical accounts. The accounts are allocated, as required by the plan document, compensation credits and investment credits. Each participant's account is the sum of their compensation credits plus investment credits less amounts transferred to a separate account, defined below, and plan distributions.

Compensation credits are contributions made annually by the Firm. The contributions do not exceed 50% of the participant's plan compensation, limited to $350,000 for the current plan year, as defined by the plan document. The contribution is calculated in the following three steps:

- 120% of the participant's plan compensation; multiplied by;
- An age factor equal to the sum of 1.0 plus 0.33 multiplied by the ratio, not to exceed 1.0, of (i) the number of years by which the participant's age at year-end exceeds 35 to (ii) the number 30; multiplied by; and
- The ratio not to exceed 1.0, of (i) the number of compensation points awarded or imputed to the participant for the plan year to (ii) the number 1,000.

For this purpose, a number of compensation points shall be determined and imputed to any participant who is not awarded compensation points for the plan year, by dividing:

- The amount of their gross base pay budgeted for the plan year by the plan sponsor by;
- The dollar amount of point basis income budgeted by the plan sponsor for each compensation point awarded to its holder of principal voting common stock for the plan year ($3,800 for 2025 and $3,500 for 2024).

The final point basis income for the plan sponsor was $5,715 for 2025 and $5,300 for 2024.

Investment credits are based on the actual rate of return on plan assets, but any gain adjustment for a year will not exceed the maximum rate of return. The maximum rate of return is 5% effective January 1, 2021. The rate of return on plan assets was 6.86%; therefore, the annual interest rate adjustment was the maximum rate of 5% for the year ended December 31, 2025.

The Plan invests in a variety of investments in an attempt to match the cumulative interest rate guarantee and minimize volatility. The benefit to which a participant is entitled is the benefit that can be provided from the participant's account.

Funding Policy

The Plan's funding policy is for the Firm to contribute an amount which will meet or exceed the annual ERISA minimum funding requirement. The minimum funding requirements of ERISA were exceeded for the year ended December 31, 2025.

Payment of Benefits

Participants are 100% vested in their accrued benefit at all times. Participants become eligible for payment upon attainment of the normal retirement age (65). The Plan does allow for certain in-service withdrawals prior to the normal retirement age. These were available at age 62 through June 30, 2025. Effective July 1, 2025 the age was reduced to 59.5. Upon termination of employment, pension payments are made in lump-sum distributions, single-life annuities, qualified joint and survivor annuities, or qualified optional survivor annuities, as applicable per the plan document.

Death and Disability Benefits

If an active employee dies, a death benefit equal to the value of the employee's accumulated pension benefit is paid to the employee's beneficiary. The Plan does not provide for disability benefits.

Correction of Error

During 2025, the Plan identified a material error in the previously issued 2024 financial statements related to the fair value hierarchy classification of certain investments. Investments totaling $140,075,734 in U.S. government securities, corporate bonds, and municipal bonds were incorrectly disclosed as Level 1 investments in the fair value hierarchy table. The classification has been corrected in 2025 to properly reflect the investments as Level 2 investments in the fair value hierarchy table within Note 4. The correction of the error is isolated to Note 4 and does not impact the Statement of Net Assets Available for Benefits as of December 31, 2024.

2. Summary of Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Retirement Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians and insurance company, as applicable. See Note 4 for discussion of fair value measurements.

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

Payment of Benefits

Benefits payments to participants are recorded upon distribution.

Administrative Expenses

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

Recent Accounting and Regulatory Pronouncements

The SECURE 2.0 Act of 2022 was signed into law on December 29, 2022. This legislation includes a vast array of provisional changes to retirement plans, becoming effective in 2023 and beyond. Plan management adopted mandatory provisions effective for the year ended December 31, 2025, and continues to evaluate the impact of the adoption and implementation of this legislation on the Plan. The application of the SECURE 2.0 Act of 2022 did not have a material effect on the Plan's financial statements.

Subsequent Events

Subsequent events were evaluated through October 2, 2026, the date the financial statements were available to be issued.

On February 17, 2026**,** the Management Committee of the Firm made the decision to terminate the Plan effective December 31, 2026. Upon termination, the remaining assets in the Plan are expected to be distributed to participants by October 2027, subject to the applicable requirements of ERISA and in accordance with the provisions of the plan document.

3. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died and (c) present employees or their beneficiaries. Benefits under the Plan are based on employees' compensation during each year of credited service. The accumulated plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances, such as retirement, death and termination of employment, are included, to the extent they are attributable to employee service rendered to the valuation date. Benefits to be provided via annuity contracts excluded from plan assets are excluded from accumulated plan benefits.

The actuarial present value of accumulated plan benefits is determined by the Plan's independent actuary and is that 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, withdrawal or retirement) between the valuation date and the expected date of payment.

The foregoing actuarial assumptions were based on the presumption that the Plan would continue. As discussed in Note 2, on February 17, 2026, the Management Committee of the Firm made the decision to terminate the Plan effective December 31, 2026, and anticipates that they will liquidate the Plan during October 2027. When a plan terminates, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The impact on the actuarial present value of accumulated plan benefits, taking into consideration the impact of the termination decision, has not been determined at this time.

The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2026 and 2025 using census data as of January 1, 2026, and 2025. Had the valuations been performed as of December 31, there would be no material differences. The significant actuarial assumptions used in the valuations were:

Assumption	December 31, 2025	December 31, 2024
Expected investment return rate	3.00%	3.00%
Mortality	PRI-2012 White Collar Mortality Table with MP -2021 improvement scale	PRI-2012 White Collar Mortality Table with MP -2021 improvement scale
Retirement age	65	65
Effective interest rate	5.26%	5.28%

The following table sets forth the excess of the Plan's net assets available for benefits above the Plan's actuarial present value of accumulated plan benefits as of December 31, 2025 and 2024:

	2025	2024
Net assets available for benefits	$ 170,559,085	$ 153,864,245
Total actuarial present value of accumulated plan benefits	(162,844,022)	(149,381,601)
Excess of net assets available for benefits above actuarial present value of accumulated plan benefits	$ 7,715,063	$ 4,482,644

The present value of accumulated plan benefits is summarized as follows:

	2025	2024
Vested benefits		
Participants currently receiving payments	$ 485,444	$ 501,814
Other inactive participants	10,984,111	10,156,368
Active employees	151,374,467	138,723,419
Total actuarial present value of accumulated plan benefits	$ 162,844,022	$ 149,381,601

The changes in the actuarial present value of accumulated plan benefits for the year ended December 31, 2025, were as follows:

Actuarial present value of accumulated plan benefits as of the beginning of the year	$ 149,381,601
Increase (decrease) during the year attributed to:	
Net benefits accumulated (including actuarial gains and losses)	18,167,431
Increase for interest due to the decrease in the discount period	4,346,675
Benefit payments	(9,051,685)
Actuarial present value of accumulated plan benefits as of the end of the year	$ 162,844,022

4. Fair Value Measurements

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

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

Level 2 - Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

- quoted prices for similar assets or liabilities in active markets;

- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

Following is a description of the valuation techniques used for assets measured at fair value. There have been no changes in the techniques used at December 31, 2025 and 2024.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

U.S. government securities and municipal bonds: Valued using pricing models maximizing the use of observable inputs for similar securities.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024:

Assets at Fair Value as of December 31, 2025	**Level 1**	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 13,663,200	$ -	$ -	$ 13,663,200
U.S. government securities	-	58,686,468	-	58,686,468
Corporate bonds	-	71,695,832	-	71,695,832
Municipal bonds	-	23,579,311	-	23,579,311
Total assets in the fair value hierarchy	$ 13,663,200	$ 153,961,611	$ -	$ 167,624,811

Assets at Fair Value as of December 31, 2024 (as restated)	Level 1	Level 2	Level 3	Total
Mutual funds	$ 10,498,919	$ -	$ -	$ 10,498,919
U.S. government securities	-	43,626,373	-	43,626,373
Corporate bonds	-	71,982,082	-	71,982,082
Municipal bonds	-	24,467,279	-	24,467,279
Total assets in the fair value hierarchy	$ 10,498,919	$ 140,075,734	$ -	$ 150,574,653

5. Information Certified by Trustee

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA for 2025 and 2024. Accordingly the Trustee has certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2025 and 2024, the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2025, and the related investment activity reported in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2025. Such information was obtained by management and agreed to or derived from information certified as complete and accurate by a qualified institution.

6. Related-Party and Party in Interest Transactions

The Plan's investments are administered under a contract with the Trustee. Contributions are held and managed by the Trustee, who invests cash received, interest and dividend income and makes distributions to participants. These transactions are party in interest transactions under ERISA.

As described in Note 2, the Plan paid certain expenses related to plan operations and investment activity to various service providers. Additionally, certain administrative functions of the Plan are performed by officers or employees of the Firm. No such officer or employee receives compensation from the Plan. These transactions are party in interest transactions under ERISA.

Fees incurred by the Plan for the investment management services are included in net appreciation in the fair value of the investment. The Trustee receives revenue from investment fund service providers for services it provides to the funds. This revenue is used to offset certain amounts owed to the Trustee for its administrative services to the Plan. If the revenue received by the Trustee from such investment fund service providers exceeds the amount owed for its services, it remits the excess to the Plan's trust on a quarterly basis. The Plan or plan sponsor may make a payment to the Trustee for administrative expenses not covered by revenue sharing.

7. Plan Termination

As disclosed in Note 2, on February 17, 2026, the Management Committee made the decision to terminate the Plan effective December 31, 2026. These circumstances indicate the Plan is not a going concern. The financial statements do not include any adjustments that might be necessary upon termination.

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

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

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

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

8. Tax Status

The Internal Revenue Service (IRS) has determined and informed the Firm by a letter dated October 26, 2017, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC.

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

9. Risks and Uncertainties

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

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

Fish & Richardson Principals' Cash Balance Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 04-3254521 Plan Number: 004

December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Abbott Laboratories	ABBOTT LABORATOR 3.75% 11/30/26	$ 988,309	$ 1,000,318
	Alabama Power	ALABAMA POWER CO 3.75% 9/01/27	978,054	999,838
	State of Alaska	ALASKA ST 5.442% 8/01/28	1,010,160	1,028,880
	Amazon.Com, Inc.	AMAZO 3.3% 4/13/27	974,201	994,710
	Amazon.Com, Inc.	AMAZON.COM, INC. 1.5%30	1,894,571	1,891,936
	American Express Company	AMERICAN EXPRESS 2.55% 3/04/27	956,109	985,304
	City of Bangor, ME	BANGOR ME 4.65% 7/15/28	999,520	1,019,540
	Bank of America	BANK AMER CORP 3.97% 3/05/29	1,939,690	1,991,432
	Bergen County, NJ	BERGEN CNTY NJ 1.6660% 02/15/27	391,519	406,036
	Blackrock	BLACKROCK, IN 3.25% 4/30/29	1,887,242	1,955,786
	BP Capital Markets p.l.c.	BP CAPITAL MKTS 3.937% 9/21/28	1,940,244	2,000,652
	Broadcom Inc.	BROADCOM IN 4.2% 10/15/30	1,008,195	998,509
	Caterpillar, Inc.	CATERPILLAR INC. 2.6%30	2,777,831	2,837,418
	Chevron Corp.	CHEVRON CORP 2.236% 5/11/30	2,396,272	2,410,970
	Cisco Systems, Inc.	CISCO SYSTEMS, I 4.85% 2/26/29	3,018,555	3,076,635
	Citigroup Inc.	CITIGROUP INC 3.2000% 10/21/26	2,425,055	2,484,228
	City of Columbia Heights, MN	COLUMBIA HGHTS MN 5.2% 2/01/26	1,000,900	1,000,590
	Comcast Corporation	COMCAST CORP 4.25% 10/15/30	1,499,832	1,499,084
	Eagle County, CO	EAGLE COUNTY CO .9030% 12/01/26	937,450	976,030
	Federal Home Loan Mortgage Corporation	FEDERAL HOME LN 2.26% 1/25/29	5,834,928	6,104,327
	Federal Home Loan Mortgage Corporation	FHLMC 3.78% 10/25/28	1,935,595	1,995,550
	Federal Home Loan Mortgage Corporation	FHLMC 3.85% 5/25/28	1,950,014	2,000,119
	Federal Home Loan Mortgage Corporation	FHLMC 2.653% 8/25/26	1,455,542	1,483,872
	Federal Home Loan Mortgage Corporation	FHLMC 2.6730% 03/25/26	877,266	892,292
	Federal Home Loan Mortgage Corporation	FHLMC 3.3470% 11/25/26	1,794,219	1,787,190
	City of Frisco, TX	FRISCO TX ISD 4% 2/15/26	997,660	1,000,300
	State of Georgia	GEORGIA ST 4.3% 7/01/27	398,756	403,224
	State of Georgia	GEORGIA ST 5.014% 11/01/27	1,002,460	1,014,270
	City of Honolulu, HI	HONOLULU HAWAII 1.4900% 07/01/28	492,953	516,682
	City of Houston, TX	HOUSTON TEX 1.3140% 03/01/27	1,105,754	1,148,494
	City of Houston, TX	HOUSTON TX UTIL 3.828% 5/15/28	655,610	666,569

Fish & Richardson Principals' Cash Balance Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 04-3254521 Plan Number: 004

December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	International Business Machines Corporation	INTERNTNL BUSINES 3.5% 5/15/29	$ 1,895,194	$ 1,958,752
	John Deere Capital Corporation	JOHN DEERE CAPIT 4.95% 7/14/28	2,016,990	2,051,608
	JPMorgan Chase Bank, N.A.	JPMORGAN CHASE & CO 4.005% 4/23/29	1,939,232	1,993,712
	Eli Lilly and Company	LILLY ELI & CO 4.5% 2/09/29	1,980,572	2,031,102
	State of Maine	MAINE ST HSG AU 1.7630% 11/15/26	951,650	983,910
	Merck & Co., Inc.	MERCK & C 1.7% 6/10/27	1,870,846	1,944,716
	Merck & Co., Inc.	MERCK & C 1.9% 12/10/28	901,577	947,148
	City of Miami Beach, FL	MIAMI BEACH FL 4.6720% 05/01/28	1,117,881	1,136,363
	Milwaukee County, WI	MILWAUKEE CNTY WIS 4% 10/01/30	1,004,415	1,002,560
	State of Minnesota	MINNESOTA ST 4% 8/01/26	169,465	170,434
	State of Minnesota	MINNESOTA ST 4% 8/01/27	367,199	372,701
	State of Minnesota	MINNESOTA ST HS 3.794% 7/01/29	1,291,211	1,338,151
	State of Minnesota	MINNESOTA ST HS 3.79 3.794% 7/01/29	15,000	15,000
	Mondelez International, Inc.	MONDELEZ INTERNT 4.75% 2/20/29	1,989,978	2,037,300
	Morgan Stanley	MORGAN STANLEY VA 7/20/29	1,510,175	1,544,763
	State of New York	NEW YORK ST URBA 2.5500% 03/15/29	937,695	963,540
	Northern Trust Corporation	NORTHERN TRUST CORP 4% 5/10/27	984,661	1,002,589
	State of Oregon	OREGON ST 1.2960% 08/01/28	447,920	471,765
	PepsiCo, Inc.	PEPSICO, IN 4.5% 7/17/29	1,991,442	2,038,592
	Pierce County, WA	PIERCE CN WA SD 4.934% 12/01/26	261,825	262,051
	City of Pittsburgh, PA	PITTSBURGH PA 1.1890% 09/01/26	498,020	516,490
	Reedy Creek Improvement Dist, FL	REEDY CRK IMP F 2.0470% 06/01/28	919,770	959,750
	The Royal Bank of Canada	ROYAL BK CDA GL 4.9500% 02/01/29	2,004,962	2,052,204
	City of Scottsdale, AZ	SCOTTSDALE ARIZ 5% 7/01/27	355,467	357,760
	State of Texas	TEXAS ST 5% 10/01/26	1,012,840	1,010,100
	State of Texas	TEXAS ST 2.1820% 10/01/27	618,903	639,136
	The Coca-Cola Company	THE COCA-COLA CO 1.65%30	2,683,622	2,716,044
	The Hershey Company	THE HERSHEY CO 4.75% 2/24/30	2,024,312	2,046,282
	The Home Depot, Inc.	THE HOME DEPOT, 2.95% 6/15/29	929,707	966,978
	The Home Depot, Inc.	THE HOME DEPOT, I 2.7000% 04/15/30	1,909,085	1,891,808
	Toyota Lease Owner Trust	TOYOTA LEASE OWN 5.2 5.25% 4/20/27	530,474	528,751
	Texas Public Finance Authority	TX PFA LSE 1.6120% 02/01/28	734,448	766,544
	United Parcel Service, Inc.	UNITED PARCEL SR 3.0500% 11/15/27	1,920,344	1,976,812
	University of Alaska University Revenue Bonds	UNIV AK 2.5590% 10/01/28	929,370	966,610
	University of Wisconsin Hospitals and Clinics	UNIVERSITY WIS HO 2.2000% 04/01/29	1,030,420	1,082,048
	U.S. Department of the Treasury	US TREAS NT 2.875% 8/15/28	1,902,812	1,967,969

Fish & Richardson Principals' Cash Balance Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 04-3254521 Plan Number: 004

December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	U.S. Department of the Treasury	US TREAS NT 4.125% 8/31/30	$ 3,064,207	$ 3,054,140
	U.S. Department of the Treasury	US TREASU NT 2.375% 4/30/26	3,456,177	3,486,738
	U.S. Department of the Treasury	US TREASU NT 2.625% 2/15/29	1,870,000	1,944,531
	U.S. Department of the Treasury	US TREASU NT 3.875% 9/30/29	2,935,313	3,026,250
	U.S. Department of the Treasury	US TREASU NT 3.875% 11/30/29	1,006,181	1,008,516
	U.S. Department of the Treasury	US TREASU NT 3.875% 12/31/27	1,977,812	2,014,922
	U.S. Department of the Treasury	US TREASU NT 4.125% 3/31/29	1,981,250	2,033,750
	U.S. Department of the Treasury	US TREASU NT 4.125% 7/31/28	1,986,562	2,029,922
	U.S. Department of the Treasury	US TREASU NT 4.125% 10/31/27	5,017,813	5,055,468
	U.S. Department of the Treasury	US TREASU NT 1.125%0	1,360,781	1,426,758
	U.S. Department of the Treasury	US TREASU NT 1.625%0	2,901,638	2,957,109
	U.S. Department of the Treasury	US TREASU NT 3.125%0	1,895,000	1,966,562
	U.S. Department of the Treasury	US TREASUR NT 4% 7/31/30	4,034,733	4,051,875
	U.S. Department of the Treasury	US TREASUR NT 3.5% 4/30/30	3,493,499	3,475,938
	U.S. Department of the Treasury	US TREASUR NT 3.5% 11/30/30	2,963,940	2,971,172
	U.S. Department of the Treasury	US TREASUR NT 1.25% 12/31/26	2,908,065	2,933,320
	U.S. Department of the Treasury	US TREASUR NT 3.25% 6/30/27	1,953,437	1,993,125
	U.S. Department of the Treasury	US TREASUR NT 4.25% 1/31/30	2,071,116	2,045,000
	U.S. Department of the Treasury	US TREASUR NT 1.25%0	1,811,250	1,899,922
	U.S. Department of the Treasury	US TREASUR NT 1.25%0	1,816,562	1,903,594
	U.S. Department of the Treasury	US TREASURY 2.25% 8/15/27	1,900,937	1,961,094
	U.S. Department of the Treasury	US TREASURY 3.125%1	1,435,313	1,483,242
	State of Utah	UTAH ST MUNICIP 2.887% 7/01/26	978,260	996,400
	Wells Fargo & Company	WELLS FARGO & CO VA 7/25/29	2,537,413	2,588,203
	City of West Des Moines, IA	WEST DES MOINES IOW 5% 6/01/27	385,343	387,383
	US Bank	US BANCORP MTN 3.1500% 04/27/27	1,936,668	1,983,848
*	Charles Schwab	SCHWAB TREASURYOBLIG MONEY FD ULTRA	1,148,937	1,148,937
	Vanguard	VANGUARD 500 INDEX F	10,984,318	12,514,264
			$ 162,986,475	$ 167,624,811

*A party in interest as defined by ERISA

Attachment to 2025 Schedule SB of Form 5500

Schedule SB, line 26a - Schedule of Active Participant Data

Plan Name: Fish & Richardson Principals' Cash Balance Plan
Plan Sponsor's Name: Fish & Richardson, P.C.

EIN: 04-3254521
PN: 004

Age and Service Distribution of Active Members

Completed Years of Credited Service on January 1, 2025

Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25											
25-29											
30-34											
35-39	2	4									6
40-44	2	6		2	7						17
45-49		5	1	4	15	2					27
50-54	1			3	12	12					28
55-59		1	1	1	6	8	12				29
60-64		2	1	1	3	4	8				19
65-69						3	2				5
70&Up				1		3	3				7
Total	5	18	3	12	43	32	25				138

Attachment to 2025 Schedule SB of Form 5500
Schedule SB, Part V - Summary of Actuarial Assumptions

Plan Name: Fish & Richardson Principals' Cash Balance Plan
Plan Sponsor's Name: Fish & Richardson, P.C.
EIN: 04-3254521 / PN: 004

A. Actuarial Assumptions for Funding Purposes

Valuation Date	1/1/2025
Valuation Interest Rate Funding	Valuation interest rate is based on the 24-month applicable segment rates for January 2025 pursuant to IRC 430(h), taking into account the corridor around the 25-year average segment rates, with each 25-year average segment rate having a floor of 5%, in accordance with MAP-21, HATFA, BBA, ARPA and IIJA. January segment rates, reflecting Corridor 5.00% 5.27% 5.50%
Mortality - Funding	No Pre-retirement mortality assumed. The postretirement mortality is based on the 2025 Generational Mortality Table pursuant to Internal Revenue Code Section 1.430(h)(3)-1(b). Separate table for annuitants and non-annuitants.
Withdrawal	None.
Retirement	Age 65.
Disability	None.
Salary Scale	None.
Social Security Wage Base Increase	N/A
IRS Section 415(b) Limit	For 2025, the maximum benefit limitation is $280,000.
Form of Payment	All participants are assumed to elect a lump sum form of payment.
Maximum Compensation	Compensation was limited to $350,000 for 2025 for purposes of calculating benefits.
Expected Future Interest Crediting Rate	3.00%
Expenses	Assumed expenses are $0 for 2025, based on actual plan expenses paid from the trust during 2024.

Attachment to 2025 Schedule SB of Form 5500
Schedule SB, Part V - Summary of Actuarial Assumptions

Plan Name: Fish & Richardson Principals' Cash Balance Plan
Plan Sponsor's Name: Fish & Richardson, P.C.
EIN: 04-3254521 / PN: 004

B. Actuarial Methods for Funding Purposes

1. Actuarial Cost Method

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

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

The target normal cost, determined on the valuation date, is the amount required to fund the benefit expected to be earned in the current year plus the administrative expenses that are expected to be paid from the plan in the current year as required by PPA.

2. Asset Valuation Method

The actuarial value of assets is equal to the market value of assets.

C. Actuarial Assumptions Rationale

Valuation Interest Rates (Funding)	The interest rate assumption used is prescribed by IRC section 430(h) subject to specified elections by the plan sponsor.
Mortality (Funding)	For annuitants, the mortality assumption used is prescribed by IRC section 1.430(h)(3)-1(b) subject to specified elections by the plan sponsor.
Retirement/Withdrawal/ Disability	These assumptions do not have a material effect on the cash balance benefits. Hence, no withdrawal or disability assumptions are used for the valuation. All participants are assumed to retire at the plan's normal retirement date.
Form of Payment	This assumption was based on best expectations given plan provisions, based on historical experience of the plan.
Provisions for Expenses	This assumption is set equal to actual plan expenses paid from trust.
Interest Crediting Rate (Cash Balance Account)	This rate is intended to represent the net yield after investment expenses over an extended period of time in the future.

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
FISH & RICHARDSON PRINCIPALS' CASH BALANCE PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
FISH & RICHARDSON, P.C.

D Employer Identification Number (EIN)
04-3254521

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

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

Part I Basic Information

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

2 Assets:

a Market value	2a	154,348,529
b Actuarial value	2b	154,348,529

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	3	423,254	423,254
b For terminated vested participants	29	9,256,382	9,256,382
c For active participants	138	115,398,062	115,398,062
d Total	170	125,077,698	125,077,698

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

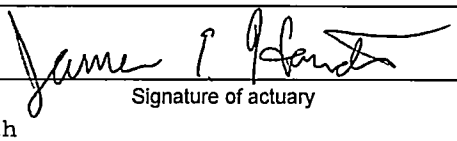
a Funding target disregarding prescribed at-risk assumptions	4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	

5 Effective interest rate	5	5.28%
6 Target normal cost		
a Present value of current plan year accruals	6a	10,546,523
b Expected plan-related expenses	6b	0
c Target normal cost	6c	10,546,523

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

7/28/2026
Date

James C. Horvath
Type or print name of actuary

2607577
Most recent enrollment number

PwC US Consulting LLP
Firm name

617-530-5000
Telephone number (including area code)

101 SEAPORT BOULEVARD
SUITE 500
BOSTON MA 02210-2150
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	10,003,581
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	10,003,581
10	Interest on line 9 using prior year's actual return of 4.64 %	0	464,166
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		14,109,607
	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 5.03 %		709,713
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		14,819,320
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	10,467,747

Part III Funding Percentages

14	Funding target attainment percentage	14	115.03 %
15	Adjusted funding target attainment percentage	15	123.40 %
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	114.02 %
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
12/08/2025	14,000,000	0			
01/07/2026	1,642,617	0			
			Totals ► 18(b)	15,642,617	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	14,901,856

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
5.00 %	5.27 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	65

23 Mortality table(s) (see instructions) ☐ 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**	10,546,523
b Excess assets, if applicable, but not greater than line 31a	**31b**	10,546,523

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	0

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	14,901,856

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

a Total (excess, if any, of line 37 over line 36)	**38a**	14,901,856
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

Attachment to 2025 Schedule SB of Form 5500

Schedule SB, line 22 - Description of Weighted Average Retirement Age

Plan Name: Fish & Richardson Principals' Cash Balance Plan	EIN: 04-3254521
Plan Sponsor's Name: Fish & Richardson, P.C.	PN: 004

We assume retirement at age 65 or current age if older. Therefore, the weighted average retirement age is 65.

Attachment to 2025 Schedule SB of Form 5500
Schedule SB, Part V - Summary of Plan Provisions

Plan Name: Fish & Richardson Principals' Cash Balance Plan
Plan Sponsor's Name: Fish & Richardson, P.C.
EIN: 04-3254521 / PN: 004

A. Summary of Plan Provisions

Plan Name	Fish & Richardson Principals' Cash Balance Plan
Entry Date	January 1 or July 1 that coincides with or next follows the date that the eligibility requirements are met.
Effective Date	January 1, 2001
Eligible Employees	Holders of Principal Voting Common Stock, Senior Principal Counts, General Counsel and Senior Adminstrative of Fish & Richardson, P.C. who have completed 1 year of service.
Participation	An employee who is not an excluded employee will become a participant in the Plan on the Entry Date that coincides with or next follows the later of the completion of one year of service.
Retirement Dates:	
Normal	Age 65
Late	The first day of the calendar month coincident with or next following the date upon which a participant retires from the Firm after his Normal Retirement Date.
Benefit account, earnings credit, and interest credit	The balance of a participant's benefit account is the sum of their earnings credits and interest credits.
Annuity Ratio Factor	120% of compensation; multiplied by (a) and (b) below: (a) The sum of 1.0 plus 0.33 mulitiplied by a fraction (not to exceed 1.0) that equals the number of years that the Participant's age exceeds 35, divided by 30; multiplied by (b) The ratio (not to exceed 1.0) of the Participant's compensation points divided by 1,000.
Accrual of interest credits	For each plan year and continuing until the last month before payment of a participant's benefit, the hypothetical account shall be credited with a hypothetical interest amount. The interest is credited by multiplying the balance of the participant's hypothetical account as of the beginning of the plan year by the interest crediting rate.
Normal Form of Benefit	The normal form of benefit is a Single Life Annuity payable for the life of the participant.
Optional Benefit Form	Optional benefit forms are available and equal to the actuarial equivalent of the normal benefit form. Such distribution may be in one or more of the following forms: Lump sum Life annuity – a straight life annuity payable monthly and ending on the participant's death. Joint & 50% survivor pension - monthly pension benefit payable during the joint lifetime of the participant and the joint annuitant; reduces to 50% of the original amount upon the death of the participant. Joint & 75% survivor pension - monthly pension benefit payable during the joint lifetime of the participant and the joint annuitant; reduces to 75% of the original amount upon the death of the participant.

	Joint & 100% survivor pension - monthly pension benefit payable during the joint lifetime of the participant and the joint annuitant; reduces to 100% of the original amount upon the death of the participant.
Preretirement Death Benefit	A participant's surviving beneficiary will be entitled to receive a death benefit in the event of the death of a participant prior to the commencement of a monthly pension benefit that is equal to the present value of the participant's vested accrued benefit.
Termination Benefit	In the event of the termination of a participant's employment prior to his or her normal retirement date, the participant will be entitled to a deferred pension that is the actuarial equivalent of the vested accrued benefit payable at the normal retirement date.
Accrued benefit	The actuarial equivalent of the participant's hypothetical account as of the normal retirement date, considering all pension credit allocations and interest adjustments.
Vested accrued benefit	A participant's vested accrued benefit as of a given date is equal to the product of his accrued benefit multiplied by his vested percentage as of that same date. Participants are 100% vested immediately.
Annual earnings	The total salary, overtime pay, and bonus earned during the plan year.
Interest credit rate	Based on actual rate of return, with a maximum annual crediting interest rate of 5.00%.
Limitation year	The limitation year is the 12-month period beginning January 1 and ending December 31.
One year break-in-service	A one-year break-in-service occurs in any plan year during which the employee completes 500 or fewer hours of service.
Changes Since Prior Valuation	The Plan was amended as follows: 1. The definition of Eligible Employee was updated effective 1/1/2025. 2. The age for In-Service distributions was updated from 62 to 59-1/2 effective 7/1/2025.

Fish & Richardson Principals' Cash Balance Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 04-3254521 Plan Number: 004

December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Abbott Laboratories	ABBOTT LABORATOR 3.75% 11/30/26	$ 988,309	$ 1,000,318
	Alabama Power	ALABAMA POWER CO 3.75% 9/01/27	978,054	999,838
	State of Alaska	ALASKA ST 5.442% 8/01/28	1,010,160	1,028,880
	Amazon.Com, Inc.	AMAZO 3.3% 4/13/27	974,201	994,710
	Amazon.Com, Inc.	AMAZON.COM, INC. 1.5%30	1,894,571	1,891,936
	American Express Company	AMERICAN EXPRESS 2.55% 3/04/27	956,109	985,304
	City of Bangor, ME	BANGOR ME 4.65% 7/15/28	999,520	1,019,540
	Bank of America	BANK AMER CORP 3.97% 3/05/29	1,939,690	1,991,432
	Bergen County, NJ	BERGEN CNTY NJ 1.6660% 02/15/27	391,519	406,036
	Blackrock	BLACKROCK, IN 3.25% 4/30/29	1,887,242	1,955,786
	BP Capital Markets p.l.c.	BP CAPITAL MKTS 3.937% 9/21/28	1,940,244	2,000,652
	Broadcom Inc.	BROADCOM IN 4.2% 10/15/30	1,008,195	998,509
	Caterpillar, Inc.	CATERPILLAR INC. 2.6%30	2,777,831	2,837,418
	Chevron Corp.	CHEVRON CORP 2.236% 5/11/30	2,396,272	2,410,970
	Cisco Systems, Inc.	CISCO SYSTEMS, I 4.85% 2/26/29	3,018,555	3,076,635
	Citigroup Inc.	CITIGROUP INC 3.2000% 10/21/26	2,425,055	2,484,228
	City of Columbia Heights, MN	COLUMBIA HGHTS MN 5.2% 2/01/26	1,000,900	1,000,590
	Comcast Corporation	COMCAST CORP 4.25% 10/15/30	1,499,832	1,499,084
	Eagle County, CO	EAGLE COUNTY CO .9030% 12/01/26	937,450	976,030
	Federal Home Loan Mortgage Corporation	FEDERAL HOME LN 2.26% 1/25/29	5,834,928	6,104,327
	Federal Home Loan Mortgage Corporation	FHLMC 3.78% 10/25/28	1,935,595	1,995,550
	Federal Home Loan Mortgage Corporation	FHLMC 3.85% 5/25/28	1,950,014	2,000,119
	Federal Home Loan Mortgage Corporation	FHLMC 2.653% 8/25/26	1,455,542	1,483,872
	Federal Home Loan Mortgage Corporation	FHLMC 2.6730% 03/25/26	877,266	892,292
	Federal Home Loan Mortgage Corporation	FHLMC 3.3470% 11/25/26	1,794,219	1,787,190
	City of Frisco, TX	FRISCO TX ISD 4% 2/15/26	997,660	1,000,300
	State of Georgia	GEORGIA ST 4.3% 7/01/27	398,756	403,224
	State of Georgia	GEORGIA ST 5.014% 11/01/27	1,002,460	1,014,270
	City of Honolulu, HI	HONOLULU HAWAII 1.4900% 07/01/28	492,953	516,682
	City of Houston, TX	HOUSTON TEX 1.3140% 03/01/27	1,105,754	1,148,494
	City of Houston, TX	HOUSTON TX UTIL 3.828% 5/15/28	655,610	666,569

Fish & Richardson Principals' Cash Balance Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 04-3254521 Plan Number: 004

December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	International Business Machines Corporation	INTERNTNL BUSINES 3.5% 5/15/29	$ 1,895,194	$ 1,958,752
	John Deere Capital Corporation	JOHN DEERE CAPIT 4.95% 7/14/28	2,016,990	2,051,608
	JPMorgan Chase Bank, N.A.	JPMORGAN CHASE & CO 4.005% 4/23/29	1,939,232	1,993,712
	Eli Lilly and Company	LILLY ELI & CO 4.5% 2/09/29	1,980,572	2,031,102
	State of Maine	MAINE ST HSG AU 1.7630% 11/15/26	951,650	983,910
	Merck & Co., Inc.	MERCK & C 1.7% 6/10/27	1,870,846	1,944,716
	Merck & Co., Inc.	MERCK & C 1.9% 12/10/28	901,577	947,148
	City of Miami Beach, FL	MIAMI BEACH FL 4.6720% 05/01/28	1,117,881	1,136,363
	Milwaukee County, WI	MILWAUKEE CNTY WIS 4% 10/01/30	1,004,415	1,002,560
	State of Minnesota	MINNESOTA ST 4% 8/01/26	169,465	170,434
	State of Minnesota	MINNESOTA ST 4% 8/01/27	367,199	372,701
	State of Minnesota	MINNESOTA ST HS 3.794% 7/01/29	1,291,211	1,338,151
	State of Minnesota	MINNESOTA ST HS 3.79 3.794% 7/01/29	15,000	15,000
	Mondelez International, Inc.	MONDELEZ INTERNT 4.75% 2/20/29	1,989,978	2,037,300
	Morgan Stanley	MORGAN STANLEY VA 7/20/29	1,510,175	1,544,763
	State of New York	NEW YORK ST URBA 2.5500% 03/15/29	937,695	963,540
	Northern Trust Corporation	NORTHERN TRUST CORP 4% 5/10/27	984,661	1,002,589
	State of Oregon	OREGON ST 1.2960% 08/01/28	447,920	471,765
	PepsiCo, Inc.	PEPSICO, IN 4.5% 7/17/29	1,991,442	2,038,592
	Pierce County, WA	PIERCE CN WA SD 4.934% 12/01/26	261,825	262,051
	City of Pittsburgh, PA	PITTSBURGH PA 1.1890% 09/01/26	498,020	516,490
	Reedy Creek Improvement Dist, FL	REEDY CRK IMP F 2.0470% 06/01/28	919,770	959,750
	The Royal Bank of Canada	ROYAL BK CDA GL 4.9500% 02/01/29	2,004,962	2,052,204
	City of Scottsdale, AZ	SCOTTSDALE ARIZ 5% 7/01/27	355,467	357,760
	State of Texas	TEXAS ST 5% 10/01/26	1,012,840	1,010,100
	State of Texas	TEXAS ST 2.1820% 10/01/27	618,903	639,136
	The Coca-Cola Company	THE COCA-COLA CO 1.65%30	2,683,622	2,716,044
	The Hershey Company	THE HERSHEY CO 4.75% 2/24/30	2,024,312	2,046,282
	The Home Depot, Inc.	THE HOME DEPOT, 2.95% 6/15/29	929,707	966,978
	The Home Depot, Inc.	THE HOME DEPOT, I 2.7000% 04/15/30	1,909,085	1,891,808
	Toyota Lease Owner Trust	TOYOTA LEASE OWN 5.2 5.25% 4/20/27	530,474	528,751
	Texas Public Finance Authority	TX PFA LSE 1.6120% 02/01/28	734,448	766,544
	United Parcel Service, Inc.	UNITED PARCEL SR 3.0500% 11/15/27	1,920,344	1,976,812
	University of Alaska University Revenue Bonds	UNIV AK 2.5590% 10/01/28	929,370	966,610
	University of Wisconsin Hospitals and Clinics	UNIVERSITY WIS HO 2.2000% 04/01/29	1,030,420	1,082,048
	U.S. Department of the Treasury	US TREAS NT 2.875% 8/15/28	1,902,812	1,967,969

Fish & Richardson Principals' Cash Balance Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 04-3254521 Plan Number: 004

December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	U.S. Department of the Treasury	US TREAS NT 4.125% 8/31/30	$ 3,064,207	$ 3,054,140
	U.S. Department of the Treasury	US TREASU NT 2.375% 4/30/26	3,456,177	3,486,738
	U.S. Department of the Treasury	US TREASU NT 2.625% 2/15/29	1,870,000	1,944,531
	U.S. Department of the Treasury	US TREASU NT 3.875% 9/30/29	2,935,313	3,026,250
	U.S. Department of the Treasury	US TREASU NT 3.875% 11/30/29	1,006,181	1,008,516
	U.S. Department of the Treasury	US TREASU NT 3.875% 12/31/27	1,977,812	2,014,922
	U.S. Department of the Treasury	US TREASU NT 4.125% 3/31/29	1,981,250	2,033,750
	U.S. Department of the Treasury	US TREASU NT 4.125% 7/31/28	1,986,562	2,029,922
	U.S. Department of the Treasury	US TREASU NT 4.125% 10/31/27	5,017,813	5,055,468
	U.S. Department of the Treasury	US TREASU NT 1.125%0	1,360,781	1,426,758
	U.S. Department of the Treasury	US TREASU NT 1.625%0	2,901,638	2,957,109
	U.S. Department of the Treasury	US TREASU NT 3.125%0	1,895,000	1,966,562
	U.S. Department of the Treasury	US TREASUR NT 4% 7/31/30	4,034,733	4,051,875
	U.S. Department of the Treasury	US TREASUR NT 3.5% 4/30/30	3,493,499	3,475,938
	U.S. Department of the Treasury	US TREASUR NT 3.5% 11/30/30	2,963,940	2,971,172
	U.S. Department of the Treasury	US TREASUR NT 1.25% 12/31/26	2,908,065	2,933,320
	U.S. Department of the Treasury	US TREASUR NT 3.25% 6/30/27	1,953,437	1,993,125
	U.S. Department of the Treasury	US TREASUR NT 4.25% 1/31/30	2,071,116	2,045,000
	U.S. Department of the Treasury	US TREASUR NT 1.25%0	1,811,250	1,899,922
	U.S. Department of the Treasury	US TREASUR NT 1.25%0	1,816,562	1,903,594
	U.S. Department of the Treasury	US TREASURY 2.25% 8/15/27	1,900,937	1,961,094
	U.S. Department of the Treasury	US TREASURY 3.125%1	1,435,313	1,483,242
	State of Utah	UTAH ST MUNICIP 2.887% 7/01/26	978,260	996,400
	Wells Fargo & Company	WELLS FARGO & CO VA 7/25/29	2,537,413	2,588,203
	City of West Des Moines, IA	WEST DES MOINES IOW 5% 6/01/27	385,343	387,383
	US Bank	US BANCORP MTN 3.1500% 04/27/27	1,936,668	1,983,848
*	Charles Schwab	SCHWAB TREASURYOBLIG MONEY FD ULTRA	1,148,937	1,148,937
	Vanguard	VANGUARD 500 INDEX F	10,984,318	12,514,264
			$ 162,986,475	$ 167,624,811

*A party in interest as defined by ERISA