

<div>Form 5500</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Annual Return/Report of Employee Benefit Plan</div> <div>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div>	<div>OMB Nos. 1210-0110 1210-0089</div> <div>2024</div> <div>This Form is Open to Public Inspection</div>
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: <div><div><input type="checkbox"/> a multiemployer plan</div><div><input type="checkbox"/> a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div><input checked="" type="checkbox"/> a single-employer plan</div><div><input type="checkbox"/> a DFE (specify) _____</div></div>
B	This return/report is: <div><div><input checked="" type="checkbox"/> the first return/report</div><div><input type="checkbox"/> the final return/report</div><div><input type="checkbox"/> an amended return/report</div><div><input type="checkbox"/> a short plan year return/report (less than 12 months)</div></div>
C	If the plan is a collectively-bargained plan, check here. ▶ <input type="checkbox"/>
D	Check box if filing under: <div><div><input checked="" type="checkbox"/> Form 5558</div><div><input type="checkbox"/> automatic extension</div><div><input type="checkbox"/> the DFVC program</div><div><input type="checkbox"/> special extension (enter description)</div></div>
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ <input type="checkbox"/>

Part II	Basic Plan Information—enter all requested information
1a	Name of plan NATIONWIDE RETIREMENT PLAN - FINAL AVERAGE PAY
1b	Three-digit plan number (PN) ▶ 002
1c	Effective date of plan 01/01/2024
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) NATIONWIDE MUTUAL INSURANCE COMPANY ONE NATIONWIDE PLAZA, 1-04-101 COLUMBUS, OH 43215
2b	Employer Identification Number (EIN) 31-4177100
2c	Plan Sponsor's telephone number 614-677-4272
2d	Business code (see instructions) 524140

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.	10/14/2025	KATIE MANNIX
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2025	KEVIN GILBERT
	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 <input type="checkbox"/> Same as Plan Sponsor ADMINISTRATIVE COMMITTEE ONE NATIONWIDE PLAZA, 1-04-403 COLUMBUS, OH 43215	3b Administrator's EIN <div style="text-align: center;">31-4177100</div>																						
	3c Administrator's telephone number <div style="text-align: center;">614-249-0132</div>																						
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN																						
5 Total number of participants at the beginning of the plan year	5 <div style="float: right;">28857</div>																						
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td colspan="2" style="height: 20px;"></td></tr> <tr><td style="width: 15%;">6a(1)</td><td style="text-align: right;">5058</td></tr> <tr><td>6a(2)</td><td style="text-align: right;">4572</td></tr> <tr><td>6b</td><td style="text-align: right;">8307</td></tr> <tr><td>6c</td><td style="text-align: right;">6090</td></tr> <tr><td>6d</td><td style="text-align: right;">18969</td></tr> <tr><td>6e</td><td style="text-align: right;">935</td></tr> <tr><td>6f</td><td style="text-align: right;">19904</td></tr> <tr><td>6g(1)</td><td></td></tr> <tr><td>6g(2)</td><td></td></tr> <tr><td>6h</td><td style="text-align: right;">0</td></tr> </table>			6a(1)	5058	6a(2)	4572	6b	8307	6c	6090	6d	18969	6e	935	6f	19904	6g(1)		6g(2)		6h	0
6a(1)	5058																						
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6b	8307																						
6c	6090																						
6d	18969																						
6e	935																						
6f	19904																						
6g(1)																							
6g(2)																							
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 Characteristics Codes in the instructions: <div style="text-align: center;">3F 3H 1A 1C 1E</div>																							
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:																							

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

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

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

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

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

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

Receipt Confirmation Code _____

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2024</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan NATIONWIDE RETIREMENT PLAN - FINAL AVERAGE PAY	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF NATIONWIDE MUTUAL INSURANCE COMPANY	D Employer Identification Number (EIN) 31-4177100
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	4294139015	
b	Actuarial value	2b	4294139015	
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	15930	2261311780	2261311780
b	For terminated vested participants	7869	873661533	873661533
c	For active participants	5058	1135655726	1135670921
d	Total	28857	4270629039	4270644234
4	If the plan is in at-risk status, check the box and complete lines (a) and (b). <input type="checkbox"/>			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.18 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	38023145	
b	Expected plan-related expenses	6b	4967000	
c	Target normal cost	6c	42990145	

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

<div>SIGN HERE</div>	<div>Signature of actuary</div> <div>TIMOTHY J. GEDDES</div> <div>Type or print name of actuary</div> <div>DELOITTE CONSULTING LLP</div> <div>Firm name</div> <div>1001 WOODWARD AVE, SUITE 700 DETROIT, MI 48226</div> <div>Address of the firm</div>	<div>09/24/2025</div> <div>Date</div> <div>23-06181</div> <div>Most recent enrollment number</div> <div>313-396-3954</div> <div>Telephone number (including area code)</div>
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
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	0
10 Interest on line 9 using prior year's actual return of <u>6.53</u> %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.35</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	-616562391
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	616562391

Part III Funding Percentages

14 Funding target attainment percentage	14	86.11 %
15 Adjusted funding target attainment percentage	15	100.55 %
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	81.43 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
09/18/2024	83471	0			
10/02/2024	11540	0			
04/29/2025	50000000	0			
05/29/2025	50000000	0			
Totals ►			18(b)	100095011	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	93383317

20 Quarterly contributions and liquidity shortfalls:

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

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 %
			<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)			21b 0
22 Weighted average retirement age			22 62
23 Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

Part VI	Miscellaneous Items
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24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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
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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
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)		31a	42990145
b Excess assets, if applicable, but not greater than line 31a		31b	0
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		593067610	57112330
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	100102475
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement		100102475	100102475
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	93383317
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	93383317
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b	93383317
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)
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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. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021

<div>SCHEDULE D</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div>		<div>DFE/Participating Plan Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>		<div>OMB No. 1210-0110</div> <div>2024</div> <div>This Form is Open to Public Inspection.</div>	
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024					
A Name of plan NATIONWIDE RETIREMENT PLAN - FINAL AVERAGE PAY				B Three-digit plan number (PN) ▶ 002	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 NATIONWIDE MUTUAL INSURANCE COMPANY				D Employer Identification Number (EIN) 31-4177100	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: NATIONWIDE DEFINED BENEFIT MT					
b Name of sponsor of entity listed in (a): NATIONWIDE MUTUAL INSURANCE CO					
c EIN-PN 14-6316950-003		d Entity code M	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3359210026		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 10		

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

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

<div>SCHEDULE H</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Financial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection

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

A Name of plan NATIONWIDE RETIREMENT PLAN - FINAL AVERAGE PAY	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 NATIONWIDE MUTUAL INSURANCE COMPANY	D Employer Identification Number (EIN) 31-4177100

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		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	100000000
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	0	3359210026
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	0	3459210026
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	0	959555
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	959555
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	0	3458250471

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)	100095011	
(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)		100095011
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(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)		-28370111
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		71724900

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	333724227	
(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)		333724227
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)		
(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)		0
j Total expenses. Add all expense amounts in column (b) and enter total	2j		333724227

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-261999327
l Transfers of assets:			
(1) To this plan	2l(1)		4426618216
(2) From this plan	2l(2)		706368418

Part III Accountant's Opinion

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

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

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

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

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

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

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

(2) EIN: **13-5565207**

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.)		<input checked="" type="checkbox"/>	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		<input checked="" type="checkbox"/>	
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.)		<input checked="" type="checkbox"/>	
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.)		<input checked="" type="checkbox"/>	
e Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>		70000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		<input checked="" type="checkbox"/>	
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?		<input checked="" type="checkbox"/>	
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?		<input checked="" type="checkbox"/>	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		<input checked="" type="checkbox"/>	
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.)		<input checked="" type="checkbox"/>	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		<input checked="" type="checkbox"/>	
l Has the plan failed to provide any benefit when due under the plan?		<input checked="" type="checkbox"/>	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
NIC & AFFILIATES HEALTH REIMBURSEMENT ACCOUNT PLAN FOR RETIREES & LTD RECIPIENTS	31-4177100	526
NATIONWIDE INSURANCE COMPANIES & AFFILIATES RETIREE HEALTH CARE PLAN	31-4177100	523

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 590735.

<div>SCHEDULE R (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>		<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>		<div>OMB No. 1210-0110</div> <div>2024</div> <div>This Form is Open to Public Inspection.</div>	
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024					
A Name of plan NATIONWIDE RETIREMENT PLAN - FINAL AVERAGE PAY				B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 NATIONWIDE MUTUAL INSURANCE COMPANY				D Employer Identification Number (EIN) 31-4177100	
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): 04-3275867					
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	1560
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)					
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A If the plan is a defined benefit plan, go to line 8.					
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.					
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)				6a	
b Enter the amount contributed by the employer to the plan for this plan year				6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....				6c	
If you completed line 6c, skip lines 8 and 9.					
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A					
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A					
Part III Amendments					
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> Both <input checked="" type="checkbox"/> No					
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.					
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? <input type="checkbox"/> Yes <input type="checkbox"/> No					
11 a Does the ESOP hold any preferred stock? <input type="checkbox"/> Yes <input type="checkbox"/> No					
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) <input type="checkbox"/> Yes <input type="checkbox"/> No					
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? <input type="checkbox"/> Yes <input type="checkbox"/> No					
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.				Schedule R (Form 5500) 2024 v. 240311	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

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

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: 18.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 66.0 %

High-Yield Debt: 1.0 % Real Assets: 8.0 % Cash or Cash Equivalents: 1.0 % Other: 6.0 %

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

NATIONWIDE RETIREMENT PLAN - FINAL AVERAGE PAY

Financial Statements and Supplemental Schedules

December 31, 2024

NATIONWIDE RETIREMENT PLAN FINAL AVERAGE PAY

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All other schedules required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.



KPMG LLP
Suite 500
191 West Nationwide Blvd.
Columbus, OH 43215-2568

Independent Auditors' Report

The Administrative Committee
Nationwide Retirement Plan - Final Average Pay:

Opinion

We have audited the financial statements of Nationwide Retirement Plan - Final Average Pay (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statement of net assets available for benefits as of December 31, 2024, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024, and the changes in its net assets available for benefits for the year then ended, in accordance with U.S. generally accepted accounting principles.

Basis for Opinion

We conducted our audit 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 audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. generally accepted accounting principles, 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.

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

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.

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.

KPMG LLP

Columbus, Ohio
October 3, 2025

NATIONWIDE RETIREMENT PLAN – FINAL AVERAGE PAY

Statement of Net Assets Available for Benefits

<i>(in thousands)</i>	December 31, 2024
Assets	
Investment in Master Trust	\$ 3,243,604
Net assets held in 401(h) account	115,606
Employer contribution receivable	100,000
Total assets	\$ 3,459,210
Liabilities	
Amount related to obligation of 401(h) account	\$ 115,606
Accrued administrative expenses	960
Total liabilities	\$ 116,566
Net assets available for benefits	\$ 3,342,644

See accompanying notes to financial statements.

NATIONWIDE RETIREMENT PLAN – FINAL AVERAGE PAY

Statement of Changes in Net Assets Available for Benefits

	Year Ended December 31,
<i>(in thousands)</i>	2024
Loss from Master Trust	\$ (7,047)
Contributions	
Employer	\$ 100,095
Total contributions	\$ 100,095
Benefits and expenses	
Benefits paid and transfers (note 1)	\$ 1,035,118
Administrative and other expenses	24,580
Total benefits and expenses	\$ 1,059,698
Net decrease	\$ (966,650)
Transfers in (note 1)	4,309,294
Net assets available for benefits	
Beginning of year	\$ -
End of year	\$ 3,342,644

See accompanying notes to financial statements.

NATIONWIDE RETIREMENT PLAN – FINAL AVERAGE PAY

Notes to December 31, 2024 Financial Statement

(1) Description of the Plan

The following description of the Nationwide Retirement Plan – Final Average Pay (“the Plan” and “NRP-FAP”) is provided for general information purposes only. Participants should refer to the Plan document for a complete description of the Plan.

General

The Plan is a defined benefit pension plan covering all eligible employees of Nationwide Mutual Insurance Company (“the Plan Sponsor”) and certain subsidiaries. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). Obligations of the Plan were actuarially calculated as of January 1, 2024.

The Plan received a spin-off and transfer of plan assets and liabilities from the Nationwide Retirement Plan (“NRP”), now known as the Nationwide Retirement Plan—Account Balance (“NRP-AB”), effective January 1, 2024, attributable to participants under the NRP with a final average pay formula benefit or a final average pay formula with an account balance benefit. Generally, employees who have an original date of hire on or after January 1, 2002, will be participants in the NRP-AB and employees hired on or before December 31, 2001, will be participants in the NRP-FAP.

Eligible employees with one year of credited service and who were at least 21 years of age became eligible to participate in the Nationwide Retirement Plan, and then subsequently became participants in the Plan. Participants who were in the Nationwide Retirement Plan on or before December 31, 2001 and who have been continuously employed generally are eligible to receive benefits under the Plan’s final average pay formula, as defined in the Plan document and described under pension benefits. Such participants, upon termination of employment, will receive the greater of the benefits under the Plan formula in effect prior to 2002, or the benefits under the cash balance program as described below. Eligible participants enrolled after December 31, 2001 generally will receive benefits under the NRP-AB cash balance formula.

Participants became 100% vested after attaining 3 years of service. If participants terminate before rendering 3 years of service, they forfeit the right to receive their portion of the Plan’s accumulated benefits.

The funding policy is to review plan funding options annually in compliance with all ERISA and Internal Revenue Service (“IRS”) requirements. In no event will the amount funded be less than the minimum required under ERISA nor more than the maximum tax-deductible amount under Internal Revenue Code (“IRC”) Section 404.

For the year ended December 31, 2024, contributions for the Plan totaled \$100 million and met the Company’s policies.

The Plan’s actuary, Deloitte Consulting LLP, determines what, if any, contributions are necessary to ensure satisfaction of the minimum funding standards of IRC Section 412. The Plan’s actuary also determines any contribution amount in excess of the minimum funding standards. These contributions are determined using a unit credit cost method. After application of any available prefunding balance, no employer contributions were required to meet the minimum funding requirements of ERISA in the 2024 plan year.

On December 10, 2024, the Plan purchased group annuity contracts that transferred certain obligations to Nationwide Life Insurance Company and Nationwide Life and Annuity Insurance Company. In addition, during December 2024, the Plan distributed lump sum payments to eligible Plan participants who elected a limited-time option to take such payments. These transactions are reported in the financial statements as benefits paid and transfers.

Plan Assets

The assets of the Plan are held in trust by the Nationwide Defined Benefit Master Trust (“the Master Trust”) with the Bank of New York Mellon as the trustee and custodian for the Plan. The Master Trust holds assets of the Plan and the NRP-AB. Fidelity Investments is the third-party pension recordkeeper for the Plan.

The Plan has a divided interest in a guaranteed investment fund (“GIF”) and certain cash accounts included in the Master Trust. The Plan has an undivided interest in fixed maturity, equity, limited partnerships, other invested assets, and derivatives included in the Master Trust. The investment income (loss) earned on these investments in the Master Trust is allocated to each of the participating plans based on the percentage of the plan’s investments in the Master Trust. The allocation percentage for these investments in the Master Trust was 81% and 19% for 2024 for the Plan and NRP-AB, respectively.

The Plan also provides funding for future retiree health benefits under IRC Section 401(h) (“401(h) account”). Covered retired participants and their dependents are eligible for medical benefits which are provided by the Nationwide Insurance Companies and Affiliates Retiree Health Care Plan (“the Retiree Health Care Plan”) and the Nationwide Insurance Companies and Affiliates Health Reimbursement Account Plan for Retirees and LTD Recipients. Employer contributions or qualified transfers to the 401(h) account are determined annually and are at the discretion of the Plan Sponsor. No funding is provided for key employees, as defined by the Internal Revenue Service, by the 401(h) account.

NATIONWIDE RETIREMENT PLAN – FINAL AVERAGE PAY

Notes to December 31, 2024 Financial Statement

A separate account has been established and maintained in the Plan for the net assets of the 401(h) account. In accordance with IRC Section 401(h), the Plan's investments in the 401(h) account may not be used for, or diverted to, any purpose other than providing health benefits for retirees and their beneficiaries. Any assets transferred to the 401(h) account from the Master Trust in a qualified transfer of excess Plan assets (and any income allocable thereto) that are not used during the Plan year must be transferred out of the 401(h) account to the Plan. The related obligations for health benefits are not included in this Plan's obligations in the schedule of accumulated plan benefits (see Note 4). Retiree Health Care Plan obligations are disclosed in the financial statements of the Retiree Health Care Plan. Participants do not contribute to the 401(h) account.

Pension Benefits

Benefits are paid by the Plan's Master Trust through the assets of the Plan. Under the terms of the Plan, participants are eligible for monthly benefit payments upon reaching normal retirement age (age 65). Subject to certain age and length-of-service requirements, a participant may elect an early retirement date at a reduced benefit.

In general, this Plan includes participants who may have some portion of their benefit calculated using a final average pay benefit formula. Under the final average pay benefit formula, initial annual benefit payments are determined by an application of a benefit ratio to an average of a participant's annual compensation multiplied by years of service, and are subject to certain maximum amounts. The cash balance feature is determined by providing annual pay and interest credits based on service and rates as defined in the Plan document. Effective Dec. 31, 2016, certain participants stopped accruing benefits under the final average pay formula, replacing future accrued benefits with the cash balance formula.

Participants hired prior to January 1, 2014 may elect to receive the value of their accumulated plan benefits as a lump-sum distribution upon retirement or termination (if the value is under \$25,000, the lump-sum is limited to the participant's account balance, and if it is over \$25,000, the lump-sum is the greater of \$25,000 or 25% of the participant's account balance under the cash balance formula), or they may elect to receive their benefits as a life annuity payable monthly from retirement. Effective January 1, 2014, participants can take a lump sum payment of their entire account balance, but only to the extent the account balance does not exceed \$50,000.

For each pay period in which a participant receives eligible compensation, such participant's account will be credited with a pay credit equal to a percentage of the eligible compensation (subject to certain limitations) based on the following schedule:

Length of service (through December 31 of the prior year)	Pay credit (on all eligible compensation)	Plus pay credit (on pay over the Social Security taxable wage base)
0-2 years (0-35 months)	3%	3%
3-8 years (36-107 months)	4%	4%
9-14 years (108-179 months)	5%	4%
15-21 years (180-263 months)	6%	4%
22 years and over (264 months or more)	7%	4%

Interest credits will also be credited to each participant's account each payday on or prior to the participant's termination date. Interest credits are based on the 30-year Treasury bill rate determined as of the beginning of each calendar quarter based on the rate published by the IRS for the second month of the immediately preceding calendar quarter, but never less than 3.25%.

Death and Disability Benefits

Death benefits are paid to the beneficiaries of active and retired employees in accordance with the Plan. Active participants who became disabled prior to January 1, 2010 continue to accrue pension benefits subject to certain limitations, as defined by the Plan; however, the Plan does not provide disability benefits. Active participants who became disabled after January 1, 2010 will only accrue eligibility service, vesting service and accrual service during their period of disability.

(2) Summary of Significant Accounting Policies

Basis of Presentation

The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States ("U.S.") ("GAAP").

NATIONWIDE RETIREMENT PLAN – FINAL AVERAGE PAY

Notes to December 31, 2024 Financial Statement

Use of Estimates

The preparation of financial statements in accordance with GAAP requires the Plan to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Significant estimates include benefit obligations and certain investment and derivative valuations. Actual results could differ significantly from those estimates.

Contributions

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 estimation and assumption process, it is reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements. Contributions are recognized when due from the Plan Sponsor.

Investment in Master Trust

Master Trust investments consist of fixed maturity securities, equity securities, a GIF, limited partnerships, other invested assets, and derivatives. The Plan can redeem assets from the Master Trust at any time with no prior notice required to the Trustee.

Purchases and sales of securities and the related realized gains and losses are recorded on the trade date. Interest and dividend income are recognized when earned. Dividend income, interest income, realized and unrealized gains and losses are recognized in income from Master Trust in the statement of changes in net assets available for benefits.

The valuation method of the guaranteed investment fund ("GIF") issued by Nationwide Life Insurance Company ("NLIC"), an affiliate, is described in Note 5.

Limited partnerships are reported at fair value. The Plan may use net asset value ("NAV") as a practical expedient to estimate the underlying fair value for certain of these investments that do not have readily determinable fair values.

All other investments are reported at fair value using externally sourced data. Independent pricing services are most often utilized, and compared to pricing from additional sources when available, to determine the fair value of securities for which market quotations or quotations on comparable securities or models are used. For these securities, the Plan obtains the pricing services' methodologies and classifies the investments accordingly in the fair value hierarchy. Corporate pricing matrices are used in valuing certain investments, including private placements and bank loans, which are included in fixed maturity securities. The corporate pricing matrices were developed using publicly and privately available spreads segmented by various weighted average lives and credit quality ratings. Certain private placement corporate securities have adjusted spreads to capture the impacts of liquidity premium based on industry sector. The weighted average life and credit quality rating of a particular fixed maturity security to be priced using those matrices are important inputs into the model and are used to determine a corresponding spread that is added to the appropriate industry sector or U.S. Treasury yield to create an estimated market yield for that security. The estimated market yield and other relevant factors are then used to estimate the fair value of the particular security.

Additionally, certain fixed maturity securities are valued using non-binding broker quotes when deemed appropriate or when quotes are not available from independent pricing services or a corporate pricing matrix. These securities are classified with the lowest priority in the fair value hierarchy as only one broker quote is ordinarily obtained, the investment is not traded on an exchange, the pricing is not available to other entities and/or the transaction volume in the same or similar investments has decreased. Inputs used in the development of prices are not provided to the Plan by the brokers, as the brokers often do not provide the necessary transparency into their quotes and methodologies. At least annually, the Plan performs reviews and tests to ensure that quotes are a reasonable estimate of the investments' fair value. Price movements of broker quotes are subject to validation and require approval from the Plan's management. Management uses its knowledge of the investment and current market conditions to determine if the price is indicative of the investment's fair value.

The Plan uses derivative instruments to manage exposures and mitigate risks primarily associated with interest rates, equity markets and foreign currency. These derivative instruments primarily include futures, options and swaps. All derivative instruments are held at fair value and are reflected within the investment in Master Trust, with the corresponding change in valuation reflected as income from Master Trust in the statements of changes in net assets available for benefits.

The fair value of derivative instruments is determined using various valuation techniques relying predominantly on observable market inputs. These inputs include interest rate swap curves, credit spreads, interest rates, counterparty credit risk, equity volatility and equity index levels. In cases where observable inputs are not available, the Plan will utilize non-binding broker quotes to determine fair value, and these instruments are classified accordingly in the fair value hierarchy.

NATIONWIDE RETIREMENT PLAN – FINAL AVERAGE PAY

Notes to December 31, 2024 Financial Statement

The Plan's derivative instruments, while effective in managing the defined risks, do not qualify for hedge accounting and have not been designated in hedging relationships.

The Plan's derivative transaction counterparties are generally financial institutions and corporations. To reduce the credit risk associated with open contracts, the Plan enters into master netting agreements, which permit the closeout and netting of transactions with the same counterparty upon the occurrence of certain events. In addition, the Plan attempts to reduce credit risk by obtaining collateral from counterparties. The determination of the need for and the levels of collateral vary based on an assessment of the credit risk of the counterparty. The Plan accepts collateral in the forms of cash and marketable securities.

The Plan uses NAV to estimate the underlying fair value of investments in certain mutual funds included in other invested assets and limited partnerships that do not have readily determinable fair values.

For certain other mutual funds within other invested assets that have no unfunded commitments or restrictions and the Plan always has the ability to redeem the investment in these funds with the investee at NAV daily are classified as Level 1 fair value measurements. These mutual funds are primarily invested in high-quality, short-term money market securities.

The limited partnership portfolio primarily includes buyout, infrastructure, mezzanine, distressed, energy and venture capital investment strategies. See Note 5 for discussion on unfunded commitments related to limited partnerships.

Fair Value Measurements

Fair value is defined as 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. Fair value measurements are based upon observable and unobservable inputs. Observable inputs reflect market data obtained from independent sources, while unobservable inputs reflect the Plan's view of market assumptions in the absence of observable market information. The Plan utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. In determining fair value, the Plan uses various methods, including market, income and cost approaches.

The Plan categorizes its financial instruments into a three-level hierarchy based on the priority of the inputs to the valuation technique. The fair value hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). If the inputs used to measure fair value fall within different levels of the hierarchy, the category level is based on the lowest priority level input that is significant to the fair value measurement of the instrument in its entirety.

The Plan categorizes assets and liabilities held at fair value in the statements of net assets available for benefits as follows:

Level 1. Unadjusted quoted prices accessible in active markets for identical assets or liabilities at the measurement date and mutual funds where the value per share (unit) is determined and published daily and is the basis for current transactions.

Level 2. Unadjusted quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active or inputs (other than quoted prices) that are observable or that are derived principally from or corroborated by observable market data through correlation or other means. Primary inputs to this valuation technique may include comparative trades, bid/asks, interest rate movements, U.S. Treasury rates, Secured Overnight Financing Rate, prime rates, cash flows, maturity dates, call ability, estimated prepayments and/or underlying collateral values.

Level 3. Prices or valuation techniques that require inputs that are both unobservable and significant to the overall fair value measurement. Inputs reflect management's best estimates of the assumptions market participants would use at the measurement date in pricing the asset or liability. Consideration is given to the risk inherent in both the method of valuation and the valuation inputs.

The Plan reviews its fair value hierarchy classifications for assets and liabilities. Changes in the observability of significant valuation inputs identified during these reviews may trigger reclassifications. Reclassifications are reported as transfers at the beginning of the reporting period in which the change occurs.

See Investment in Master Trust above for valuation methodologies for investments held.

Administrative Expenses

Investment advisory fees, management fees, and all other administrative fees are paid from Plan assets. All other administrative fees primarily relate to insurance premiums to the Pension Benefit Guaranty Corporation ("PBGC"), recordkeeping, trust, administrative, actuarial and investment services. Administrative expenses are recognized when incurred.

NATIONWIDE RETIREMENT PLAN – FINAL AVERAGE PAY

Notes to December 31, 2024 Financial Statement

Subsequent Events

The Plan evaluated subsequent events through October 3, 2025, the date the financial statements were issued.

(3) Plan Termination

Although it has not expressed any intent to do so, the Plan Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their account value in the Plan. Further, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following payments in the order indicated below:

- a. Benefits of those employees receiving pensions that started at least three years before the Plan terminated and those who would have started receiving pensions at least three years before the Plan terminated if they had retired three or more years before the termination date
- b. Any other vested accrued benefits guaranteed by the PBGC, as discussed below
- c. All remaining vested accrued benefits

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations as determined by a statutory ceiling determined by the PBGC.

If the termination is the result of the bankruptcy or near bankruptcy of the Plan Sponsor and the Plan's assets are not adequate to pay all benefits vested prior to the termination, the PBGC will take over the Plan and will pay those benefits which it guarantees. In this case, some participants may receive a smaller benefit than if the Plan had continued. Whether a particular participant's accumulated plan benefits will be paid depends on both the priority of those benefits (as described in the Plan) and the level of benefits guaranteed by the PBGC at that time subject to the limitations mentioned above.

If, however, the Plan is terminated for any reason other than the bankruptcy or near bankruptcy of the Plan Sponsor and the Plan has insufficient assets, the Plan Sponsor will be required to pay to the Plan an amount which, together with Plan assets, will satisfy all benefits accumulated as of the date of the Plan termination.

(4) 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 participants have rendered. Accumulated plan benefits include benefits expected to be paid to retired or terminated employees or their beneficiaries, beneficiaries of employees who have died and present employees or their beneficiaries.

The following table summarizes the actuarial present value of accumulated plan benefits for the Plan as of the date indicated:

	January 1, 2024
<i>(in thousands)</i>	
Vested benefits:	
Participants currently receiving benefits	\$ 2,049,420
Active and terminated employees not currently receiving benefits	1,713,770
Nonvested benefits	14
Total actuarial present value of accumulated plan benefits	\$ 3,763,204

The following table summarizes the change in the total actuarial present value of accumulated plan benefits:

<i>(in thousands)</i>	
Actuarial present value of accumulated plan benefits as of January 1, 2024	\$ -
Actuarial present value of accumulated plan benefits as of January 1, 2024, transferred from NRP-AB	\$ 3,800,935
Changes in actuarial assumptions	(37,731)
Actuarial present value of accumulated plan benefits as of January 1, 2024¹	\$ 3,763,204

¹ Actuarial present value of accumulated plan benefits does not reflect any amendments or contracts that were adopted between the latest benefit information date and the plan's year end.

NATIONWIDE RETIREMENT PLAN – FINAL AVERAGE PAY

Notes to December 31, 2024 Financial Statement

The actuarial present value of accumulated plan benefits (using the unit credit cost method) was determined by the Plan's actuary. Significant assumptions underlying the actuarial computations include an assumed net rate of return on investments of 6.6%, completion of 3 years of service, Pri-2012 base mortality table, MIM-2021 methodology with the same underlying data as the MP-2021 projection scale, and assumed employee turnover rate and retirement age based on actual experiences for 2015 through 2020.

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

(5) Investment in Master Trust

The Plan employs a total return investment approach whereby a mix of fixed maturity securities, equity securities, limited partnerships, a GIF and other invested assets are used to maximize the long-term return of plan assets for a prudent level of risk. Risk tolerance is established through careful consideration of plan liabilities, plan funded status and corporate financial condition. On a periodic basis, the portfolio is analyzed to establish the optimal mix of assets given current market conditions and risk tolerance. Derivatives may be utilized for management of risk exposures when they provide a more efficient alternative to cash market transactions.

The following table details net assets available for benefits in the Master Trust as of December 31, 2024:

<i>(in thousands)</i>	The Plan	NRP - Account Balance	Total Master Trust
Assets			
Investments			
Fixed maturity securities	\$ 2,123,933	\$ 602,104	\$ 2,726,037
Equity securities	300	90	390
GIF	4,843	-	4,843
Limited partnerships	1,047,491	141,411	1,188,902
Other invested assets	38,717	5,494	44,211
Total Investments	\$ 3,215,284	\$ 749,099	\$ 3,964,383
Net assets held in 401(h) account	\$ 115,606	\$ 13,126	\$ 128,732
Other Assets	28,698	6,767	35,465
Total Assets	\$ 3,359,588	\$ 768,992	\$ 4,128,580
Liabilities			
Amount related to obligation of 401(h) account	\$ 115,606	\$ 13,126	\$ 128,732
Other liabilities	378	-	378
Total Liabilities	\$ 115,984	\$ 13,126	\$ 129,110

The following table details income from the Master Trust for the year ended December 31, 2024:

<i>(in thousands)</i>	The Plan	NRP - Account Balance	Total Master Trust
Net depreciation in fair value of investments	\$ (128,362)	\$ (34,191)	\$ (162,553)
Interest income	116,323	25,229	141,552
Other income	4,992	980	5,972
Loss from Master Trust	\$ (7,047)	\$ (7,982)	\$ (15,029)

Guaranteed Investment Fund

As of December 31, 2024 the Master Trust held assets in a GIF. Investments in the GIF are group annuity contracts with NLIC. For the GIF, fair value is determined to be the contract value plus or minus a market value adjustment reported by the contract issuer.

NATIONWIDE RETIREMENT PLAN – FINAL AVERAGE PAY

Notes to December 31, 2024 Financial Statement

The market value adjustment is the amount deducted from or added to the contract value of the GIF if it would be terminated prior to its stated maturity date. The market value adjustment is calculated by comparing market value, which is determined by the Plan to represent an estimate of a market participant's valuation of the contract, to the projected liability in the GIF. The discount rate used in the GIF is the greater of Moody's A-rated intermediate term bond yield average or 7-year Treasury yield plus 0.75%. The average yield for the investment contracts based on actual earnings and on interest rate credited to participants was 4.28% for the year ended December 31, 2024. As of December 31, 2024, NLIC had a credit rating of A+ by Standard & Poor's Rating Services.

The following table presents the investments at contract value and adjustments to the contract value of the GIF in the Master Trust, as of the dates indicated:

	December 31, 2024	
<i>(in thousands)</i>		
Guaranteed investment fund issued by NLIC		
Investments at contract value	\$	5,066
Adjustment from contract value to fair value		(223)
Guaranteed investment fund issued by NLIC at fair value	\$	4,843

Limited Partnerships

The Master Trust had unfunded commitments related to its investment in limited partnerships totaling \$339.8 million as of December 31, 2024. The Plan expects the unfunded commitments to be paid out over the next five to ten years.

Derivative Instruments

The Plan is exposed to certain risks related to its investing activities, which are managed using derivative instruments.

Interest rate risk management. The Plan uses interest rate contracts, primarily futures and options, to reduce or alter interest rate exposure arising from mismatches between assets and liabilities.

Interest rate contracts are used by the Plan in association with fixed and variable rate investments to achieve cash flow streams that support certain financial obligations of the Plan and to produce desired investment returns. As such, interest rate contracts are generally used to convert fixed rate cash flow streams to variable rate cash flow streams or vice versa.

Equity market risk management. The Plan enters into transactions that expose the Plan to equity risks. The Plan uses futures and swaps to mitigate the risks.

Other risk management. As part of its regular investing activities, the Plan may purchase foreign currency denominated investments. These investments and the associated income expose the Plan to volatility associated with movements in foreign exchange rates. The Plan uses futures to mitigate the risk.

Credit risk associated with derivative transactions. The Plan periodically evaluates the risks within the derivative portfolios due to credit exposure. When evaluating this risk, the Plan considers several factors which include, but are not limited to, the counterparty credit risk associated with derivative receivables, the Plan's own credit as it relates to derivative payables, the collateral thresholds associated with each counterparty and changes in relevant market data in order to gain insight into the probability of default by the counterparty.

The following table summarizes the fair value and related notional amounts of derivative instruments in the Master Trust, excluding 401(h) account derivative instruments, as of the dates indicated:

	December 31, 2024			
	Derivative assets		Derivative liabilities	
<i>(in thousands)</i>	Fair value	Notional	Fair value	Notional
Swaps	\$ 1,206	\$ 9,564	\$ -	\$ -
Options	-	-	-	-
Futures	-	126,751	-	314,400
Total derivatives^{1, 2}	\$ 1,206	\$ 136,315	\$ -	\$ 314,400

¹ Fair value balance excludes immaterial accrued interest on derivative assets and liabilities as of December 31, 2024.

² The Plan received cash collateral of \$1.0 million as of December 31, 2024. The Plan posted no cash collateral as of December 31, 2024.

NATIONWIDE RETIREMENT PLAN – FINAL AVERAGE PAY

Notes to December 31, 2024 Financial Statement

The following table summarizes the gains and losses for derivative instruments in the Master Trust, excluding 401(h) account derivative instruments, for the years ended:

<i>(in thousands)</i>	December 31, 2024
Swaps	\$ (18,195)
Options	(1,784)
Futures	(19,873)
Total derivative (losses)	\$ (39,852)

401(h) Account Derivative Instruments

The 401(h) Account is exposed to certain risks related to its investing activities, which are managed using derivative instruments. Derivative instruments in the Master Trust comprise futures that include \$11.1 million notional assets and \$5.1 million notional liabilities as of December 31, 2024. There was no fair value associated with derivative assets and liabilities as of December 31, 2024. Derivative losses were (\$0.3) million for the year ended December 31, 2024.

(6) Fair Value Measurements

The following table summarizes Master Trust assets and liabilities held at fair value on a recurring basis as of December 31, 2024:

<i>(in thousands)</i>	Level 1	Level 2	Level 3	Total
Assets				
Investments:				
Fixed maturity securities	\$ 606,773	\$ 2,040,859	\$ 78,405	\$ 2,726,037
Equity securities	390	-	-	390
Guaranteed investment fund issued by NLIC	-	-	4,843	4,843
Other invested assets	44,211	-	-	44,211
Total investments¹	\$ 651,374	\$ 2,040,859	\$ 83,248	\$ 2,775,481
Net assets held in 401(h) account	11,949	109,203	7,580	128,732
Other assets	-	1,206	-	1,206
Total assets at fair value	\$ 663,323	\$ 2,151,268	\$ 90,828	\$ 2,905,419
Liabilities				
Amount related to obligation of 401(h) account	\$ 11,949	\$ 109,203	\$ 7,580	\$ 128,732
Total liabilities at fair value	\$ 11,949	\$ 109,203	\$ 7,580	\$ 128,732

¹ Excludes \$1.2 billion as of December 31, 2024 of limited partnership investments that use NAV as a practical expedient to estimate fair value.

The following table summarizes Level 3 fair value activity for the years ended:

	December 31, 2024			
<i>(in thousands)</i>	Fixed maturity securities	Equity securities	Guaranteed investment fund issued by NLIC	Net assets held in 401(h) account
Purchases	\$ 941	\$ -	\$ -	\$ -
Sales	\$ (24,126)	\$ -	\$ (2,984)	\$ (3,332)
Transfers in	\$ 50,695	\$ -	\$ -	\$ -
Transfers out	\$ -	\$ -	\$ -	\$ -

(7) Tax Status

The Plan Sponsor and the Plan's counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. In March of 2025, the Plan Sponsor submitted a request for a determination letter from the IRS. While the timing is unclear, it is believed that a determination letter for the Plan should be received from the IRS sometime in 2025 or 2026.

NATIONWIDE RETIREMENT PLAN – FINAL AVERAGE PAY

Notes to December 31, 2024 Financial Statement

GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Sponsor has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Sponsor believes it is no longer subject to income tax examinations for years prior to 2021.

(8) Related Party and Parties-In-Interest Transactions

NLIC receives all contributions to the GIF and provides custodial, actuarial, investment and accounting services. NLIC is compensated for such services through investment and administrative fees, which are netted against income from Master Trust in the accompanying financial statements. These fees were immaterial for the year ended December 31, 2024.

Purchases and sales of Plan assets are transacted by BNY as trustee and custodian, distributions are made to participants through Fidelity as recordkeeper and certain Plan assets were managed by investment managers. These transactions qualify as parties-in-interest transactions; however, they are exempt from the prohibited transactions rules under ERISA. Fees to service providers are included in the administrative and other expenses in the statement of changes in net assets available for benefits. The Plan is not charged for administration or other services performed on its behalf by the Plan Sponsor.

(9) Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the accompanying financial statements to the Form 5500, as of the dates indicated:

	December 31,
<i>(in thousands)</i>	2024
Net assets available for benefits per the accompanying financial statements	\$ 3,342,644
Funds held in 401(h) account included as assets in Form 5500	115,606
Net assets available for benefits per Form 5500	\$ 3,458,250

The net assets of the 401(h) account included in Form 5500 are not available to pay pension benefits, but can be used only to pay retiree health benefits.

The following is a reconciliation of the change in net assets available for benefits per the accompanying financial statements to the Form 5500, for the year ended:

	December 31,
<i>(in thousands)</i>	2024
Change in net assets available for benefits per accompanying financial statements	\$ 3,342,644
Net investment income from master trust investment accounts 401(h)	3,257
Transfers for 401(h) investments	112,349
Change in net assets available for benefits per Form 5500	\$ 3,458,250

Attachment to Schedule SB of 2024 Form 5500

Name: Nationwide Retirement Plan - Final Average Pay
 EIN / PN 31-4177100/002

Schedule SB, line 26 - Schedule of Active Participant Data

Attained Age	YEARS OF CREDITED SERVICE														
	Under 1			1 to 4			5 to 9			10 to 14			15 to 19		
	No.	Average		No.	Average		No.	Average		No.	Average		No.	Average	
		Comp.	Cash Bal.		Comp.	Cash Bal.		Comp.	Cash Bal.		Comp.	Cash Bal.		Comp.	Cash Bal.
Under 25	-	*	*	-	*	*	-	*	*	-	*	*	-	*	*
25 to 29	-	*	*	1	*	*	-	*	*	-	*	*	-	*	*
30 to 34	-	*	*	-	*	*	-	*	*	-	*	*	-	*	*
35 to 39	-	*	*	-	*	*	-	*	*	2	*	*	-	*	*
40 to 44	-	*	*	2	*	*	4	*	*	18	*	*	9	*	*
45 to 49	-	*	*	2	*	*	6	*	*	25	110,106	42,438	38	126,931	70,664
50 to 54	-	*	*	2	*	*	10	*	*	61	117,456	53,278	38	134,251	74,052
55 to 59	-	*	*	4	*	*	12	*	*	100	108,702	50,197	36	119,532	86,094
60 to 64	-	*	*	4	*	*	9	*	*	93	114,042	56,654	30	98,840	89,498
65 to 69	-	*	*	1	*	*	3	*	*	23	128,254	64,974	4	*	*
70 & up	-	*	*	-	*	*	2	*	*	3	*	*	-	*	*

Attained Age	YEARS OF CREDITED SERVICE														
	20 to 24			25 to 29			30 to 34			35 to 39			40 & up		
	No.	Average		No.	Average		No.	Average		No.	Average		No.	Average	
		Comp.	Cash Bal.		Comp.	Cash Bal.		Comp.	Cash Bal.		Comp.	Cash Bal.		Comp.	Cash Bal.
Under 25															
25 to 29															
30 to 34															
35 to 39	-	*	*												
40 to 44	159	110,600	49,916	4	*	*									
45 to 49	601	132,740	63,449	171	132,406	62,675									
50 to 54	548	133,201	65,864	484	149,367	78,803	120	136,196	74,514	2	*	*			
55 to 59	425	127,734	66,974	434	141,999	74,763	345	138,899	77,872	159	125,866	63,830			
60 to 64	234	117,881	63,686	220	145,865	80,376	159	129,145	90,448	257	122,709	95,386	10	*	*
65 to 69	62	123,974	148,989	35	122,755	181,221	14	*	*	50	111,393	217,081	-	*	*
70 & up	7	*	*	8	*	*	4	*	*	3	*	*	1	*	*

* Less than 20 participants

Nationwide Retirement Plan - Final Average Pay
EIN/PIN 31-4177100/002
Attachment to Schedule SB of 2024 Form 5500

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

Actuarial Methods for Funding and Present Value of Accrued Benefits

Liability Valuation Method

Funding Target and Target Normal Cost as Defined in PPA

The Funding Target is defined to be the present value of the benefits accrued or earned at the valuation date. The earned benefits include retirement-type benefits and ancillary benefits (1.430(d)-1(c)(1)(i)). If the amount of a benefit that is expected to be paid is neither a function of the accrued benefit at the time the benefit is expected to be paid nor a function of the participant's service at that time, then the portion of the benefit taken into account for purposes of determining the Funding Target for a plan year is based on the proportion of a participant's service as of the first day of the plan year relative to the service the participant will have when the participant decrements. The portion of the benefit that is taken into account in the Target Normal Cost is the increase in the proportional benefit for the plan year (1.430(d)-1(c)(1)(ii)(C)). The determination of the Funding Target and Target Normal Cost of a Plan for a plan year is not permitted to take into account any limitations or anticipated limitations under section 436 (1.430(d)-1(c)(1)(iii)).

The Target Normal Cost is the present value of all the benefits expected to accrue or to be earned during the year (benefits attributable to services performed in a prior year that are increased by reason of a compensation increase in the current year are treated as having accrued during the current year). Plan administrative expenses paid (or expected to be paid) from Actuarial Value of Assets for a plan year are not reflected in the determination of a plan's Funding Target for that plan year (1.430(d)-1(c)(2)), but are reflected in the determination of a plan's Target Normal Cost.

Generally if insurance contracts are held by the Plan, they are included in Actuarial Value of Assets and the related benefits are included in the liability. In the case of benefits that are funded through insurance contracts purchased from an insurance company licensed under the laws of a State, the Plan is permitted to exclude the benefits from the liability and the insurance policy from the assets, but only to the extent that the right to receive benefits is an irrevocable contractual right based on premiums paid prior to the valuation date (1.430(d)-1(c)(3)).

The determination of a Plan's Funding Target and Target Normal Cost for a plan year is based on Plan provisions that are adopted no later than the valuation date for the plan year and that become effective during that plan year. Section 412(d)(2) applies for purposes of determining whether a Plan amendment is treated as having been adopted on the first day of the plan year (including a Plan amendment adopted within two and one half months after the close of the plan year) (1.430(d)-1(d)).

For maximum deductible purposes, the cushion amount is equal to the sum of 50 percent of the Funding Target for the plan year and the amount the Funding Target for the plan year would increase if the Plan were to take into account increases in compensation which are expected to occur in succeeding plan years. If the Plan does not base benefits for service to date on compensation, increases in benefits which are expected to occur in succeeding plan years (determined on the basis of the average annual increase in benefits over the six preceding plan years) are taken into account in lieu of expected increases in compensation. For plans that have less than 100 participants, increases in benefits for highly compensated employees as a result of Plan amendments within the last two years are excluded from the calculation of the cushion amount.

Nationwide Retirement Plan - Final Average Pay
EIN/PIN 31-4177100/002
Attachment to Schedule SB of 2024 Form 5500

Schedule SB, Part V - Statement of Actuarial Assumptions/Methods
Actuarial Methods for Funding and Present Value of Accrued Benefits

Asset Valuation Method

Actuarial Value of Assets are equal to the Market Value of Assets plus receivable contributions discounted at the appropriate interest rate to the valuation date.

Procedures

Financial and census data: Financial data was submitted by the Trustee and census data was submitted by the employer. Information provided was reviewed for internal consistency and we have no reason to doubt its substantial accuracy.

No benefits of materiality were excluded from the valuation of the liabilities.

The limitations of the Internal Revenue Code 415(b) and 401(a)(17) have been incorporated into our calculations.

No liability is included for participants who terminated without vesting in their benefit prior to the valuation date.

The employer provided us with the data on its employees as of the valuation date, but only those employees who have completed the Plan's eligibility requirements are included in the valuation of liabilities.

Benefits are modeled on an annual time step. Adjustments are made to the nominal benefit to reflect discounting and survivorship throughout the year to adjust to monthly payment frequency.

Method Changes Since Last Year

There were no method changes since the prior valuation.

Nationwide Retirement Plan - Final Average Pay
EIN/PIN 31-4177100/002
Attachment to Schedule SB of 2024 Form 5500

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

Actuarial Cost Method	Unit Credit				
Asset Valuation Method	Market Value of Assets plus receivable contributions discounted at the appropriate interest rate to the valuation date.				
Interest Rates		Pre-MAP-21 Segment Rates	25-Year Average Segment Rates	ARP/IIJA	
				Corridor (95%-105%)	Segment Rates
	Lookback Month	January	N/A	N/A	N/A
	First Segment Rate	4.37%	5.00%	4.75% - 5.25%	4.75%
	Second Segment Rate	4.96%	5.13%	4.87% - 5.39%	4.96%
	Third Segment Rate	4.95%	5.88%	5.59% - 6.17%	5.59%
	Effective Rate	4.92%	N/A	N/A	5.18%
Salary Scale	In accordance with Nationwide Retirement Plan experience, an age-based table of rates. This table was developed in 2021 based on actual experience of real salary increases for 2015 through 2020. The real salary scale will be combined with the assumption on expected rate of inflation to arrive at the nominal salary scale.				
	Sample rates are as follows:				
	Age	Real Salary Scale	Expected Inflation	Nominal Salary	
	25	7.90%	2.25%	10.33%	
	30	5.90%	2.25%	8.28%	
	35	4.65%	2.25%	7.00%	
	40	3.15%	2.25%	5.47%	
	45	2.40%	2.25%	4.70%	
	50	2.15%	2.25%	4.45%	
Social Security Wage Base Projection Rate	3.25% per annum				
Account Balance Interest Crediting Rate and Conversion Rate	3.85%				
	Due to model limitation, monthly crediting of pay credit and interest credit for Account Balance benefit is assumed instead of the bi-weekly crediting prescribed by the Plan.				
Variable Cost-of-Living Adjustment	For COLAs effective March 1, 2024 and later, 0.00% because the Group Annuity Fund return is expected to be less than 5% and there is no balance in the Excess Interest Account.				

Nationwide Retirement Plan - Final Average Pay
EIN/PIN 31-4177100/002
Attachment to Schedule SB of 2024 Form 5500

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

Mortality	<p><u>Funding Target</u>: As defined in §1.430(h)(3)-1(a)(3). This table is based on the annuitant and non-annuitant mortality rates for 2024 for males and females from IRS §1.430(h)(3)-1(e).</p>																																																																								
Optional Form Conversion Basis	<ul style="list-style-type: none">▪ Mortality: 2024 IRS 417(3) published table▪ Interest:<ul style="list-style-type: none">• Funding Target: using the Interest Rates described on page 3																																																																								
Withdrawal	<p>In accordance with Nationwide Retirement Plan experience, select and ultimate tables for males and females. These tables were developed in 2021 based on actual experience for 2015 through 2020. Sample rates as follows:</p> <table><tr><td></td><td colspan="3"><u>Years of Service</u></td></tr><tr><td><u>Age</u></td><td><u>0 - 2</u></td><td><u>3 - 4</u></td><td><u>5 +</u></td></tr><tr><td>25</td><td>30.00%</td><td>12.50%</td><td>9.12%</td></tr><tr><td>30</td><td>30.00%</td><td>12.50%</td><td>9.12%</td></tr><tr><td>35</td><td>30.00%</td><td>12.50%</td><td>8.88%</td></tr><tr><td>40</td><td>30.00%</td><td>12.50%</td><td>8.48%</td></tr><tr><td>45</td><td>25.00%</td><td>12.50%</td><td>7.94%</td></tr><tr><td>50</td><td>25.00%</td><td>10.00%</td><td>7.25%</td></tr></table>		<u>Years of Service</u>			<u>Age</u>	<u>0 - 2</u>	<u>3 - 4</u>	<u>5 +</u>	25	30.00%	12.50%	9.12%	30	30.00%	12.50%	9.12%	35	30.00%	12.50%	8.88%	40	30.00%	12.50%	8.48%	45	25.00%	12.50%	7.94%	50	25.00%	10.00%	7.25%																																								
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Retirement	<p>In accordance with Nationwide Retirement Plan experience, the following tables for males and females. These tables were developed in 2021 based on actual experience for 2015 through 2020. Rates are as follows:</p> <table><tr><td colspan="2"><u>Account Balance Only¹</u></td><td colspan="2"><u>FAP Eligible²</u></td></tr><tr><td><u>Age</u></td><td><u>Rate</u></td><td><u>Age</u></td><td><u>Rate</u></td></tr><tr><td>55</td><td>10%</td><td>55</td><td>6%</td></tr><tr><td>56</td><td>10%</td><td>56</td><td>6%</td></tr><tr><td>57</td><td>10%</td><td>57</td><td>10%</td></tr><tr><td>58</td><td>10%</td><td>58</td><td>10%</td></tr><tr><td>59</td><td>10%</td><td>59</td><td>10%</td></tr><tr><td>60</td><td>10%</td><td>60</td><td>10%</td></tr><tr><td>61</td><td>10%</td><td>61</td><td>10%</td></tr><tr><td>62</td><td>15%</td><td>62</td><td>15%</td></tr><tr><td>63</td><td>15%</td><td>63</td><td>20%</td></tr><tr><td>64</td><td>20%</td><td>64</td><td>20%</td></tr><tr><td>65</td><td>20%</td><td>65</td><td>30%</td></tr><tr><td>66</td><td>30%</td><td>66</td><td>40%</td></tr><tr><td>67</td><td>30%</td><td>67</td><td>40%</td></tr><tr><td>68</td><td>30%</td><td>68</td><td>40%</td></tr><tr><td>69</td><td>30%</td><td>69</td><td>40%</td></tr><tr><td>70 +</td><td>100%</td><td>70 +</td><td>100%</td></tr></table> <p>¹ Benefits for Participants whose most recent rehire date is after December 31, 2001 have been converted to the Account Balance structure of the plan.</p> <p>² Includes both the FAP Grandfathered as well as FAP Non-Grandfathered participants.</p>	<u>Account Balance Only¹</u>		<u>FAP Eligible²</u>		<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	55	10%	55	6%	56	10%	56	6%	57	10%	57	10%	58	10%	58	10%	59	10%	59	10%	60	10%	60	10%	61	10%	61	10%	62	15%	62	15%	63	15%	63	20%	64	20%	64	20%	65	20%	65	30%	66	30%	66	40%	67	30%	67	40%	68	30%	68	40%	69	30%	69	40%	70 +	100%	70 +	100%
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Nationwide Retirement Plan - Final Average Pay
EIN/PIN 31-4177100/002
Attachment to Schedule SB of 2024 Form 5500

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

Disability Incidence	Standard table developed by the Society of Actuaries, based on experience under the federal employees' system retirement, is used for female participants while the rates reduced to 50% for male participants. These rates are consistent with the actual plan experience from 2015 through 2020. Sample rates as follows:				
	<u>Age</u>	<u>Male</u>	<u>Female</u>		
	25	0.05%	0.04%		
	30	0.04%	0.07%		
	40	0.05%	0.13%		
	50	0.12%	0.21%		
	60	0.27%	0.32%		
	64	0.35%	0.38%		
Benefit Form Election	The below rates were developed in 2021 based on actual Nationwide Retirement Plan experience for 2015 through 2020.				
		<u>Retirement from Active Employment</u>		<u>Termination and Subsequent Retirement*</u>	
	<u>Form of Payment</u>	<u>FAP</u>	<u>AB**</u>	<u>FAP</u>	<u>AB**</u>
	Lump Sum	5%	33%	5%	11%
	Life Only Annuity	32%	25%	30%	42%
	10 yr. Certain & Life Annuity	9%	5%	9%	5%
	75% Joint & Survivor Annuity	28%	17%	28%	23%
	100% Joint & Survivor Annuity	26%	20%	28%	19%
	* Lump sums are assumed to be paid at termination. Other forms of payment are assumed to commence at age 65.				
	** Benefits for Participants whose most recent rehire date is after December 31, 2001 have been converted to the Account Balance structure of the plan.				
Marriage Rate	80% of male employees and 65% of female employees are assumed to be married. Males are assumed to be three years older than females. Actual spousal data is used for retirees.				
Administrative Expenses	Administrative expenses are based on a rolling 2-year average of actual administrative expenses plus expected PBGC premiums for the current year rounded to the nearest \$1,000.				
		2024		2023	
	2-year Expense Average	\$	2,070,000	\$	3,467,000
	PBGC Premium	\$	2,897,000	\$	42,225,000
	Total Estimated Admin Expenses	\$	4,967,000	\$	45,692,000
	Administrative Expenses exclude investment management fees.				
	2023 admin expenses are for the NRP prior to the NRP-FAP spin-off. 2024 2-year expense average includes a 15% load to reflect higher expenses for the split plans, and is allocated to the NRP-FAP based on client guidance.				
Historical Earnings Used for Valuation Purposes	For benefits based on pre-1996 service under the former Wausau Insurance Company Plan, annualized base pay as of December 31 of each plan year.				
	For all other active participants, W-2 earnings modified according to the pension plan definition of covered compensation.				
	For disabled participants, the greater of annualized base pay at date of disability or W-2 earnings (as modified by the Plan) in the year prior to disability.				

Nationwide Retirement Plan - Final Average Pay
EIN/PIN 31-4177100/002
Attachment to Schedule SB of 2024 Form 5500

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

Valuation Year Compensation	<p>Valuation Year Compensation reflects Base Compensation adjusted by adding Target Bonuses and subtracting Deferred Compensation.</p> <p>When target bonuses are not provided by Nationwide an estimated target bonus was determined with reference to other participants with similar plan codes / salary grades.</p>
Data	<p>This actuarial valuation has been prepared based upon participant data provided by the employer. We have checked the data for reasonableness but have not independently audited the data. We have no reason to believe the data is not complete and accurate and know of no further information that is essential to the preparation of the actuarial valuation.</p>
Assumption Changes Since Last Year	<p>The Optional Form Conversion Mortality Basis was updated.</p> <p>The Interest Rates and Mortality tables were updated per IRS requirements.</p> <p>The Account Balance Interest Crediting Rate and Conversion Rate changed from 4.25% to 3.85%.</p>

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

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

A Name of plan Nationwide Retirement Plan - Final Average Pay	B Three-digit plan number (PN) ► 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Nationwide Mutual Insurance Company	D Employer Identification Number (EIN) 31-4177100
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>1</u> Day <u>1</u> Year <u>2024</u>	
2 Assets:	
a Market value	2a 4,294,139,015
b Actuarial value	2b 4,294,139,015
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment.....	(1) Number of participants 15,930 (2) Vested Funding Target 2,261,311,780 (3) Total Funding Target 2,261,311,780
b For terminated vested participants.....	7,869 873,661,533 873,661,533
c For active participants	5,058 1,135,655,726 1,135,670,921
d Total.....	28,857 4,270,629,039 4,270,644,234
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate	5 5.18 %
6 Target normal cost.....	
a Present value of current plan year accruals.....	6a 38,023,145
b Expected plan-related expenses	6b 4,967,000
c Target normal cost	6c 42,990,145

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

<div>SIGN HERE</div>	<div></div> <div>Signature of actuary</div>	<div>9/24/2025</div> <div>Date</div>
	<div>Timothy J. Geddes</div> <div>Type or print name of actuary</div>	<div>23-06181</div> <div>Most recent enrollment number</div>
	<div>Deloitte Consulting LLP</div> <div>Firm name</div>	<div>(313) 396-3954</div> <div>Telephone number (including area code)</div>
	<div>1001 Woodward Ave, Suite 700</div> <div>Detroit MI 48226</div> <div>Address of the firm</div>	

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	0
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	0
10 Interest on line 9 using prior year's actual return of <u>6.53</u> %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.35</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	-616,562,391
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	616,562,391

Part III Funding Percentages

14 Funding target attainment percentage	14	86.11%
15 Adjusted funding target attainment percentage	15	100.55%
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	81.43%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
09/18/2024	83,471				
10/02/2024	11,540				
04/29/2025	50,000,000				
05/29/2025	50,000,000				
Totals ▶			18(b)	100,095,011	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	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	93,383,317

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age				22 62
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> 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.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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	
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	42,990,145	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	593,067,610	57,112,330	
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	100,102,475	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement		100,102,475	100,102,475
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	93,383,317	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	93,383,317	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	93,383,317	
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. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021

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

Attachment to Form 5500 Schedule SB

EIN/PN 31-4177100/002

Nationwide Retirement Plan - Final Average Pay

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	14,419,377	12,421,388	216,045,784	242,886,549
2025	23,279,357	19,133,302	210,232,525	252,645,184
2026	32,076,201	27,094,936	204,583,984	263,755,121
2027	40,582,910	35,885,385	198,838,869	275,307,165
2028	48,509,664	41,986,392	192,973,504	283,469,561
2029	55,669,348	48,027,809	187,101,978	290,799,135
2030	62,267,644	53,347,535	181,069,314	296,684,493
2031	68,221,492	58,094,257	174,822,644	301,138,393
2032	73,305,724	62,042,313	168,336,690	303,684,727
2033	77,816,830	65,644,116	161,654,673	305,115,619
2034	81,603,941	68,809,424	154,771,268	305,184,633
2035	85,308,504	71,547,711	147,588,428	304,444,644
2036	88,745,078	73,514,887	140,188,961	302,448,926
2037	91,938,683	74,629,438	132,502,228	299,070,349
2038	94,509,899	75,299,329	124,603,966	294,413,194
2039	96,371,112	75,427,936	116,566,405	288,365,453
2040	98,312,320	75,098,003	108,425,357	281,835,680
2041	99,402,024	74,515,322	100,192,792	274,110,138
2042	100,131,162	73,522,316	91,913,153	265,566,631
2043	99,970,185	72,106,276	83,673,176	255,749,636
2044	99,108,325	70,333,539	75,604,356	245,046,220
2045	97,605,374	68,153,649	67,778,849	233,537,872
2046	95,398,841	65,648,879	60,208,023	221,255,744
2047	92,855,750	62,955,316	52,964,787	208,775,853
2048	89,758,517	60,019,595	46,118,214	195,896,325

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

Attachment to Form 5500 Schedule SB

EIN/PN 31-4177100/002

Nationwide Retirement Plan - Final Average Pay

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2049	86,284,249	56,878,211	39,730,285	182,892,745
2050	82,551,592	53,588,704	33,852,237	169,992,533
2051	78,579,214	50,177,920	28,521,242	157,278,376
2052	74,396,654	46,694,533	23,758,538	144,849,726
2053	70,028,402	43,168,807	19,568,754	132,765,963
2054	65,531,885	39,623,072	15,940,325	121,095,282
2055	60,937,312	36,113,606	12,847,454	109,898,371
2056	56,294,526	32,671,439	10,252,815	99,218,781
2057	51,646,679	29,332,090	8,110,376	89,089,145
2058	47,043,896	26,127,925	6,368,641	79,540,462
2059	42,531,497	23,086,802	4,973,924	70,592,223
2060	38,153,253	20,231,725	3,873,082	62,258,060
2061	33,946,736	17,580,150	3,015,759	54,542,645
2062	29,947,244	15,143,728	2,356,111	47,447,084
2063	26,183,754	12,928,653	1,853,831	40,966,239
2064	22,679,171	10,935,910	1,474,542	35,089,623
2065	19,450,280	9,161,822	1,189,756	29,801,858
2066	16,507,776	7,598,967	976,492	25,083,235
2067	13,856,774	6,236,915	816,646	20,910,335
2068	11,496,721	5,062,949	696,259	17,255,929
2069	9,421,967	4,062,730	604,782	14,089,479
2070	7,622,158	3,220,813	534,371	11,377,342
2071	6,082,607	2,521,082	479,270	9,082,959
2072	4,784,965	1,947,205	435,316	7,167,486
2073	3,708,072	1,483,064	399,495	5,590,632

Attachment to Schedule SB of 2024 Form 5500**Name:** Nationwide Retirement Plan - Final Average Pay**EIN / PIN** 31 - 4177100 / 002**Schedule SB, Line 22 - Description of Weighted Average Retirement Age**

The valuation uses rates of retirement for each age once a participant attains early retirement eligibility. The average weighted retirement age for the plan is calculated as follows:

Cash Balance					Final Average Pay Eligible				
(A)	(B)	(C)	(D)	(A) * (D)	(A)	(B)	(C)	(D)	(A) * (D)
Age	Count	Retirement Rate	Retirements	Weighted Age	Age	Count	Retirement Rate	Retirements	Weighted Age
55	10,000	10%	1000	55,000	55	10,000	6%	600	33,000
56	9,000	10%	900	50,400	56	9,400	6%	564	31,584
57	8,100	10%	810	46,170	57	8,836	10%	884	50,388
58	7,290	10%	729	42,282	58	7,952	10%	795	46,110
59	6,561	10%	656	38,704	59	7,157	10%	716	42,244
60	5,905	10%	591	35,460	60	6,441	10%	644	38,640
61	5,314	10%	531	32,391	61	5,797	10%	580	35,380
62	4,783	15%	717	44,454	62	5,217	15%	783	48,546
63	4,066	15%	610	38,430	63	4,434	20%	887	55,881
64	3,456	20%	691	44,224	64	3,547	20%	709	45,376
65	2,765	20%	553	35,945	65	2,838	30%	851	55,315
66	2,212	30%	664	43,824	66	1,987	40%	795	52,470
67	1,548	30%	464	31,088	67	1,192	40%	477	31,959
68	1,084	30%	325	22,100	68	715	40%	286	19,448
69	759	30%	228	15,732	69	429	40%	172	11,868
70	531	100%	531	37,170	70	257	100%	257	17,990
				<u>613,374</u>					<u>616,199</u>

The average weighted retirement age above is the sum of the weighted age (613,374)
divided by the original count (10,000)

61

The average weighted retirement age above is the sum of the weighted age (616,199)
divided by the original count (10,000)

62

Number of 2024 Cash Balance Participants

861

Number of 2024 Final Average Pay Participants

4,197

The weighted retirement age is the blended retirement age of
the two groups.

62

Nationwide Retirement Plan

Valuation Date: January 1, 2024

Plan Name: Nationwide Retirement Plan - Final Average Pay**EIN: 31 - 4177100****Plan Number: 002****Attachment to the 2024 Schedule SB (Form 5500)****Schedule SB, Line 12 – Explanation of Reduction in Prefunding Balance**

The amount included in Line 12 is not due to an election or deemed election. Rather it reflects a transfer of Prefunding Balance of \$616,562,391 into the Nationwide Retirement Plan - Final Average Pay from the Nationwide Retirement Plan -Account Balance (Plan number 333) as of January 1, 2024. The reconciliation of Prefunding Balance from January 1, 2023 to January 1, 2024 is shown below:

	Prefunding Balance
a. Balance at January 1, 2023	\$0
b. Portion used to offset prior year's funding requirements	\$0
c. Amount remaining: (a) – (b)	\$0
d. Interest on (c) to end of year using prior year's actual asset return rate of 6.53%	\$0
e. Prior year's excess contributions	\$0
f. Interest on portion of (e) that excludes balance used to cover quarterlies using prior year's effective rate of 5.35%	\$0
g. Interest on balance used to cover quarterlies (but not greater than (e)) using actual asset return rate of 6.53%	\$0
h. Total available to add to Prefunding Balance at January 1, 2024: (e) + (f) + (g)	\$0
i. Portion of (h) to be added to Prefunding Balance	\$0
j. Transfer from NRP - Account Balance at January 1, 2024	\$616,562,391
k. Reduction in balance due to elections or deemed elections	\$0
l. Balance at January 1, 2024 after mandatory and voluntary release: (c) + (d) + (i) + (j) - (k)	\$616,562,391

Nationwide Retirement Plan - Final Average Pay
EIN/PIN 31-4177100/002
Attachment to Schedule SB of 2024 Form 5500

Schedule SB, Part V - Summary of Plan Provisions

Effective date of the plan	January 1, 2024.
Plan Year	January 1 to December 31.
Entry Date	January 1 and July 1 of each Plan Year.
Eligibility	Each individual who was a Participant in the NRP as of December 31, 2023 and whose benefits include any portion determined by a formula other than the Account Balance structure. Participation is closed as of January 1, 2024. No other individual will be eligible to participate in this Plan or receive a benefit under this Plan.
Months of Participation Service	For active participants on or after January 1, 1996, one month of Participation Service is credited each calendar month during which he/she is a participant in the plan and works one or more hours.
Months of Accrual Service	One month of Accrual Service is credited to a participant for each calendar month after December 31, 2001 during which the Participant works one or more hours. A Participant's Accrual Service as of December 31, 2001 is equal to their Participation Service on that date.
Months of Vesting Service	One month of Vesting Service is credited to a Participant for each calendar month during which the Participant works or receives credit for one or more hours.
Normal Retirement Date	For NRP participants, the later of (a) the fifth anniversary of participation or (b) age 65 . For NLICARP participants, age 65.
Early Retirement Date	Age 55 and 3 Years of Vesting Service for NRP participants. Age 55 and 5 Years of Continuous Service for former NLICARP participants. Age 55 and 5 Years of Vesting Service for former Harleysville participants.
Applicable Interest Rate	For each calendar quarter, the IRC §417(e) interest rate as published by the IRS for the second month preceding the beginning of such calendar quarter.
Accrued Benefit	For participants most recently hired prior to January 1, 2002 who were age 55 and above as of January 1, 2017, the accrued benefit is the larger of the accrued benefit from the Account Balance structure of the plan and the accrued benefit from the Final Average Compensation structure. For NLICARP Participants, benefits under the prior Provident formula accrued through December 31, 2003 will serve as minimum accrued benefit. For participants most recently hired prior to January 1, 2002 with age less than 55 as of January 1, 2017, the benefits earned under the Final Average Compensation structure were frozen as of December 31, 2016, and these participants were moved to the Account Balance structure of the plan. For participants rehired after December 31, 2001, the accrued benefit is the accrued benefit from the Account Balance structure of the plan.

Nationwide Retirement Plan - Final Average Pay
EIN/PIN 31-4177100/002
Attachment to Schedule SB of 2024 Form 5500

Schedule SB, Part V - Summary of Plan Provisions

Pension Covered Compensation	Modified W-2 Compensation for a calendar year (amount reported on the W-2 Wage and Tax Statement, less that portion which represents severance pay, expense reimbursements or reimbursement for relocation expenses and certain other exclusions, plus pre-tax contributions to employer sponsored benefit programs), to a maximum compensation as allowed under IRC §401(a)(17).																		
Final Average Compensation	<p>For Benefit Service on or after January 1, 1996:</p> <ul style="list-style-type: none">* The average of the highest 5 consecutive years of Pension Covered Compensation during the last 10 calendar years of service ending with the calendar year of termination of employment. <p>For Benefit Service before January 1, 1996:</p> <ul style="list-style-type: none">* For Months of Nationwide Participation Service Prior to January 1, 1996, the average of the highest 3 consecutive years of Pension Covered Compensation during the last 10 calendar years of service ending with the calendar year of termination of employment.* For Months of Wausau Participation Service Prior to January 1, 1996, the average of the highest 3 consecutive calendar year-end rates of base pay during the last 10 calendar years of service ending with the calendar year preceding the calendar year of termination of employment.* For Months of Farmland Participation Service Prior to January 1, 1996, the average of the highest 4 years of Pension Covered Compensation during the last 10 calendar years of service ending with the calendar year of termination of employment.																		
Account Balance	<p>For all active participants, an opening account balance was established on January 1, 2002. The opening account balance is the present value of the Normal Retirement Benefit accrued under the Final Average Compensation benefit structure as of December 31, 2001.</p> <p>Interest Credits accrue on the Account Balance each bi-weekly based upon the 30-year Treasury Rate (but not less than 3.25%). Pay credits are credited to the account at each bi-weekly pay period. The amount of the pay credit is based on Accrual Service on the first day of each Plan Year. The pay credit accrual schedule is:</p> <table><tr><td><u>Accrual Service</u></td><td><u>Base Credit for All Pay</u></td><td><u>Excess Credit for Pay in Excess of the Wage Base</u></td></tr><tr><td>0 - 3 years</td><td>3%*</td><td>3%</td></tr><tr><td>4 - 9 years</td><td>4%</td><td>4%</td></tr><tr><td>10 - 15 years</td><td>5%</td><td>4%</td></tr><tr><td>16 - 22 years</td><td>6%</td><td>4%</td></tr><tr><td>Over 22 years</td><td>7%</td><td>4%</td></tr></table> <p>Beginning January 1, 2010, participants accruing FAP benefits will not receive pay credits but will continue to receive interest credits on their Account Balance.</p> <p>As of January 1, 2017, FAP Participants who were less than age 55 were moved to the Account Balance structure of the plan.</p> <p>*Employees entering the plan through the Harleysville, Inc. acquisition earned an initial base credit of 4%. Harleysville hires after the acquisition earn the standard, initial base rate of 3%.</p>	<u>Accrual Service</u>	<u>Base Credit for All Pay</u>	<u>Excess Credit for Pay in Excess of the Wage Base</u>	0 - 3 years	3%*	3%	4 - 9 years	4%	4%	10 - 15 years	5%	4%	16 - 22 years	6%	4%	Over 22 years	7%	4%
<u>Accrual Service</u>	<u>Base Credit for All Pay</u>	<u>Excess Credit for Pay in Excess of the Wage Base</u>																	
0 - 3 years	3%*	3%																	
4 - 9 years	4%	4%																	
10 - 15 years	5%	4%																	
16 - 22 years	6%	4%																	
Over 22 years	7%	4%																	

Nationwide Retirement Plan - Final Average Pay
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Attachment to Schedule SB of 2024 Form 5500

Schedule SB, Part V - Summary of Plan Provisions

Account Balance Benefit	The Account Balance Benefit is the account balance converted to a single life annuity as of age 65 using the 30-year Treasury Rates determined as of the beginning of each Calendar quarter (i.e., January 1, April 1, July 1, and October 1 of each year) based on the rate published by the Internal Revenue Service for the second month of the immediately preceding calendar quarter, but never less than 3.25%.
FAP Benefit (Final Average Compensation Structure)	<p>Participants who have been continuously employed since December 31, 2001 and were age 55 or older as of January 1, 2017, are eligible to continue to accrue benefits under the FAP formula. A Participant's Accrued Benefit from the Final Average Compensation Structure shall be the total of A, B, C, D, and E:</p> <p>A. (i) 1.25% of Final Average Compensation; plus (ii) 0.50% of the excess of Final Average Compensation over Social Security Covered Compensation; such sum multiplied by, (iii) Months of Participation Service after December 31, 1995, converted to years, not to exceed 35 years (total Participation Service is limited to 35 years).</p> <p>B. (i) 1.75% of Final Average Compensation; multiplied by (ii) Months of Farmland Participation Service prior to January 1, 1996, converted to years.</p> <p>C. (i) 1.25% of Final Average Compensation; plus (ii) 0.50% of the excess of Final Average Compensation over Social Security Covered Compensation; such sum multiplied by (iii) Months of Nationwide Participation Service (prior to 1996), converted to years, not to exceed 35 years, such product added to (iv) Months of Nationwide Participation Service (prior to 1996), converted to years, in excess of 35 years, not to exceed 5 years multiplied by (v) 1.66% of Final Average Compensation.</p> <p>D. (i) 1.25% of Final Average Compensation; plus (ii) 0.50% of the excess of Final Average Compensation over Social Security Covered Compensation; such sum multiplied by, (iii) Months of Wausau Participation Service prior to January 1, 1996 converted to years not to exceed 35 years.</p> <p>E. (i) 1.75% of Final Average Compensation; multiplied by (ii) Months of Cooperative Services Company Participation Service prior to January 1, 1996, converted to years.</p> <p>For participants most recently hired prior to January 1, 2002 who were less than age 55 as of January 1, 2017, the benefits earned under the Final Average Compensation structure are frozen as of December 31, 2016. These participants are moved to the Account Balance structure of the plan.</p>

Nationwide Retirement Plan - Final Average Pay
EIN/PIN 31-4177100/002
Attachment to Schedule SB of 2024 Form 5500

Schedule SB, Part V - Summary of Plan Provisions

FAP Benefit - Former NLICARP Participants	<p>Participants who have been continuously employed since December 31, 2002 and were age 55 or older as of January 1, 2017, are eligible to continue to accrue benefits under the FAP formula. A Participant's Accrued Benefit from the Final Average Compensation Structure shall be calculated as follows:</p> <p>(i) (A) 1.35% of Final Average Compensation; plus, (B) 0.45% of the excess of Final Average Compensation over Social Security Covered Compensation; such sum multiplied by, (C) Months of Participation Service converted to years not to exceed 30 years as of December 31, 2002; plus, (D) 1.00% of Final Average Compensation; such sum multiplied by, (E) Months of Participation Service as of December 31, 2002 converted to years in excess of 30 years not to exceed 10 years; plus,</p> <p>(ii) (A) 1.25% of Final Average Compensation; plus, (B) 0.50% of the excess of Final Average Compensation over Social Security Covered Compensation; such sum multiplied by, (C) Months of Participation Service converted to years from January 1, 2003 to December 31, 2006 but not more than 35 years minus the years credited under (i) above; plus,</p> <p>(iii) (A) 1.25% of Final Average Compensation; plus, (B) 0.50% of the excess of Final Average Compensation over Social Security Covered Compensation; such sum multiplied by, (C) Months of Participation Service converted to years after December 31, 2006, but not more than 35 years minus the years credited under (i) and (ii), above.</p> <p>For participants most recently hired prior to October 1, 2002 who were less than age 55 as of January 1, 2017, the benefits earned under the Final Average Compensation structure are frozen as of December 31, 2016 and these participants are moved to the Account Balance structure of the plan.</p>
FAP Enhancement	<p>For participants who are eligible for FAP Benefits, the FAP Enhancement is an incremental age 65 annuity. The amount of this enhancement is determined as the age 65 annualized equivalent of the excess, if any, of the Account Balance benefit above the present value of the age 65 FAP benefits.</p>
Harleysville Benefit	<p>Participants from the Harleysville acquisition have a frozen final average pay benefit from the acquired Harleysville pension plan. That benefit is added to any benefit earned under the Account Balance structure.</p>
Present Value of Provident Benefit	<p>Provident Benefit as accrued under the Provident formula as of December 31, 2003.</p> <p>The Present Value of the Provident Benefit is calculated based upon the benefit a Participant could commence at the later of attained age or age 65 had he/she incurred an eligible termination based upon Nationwide Participation Service earned to date.</p>

Nationwide Retirement Plan - Final Average Pay
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Schedule SB, Part V - Summary of Plan Provisions

Available Cash Benefit (ACB)	<p>The portion of benefit that is available to the participant as a lump sum. For any vested Participant the ACB is the greatest of:</p> <p style="padding-left: 40px;">(i) 25% of such Participant's vested Account Balance on his Termination Date, or</p> <p style="padding-left: 40px;">(ii) the lesser of:</p> <p style="padding-left: 80px;">(A) The greater of:</p> <p style="padding-left: 120px;">(a) the present value of the Participant's FAP benefit; or</p> <p style="padding-left: 120px;">(b) the Account Balance Benefit</p> <p style="padding-left: 80px;">(B) \$25,000</p> <p style="padding-left: 40px;">(iii) The Present Value of the Provident Benefit, if applicable</p>
Non-Participating Employers	<p>Service with Non-Participating Employers is not credited for Benefit Service. Compensation with Non-Participating Employers is considered in determining Pension Covered Compensation. Gartmore Morley Financial Services and Gartmore Global Investments became Non-Participating Employers effective April 1, 2000. Nationwide Financial Network was a Non-Participating Employer from October 1, 2002 through January 30, 2008.</p>
Vesting Schedule	<p>100% after 3 years of Vesting Service.</p>
Death Benefit	<p>Account Balance Benefit:</p> <p>For a vested member who dies prior to the commencement of benefits, a single lump sum equal to the participant's account balance is paid on death.</p> <p>FAP Benefit</p> <p style="padding-left: 40px;">Married: For a vested participant who dies prior to the commencement of benefits, the benefit that would have been paid had the participant retired on the date of death and elected a 50% contingent annuity under the FAP benefit.</p> <p style="padding-left: 40px;">Single: For a vested participant who dies prior to the commencement of benefits, the benefit that would have been paid to the beneficiary had the participant retired on the date of death, elected a 10-year Certain & Life and and passed away the next day.</p> <p>This death benefit is payable at the date the participant would have been eligible for retirement and is reduced for early commencement, as under early retirement.</p>

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Disability	<p>For Disability occurring on or prior to 12/31/2009, a participant who receives benefits under both Social Security and the Employer's disability income plan continues to earn Participation Service (for FAP benefit accruals), Accrual Service (For Account Balance Pay Credit percentage) and Vesting Service. For the purposes of calculating the Accrued Benefit, compensation after disability is determined to be the greater of Base Salary, Covered Compensation in the year of disability, and Covered Compensation in the year immediately preceding disability. Ongoing compensation is credited with 2.50% salary increases per year until the date such disability income benefits cease.</p> <p>For Disability occurring after 12/31/2009, a participant who receives benefits under both Social Security and the Employer's disability income plan continues to earn Vesting Service. For the purposes of calculating the Accrued Benefit, compensation after disability is determined to be the greater of Covered Compensation in the year of disability and Covered Compensation in the year immediately preceding disability. For a participant who missed his first day of work between January 1, 2010 and December 31, 2016 on account of his disability, ongoing compensation is credited with 2.50% salary increases per year until the date such disability income benefits cease. For participants who first missed a day of work after December 31, 2016 the above-mentioned Covered Compensation increases are not applicable. For the avoidance of doubt, participants who miss their first day of work after 12/31/09 do not receive continued benefit accruals in the pension plan.</p>																																										
Early Retirement Benefit	<p>The vested accrued benefit can commence following termination or be deferred to age 65. Benefits commencing prior to Normal Retirement Age are subject to reduction for early commencement based on age and eligibility.</p> <p>Sample Rates are as below:</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Age</u></th><th style="text-align: center;"><u>Early- Retirement Factors</u></th></tr> </thead> <tbody> <tr><td style="text-align: center;">35</td><td style="text-align: center;">0.083371</td></tr> <tr><td style="text-align: center;">40</td><td style="text-align: center;">0.122868</td></tr> <tr><td style="text-align: center;">45</td><td style="text-align: center;">0.182965</td></tr> <tr><td style="text-align: center;">50</td><td style="text-align: center;">0.276421</td></tr> <tr><td style="text-align: center;">55</td><td style="text-align: center;">0.426000</td></tr> <tr><td style="text-align: center;">60</td><td style="text-align: center;">0.666667</td></tr> <tr><td style="text-align: center;">62</td><td style="text-align: center;">0.800000</td></tr> <tr><td style="text-align: center;">65</td><td style="text-align: center;">1.000000</td></tr> </tbody> </table> <p>Certain other Early Retirement Factors may apply to benefits based only on service through December 31, 2009.</p> <p>For Harleysville participants who become eligible on or after January 1, 1989, the early retirement factors as specified below.</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Age</u></th><th style="text-align: center;"><u>Early- Retirement Factors</u></th></tr> </thead> <tbody> <tr><td style="text-align: center;">55</td><td style="text-align: center;">0.480</td></tr> <tr><td style="text-align: center;">56</td><td style="text-align: center;">0.520</td></tr> <tr><td style="text-align: center;">57</td><td style="text-align: center;">0.560</td></tr> <tr><td style="text-align: center;">58</td><td style="text-align: center;">0.600</td></tr> <tr><td style="text-align: center;">59</td><td style="text-align: center;">0.640</td></tr> <tr><td style="text-align: center;">60</td><td style="text-align: center;">0.680</td></tr> <tr><td style="text-align: center;">61</td><td style="text-align: center;">0.720</td></tr> <tr><td style="text-align: center;">62</td><td style="text-align: center;">0.760</td></tr> <tr><td style="text-align: center;">63</td><td style="text-align: center;">0.840</td></tr> <tr><td style="text-align: center;">64</td><td style="text-align: center;">0.920</td></tr> <tr><td style="text-align: center;">65</td><td style="text-align: center;">1.000</td></tr> </tbody> </table> <p>Other early retirement factors may apply to certain grandfathered Harleysville benefits.</p>	<u>Age</u>	<u>Early- Retirement Factors</u>	35	0.083371	40	0.122868	45	0.182965	50	0.276421	55	0.426000	60	0.666667	62	0.800000	65	1.000000	<u>Age</u>	<u>Early- Retirement Factors</u>	55	0.480	56	0.520	57	0.560	58	0.600	59	0.640	60	0.680	61	0.720	62	0.760	63	0.840	64	0.920	65	1.000
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Schedule SB, Part V - Summary of Plan Provisions

Residual FAP Benefit	<p>The amount of accrued benefit remaining after a decision is made with respect to the Available Cash benefit. The residual is calculated as:</p> <p>For each Participant who has received a distribution of his/her Available Cash Benefit, the annuity determined as of the Lump Sum Date that is equal to his/her FAP Benefit plus his/her FAP Enhancement reduced, but not below zero, by the annuity equivalent of his/her Available Cash Benefit.</p>
Post-Retirement Death Benefit - Harleysville Participants	<p>Upon death of a former Harleysville employee who had completed at least 10 years of service and retired directly from employment with the company after June 30, 1964, there shall be paid to his or her named beneficiary the sum of \$5,000.</p>
Normal Form of Benefit	<p><u>Married participants</u>: Actuarially reduced 50% joint and survivor annuity</p> <p><u>Single participants</u>: Life annuity</p>
Optional Forms	<p>Actuarial equivalent life annuity, other contingent annuities, various certain and life annuities, full lump sums (for present values up to \$50,000) or partial lump sums (up to the greater of \$25,000 or 25% of the Account Balance).</p> <p>For determining partial lump sum amounts, the present value of the Accrued Benefit from the Final Average Compensation structure is the greater of the present value of an immediately commencing annuity or present value of a deferred annuity commencing at age 65, to the present date using applicable interest rates.</p> <p>For purposes of the Full Lump Sum, the present value of the accrued benefit from FAP is based on the present value of the deferred annuity commencing at age 65.</p> <p>For calculating the present value of Variable Benefits, the plan provides for adjustments to the interest rate.</p>
Actuarial Equivalence	<p>The mortality table set forth in IRC §417(e), 7.50% interest rate for Fixed Annuity Benefits and 5.00% interest rate for Variable Annuity Benefits.</p>
Cost of Living Adjustment	<p>Annuity payments for all pensions in payment status on March 1, 1986 are guaranteed a 3% annual increase.</p> <p>Most annuity payments commencing after March 1, 1986 will be granted a variable increase not to exceed 3% based upon the investment earnings of the Variable Annuity Fund and the Excess Interest Account established on March 1, 1986. The annual increase for eligible participants whose benefits include accruals after December 31, 1993 shall also be limited to increases in the CPI and shall not occur prior to the calendar year after the participant attains age 65. Any portion of the Participant's Accrued Benefit under the Final Average Compensation structure attributable to Benefit Service earned on or after January 1, 1996 or under other predecessor plans will not be eligible for the variable increase.</p> <p>For eligible participants terminating employment after January 31, 1991, the first variable annuity increase will be pro-rated based on the number of monthly payments received prior to March 1. If the participant earned Service or Compensation after December 31, 1993, no increase will be applied if only 2 or fewer monthly payments are received prior to March 1.</p>
Changes Since Prior Valuation	<p>The plan was created, effective January 1, 2024.</p>

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Name: Nationwide Retirement Plan - Final Average Pay

EIN / PIN 31 - 4177100 / 002

Schedule SB, Line 32 - Amortization Schedule

Date Established	Amortization Base Type	Remaining Number of Years	Annual Funding Shortfall Amortization Installment	Present Value of Remaining Amortization Installments as of January 1, 2024
January 1, 2024	Funding Shortfall	15	\$ (5,556,036)	\$ (60,790,794)
January 1, 2023 ¹	Funding Shortfall	14	\$ 62,668,366	\$ 653,858,404
Total			\$ 57,112,330	\$ 593,067,610

Nationwide Retirement Plan - Final Average Pay

Valuation Date: January 1, 2024

Nationwide Retirement Plan - Final Average Pay
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Schedule SB, Line 24 - Change in Actuarial Assumptions

**Assumption Changes
Since Last Year**

- The Optional Form Conversion Mortality Basis was updated.
- The Account Balance Interest Crediting Rate and Conversion Rate changed from 4.25% to 3.85%.

The changes were made to better reflect anticipated experience.