Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2022

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
L3HARRIS SALARIED PENSION PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1929

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)
L3HARRIS TECHNOLOGIES, INC.

1025 WEST NASA BOULEVARD
MELBOURNE, FL 32919-0001

1025 WEST NASA BOULEVARD
MELBOURNE, FL 32919-0001

2b Employer Identification Number (EIN)
34-0276860

2c Plan Sponsor's telephone number
321-724-3554

2d Business code (see instructions)
333200

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.	10/09/2023	ANDREA HARTMAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/09/2023	ANDREA HARTMAN
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

EMPL. BEN. COM. L3HARRIS TECH INC.

1025 WEST NASA BOULEVARD
MELBOURNE, FL 32919-0001

3b Administrator's EIN: 34-0276860

3c Administrator's telephone number: 321-724-3554

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**	54385
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1) Total number of active participants at the beginning of the plan year	**6a(1)**	5288
a(2) Total number of active participants at the end of the plan year	**6a(2)**	0
b Retired or separated participants receiving benefits	**6b**	0
c Other retired or separated participants entitled to future benefits	**6c**	0
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	0
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**	**6f**	0
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	
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:

1A 1C 1E 1I 3H

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

9b Plan benefit arrangement (check all that apply)

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

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

a Pension Schedules

(1)	☒	**R** (Retirement Plan Information)
(2)	☐	**MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3)	☒	**SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

▶ **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
L3HARRIS SALARIED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
L3HARRIS TECHNOLOGIES, INC.

D Employer Identification Number (EIN)
34-0276860

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

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

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2022

2 Assets:

a Market value	**2a**	8239846037
b Actuarial value	**2b**	7586158685

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	34219	4721679732	4721679732
b For terminated vested participants	14878	939612783	939612783
c For active participants	5288	905961958	947060343
d Total	54385	6567254473	6608352858

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

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

5 Effective interest rate	**5**	5.38 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	1353716
b Expected plan-related expenses	**6b**	23398725
c Total (line 6a + line 6b)	**6c**	24752441

Statement by Enrolled Actuary

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

SIGN HERE

	08/29/2023
Signature of actuary	Date
SCOTT BERGER	23-06644
Type or print name of actuary	Most recent enrollment number
BUCK GLOBAL, LLC	201-902-2300
Firm name	Telephone number (including area code)
200 PLAZA DRIVE, 1ST FLOOR SECAUCUS, NJ 07094	
Address of the firm	

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)		729830270
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		106753369
9	Amount remaining (line 7 minus line 8)		623076901
10	Interest on line 9 using prior year's actual return of 13.94 %		86856920
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 4.91 %		
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	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		
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	709933821

Part III Funding Percentages

14	Funding target attainment percentage	14	104.05 %
15	Adjusted funding target attainment percentage	15	114.37 %
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	89.03 %
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
02/10/2022	17000	0			
05/23/2022	21025	0			
			Totals ► 18(b)	38025	18(c)

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	37504
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:

a Segment rates:	1st segment: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	65

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	
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**	24752441
b Excess assets, if applicable, but not greater than line 31a	**31b**	24752441

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

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**	

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

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

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

a Total (excess, if any, of line 37 over line 36)	**38a**	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
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**	

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

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

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
L3HARRIS SALARIED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
L3HARRIS TECHNOLOGIES, INC.

D Employer Identification Number (EIN)
34-0276860

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: L3HARRIS PENSION MASTER TRUST

b Name of sponsor of entity listed in (a): L3HARRIS TECHNOLOGIES, INC

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
36-6668234-300	M	0

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
L3HARRIS SALARIED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
L3HARRIS TECHNOLOGIES, INC.

D Employer Identification Number (EIN)
34-0276860

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)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	2667819	
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)	8513116079	0
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	8515783898	0
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h	990143	0
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	990143	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	8514793755	0

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)		
	(B) Participants	2a(1)(B)	0	
	(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)		0
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)		
	(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)		
	(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)		-1410897479
(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		-1410897479
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	482483567	
(2) To insurance carriers for the provision of benefits	2e(2)	57272402	
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		539755969
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		539755969
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-1950653448
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		6564140307

Part III Accountant's Opinion

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

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

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

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

(1) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] 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: BUCHBINDER TUNICK & COMPANY LLP **(2)** EIN: 13-1578842

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, 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.

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	

			Yes	No	Amount
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e	Was this plan covered by a fidelity bond?	4e	X		15000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i		X	
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l	Has the plan failed to provide any benefit when due under the plan?	4l		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n		X	

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)
L3HARRIS AVIATION PRODUCTS PENSION PLAN	34-0276860	023

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 480171.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
L3HARRIS SALARIED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
L3HARRIS TECHNOLOGIES, INC.

D Employer Identification Number (EIN)
34-0276860

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** |

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): 36-3046063 31-1000740

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** | 4492

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
Stock: 59.0 % Investment-Grade Debt: 16.0 % High-Yield Debt: 3.0 % Real Estate: 1.0 % Other: 21.0 %

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☒ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

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_____

L3HARRIS SALARIED PENSION PLAN

Financial Statements

For the Years Ended December 31, 2022 and 2021

BUCHBINDER

L3HARRIS SALARIED PENSION PLAN
Financial Statements
For the Years Ended December 31, 2022 and 2021

INDEX

	Page
Independent Auditor's Report	1 - 2
Financial Statements	
Statements of Net Assets Available for Pension Benefits	3
Statements of Changes in Net Assets Available for Pension Benefits	4
Notes to the Financial Statements	5 - 20

BUCHBINDER

INDEPENDENT AUDITOR'S REPORT

To the Trustees and Participants
L3Harris Salaried Pension Plan

Opinion

We have audited the accompanying financial statements of L3Harris Salaried Pension Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for pension benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for pension benefits for the years 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 pension benefits of L3Harris Salaried Pension Plan as of December 31, 2022 and 2021, and the changes in its net assets available for pension benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of L3Harris Salaried Pension Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis of Matter

As discussed in Note 1 to the financial statements, the Plan was merged into the L3 Harris Aviation Products Pension Plan effective December 31, 2022. Our opinion is not modified with respect to that matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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 L3Harris Salaried Pension Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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, including omissions, 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 generally accepted auditing standards, 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 L3Harris Salaried Pension 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 L3Harris Salaried Pension 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.

BUCHBINDER TUNICK & COMPANY LLP

Bethesda, MD
October 5, 2023

L3HARRIS SALARIED PENSION PLAN
Statements of Net Assets Available for Pension Benefits
December 31, 2022 and 2021
(In Thousands)

	2022	2021
Assets:		
Investments, at fair value - Plan's interest in the Master Trust	$ -	$ 8,232,185
Net assets held in 401(h) account	-	280,931
Annuity refund receivable	-	2,668
Total assets	-	8,515,784
Liabilities:		
Accrued expenses	-	990
Accounts related to obligations of 401(h) account	-	280,931
Total liabilities	-	281,921
Net assets available for pension benefits	$ -	$ 8,233,863

See notes to financial statements.

L3HARRIS SALARIED PENSION PLAN
Statements of Changes in Net Assets Available for Pension Benefits
For the Years Ended December 31, 2022 and 2021
(In Thousands)

	2022	2021
Additions to net assets attributed to:		
Plan's interest in the Master Trust investment (loss) income	$ (1,318,720)	$ 1,030,195
Employee contributions	-	31
Total additions	(1,318,720)	1,030,226
Deductions from net assets attributed to:		
Benefits paid to participants and beneficiaries	482,484	495,133
Purchase of annuity contracts	57,272	187,127
Administrative expenses	22,941	26,132
Total deductions	562,697	708,392
Net (decrease) increase prior to transfers (out of) the Plan	(1,881,417)	321,834
Transfers (out of) the Plan	(6,352,446)	-
Net (decrease) increase	(8,233,863)	321,834
Net assets available for pension benefits:		
Beginning of year	8,233,863	7,912,029
End of year	$ -	$ 8,233,863

See notes to financial statements.

L3HARRIS SALARIED PENSION PLAN
Notes to the Financial Statements
December 31, 2022 and 2021
(In Thousands)

Note 1 - Description of Plan

The following description of the L3Harris Salaried Pension Plan (the "Plan") is provided for general information purposes only. The general, eligibility, and pension benefits descriptions below apply to most participants in the L3Harris Salaried Pension Plan (formerly known as the Harris Corporation Salaried Retirement Plan). However, they may differ depending on the plan component applicable to specific participants. Therefore, participants should refer to the plan document and the applicable plan component supplement included therein for more details of these categories.

General

The Plan is a defined benefit plan covering salaried employees of Harris Corporation. On June 29, 2019, L3 Technologies, Inc. ("L3") completed its merger with Harris Corporation ("Harris") to create L3Harris Technologies, Inc. (the "Company") (the "Plan Sponsor"). The Plan funds are held in the L3Harris Pension Master Trust. See note 3 for further information regarding the Master Trust. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

Effective December 31, 2022, the Plan was merged into L3Harris Aviation Products Pension Plan. The net assets of $6,352,446 and related accumulated benefit of the Plan of $5,438,763 were transferred to the L3Harris Aviation Products Pension Plan.

Master Trust

The Northern Trust Company (the "Trustee" or "Northern Trust") serves as trustee of the Plan and administers the Plan's investment assets. The Plan's assets consist of an undivided interest in an investment account of the L3Harris Pension Master Trust, EIN 36-6668234, a master trust established by the Company and administered by the Trustee. The Master Trust includes the combined assets of the Plan, as well as several other employee benefit plans of the Company. Although assets of the Plan are commingled in the Master Trust, the Trustee maintains supporting records for the purpose of allocating the net gain of the investment account to the participating plans. The net investment income of the investment assets is allocated by the Trustee to each participating plan based on the relationship of the interest of each plan to the total of the interests of the participating plans. A schedule of the Master Trust assets has been filed with the U.S. Department of Labor and includes the Plan's proportionate share of such assets at December 31, 2022 and 2021.

Eligibility

Generally, all company salaried employees that were hired prior to December 31, 2011, are eligible to participate in the Plan upon the completion of one year of service provided that they are at least age 21.

Note 1 - Description of Plan (Continued)

Pension Benefits

Participants are generally eligible for monthly benefit payments upon reaching age 65. The normal monthly benefit payments are generally determined by multiplication of the participant's final average compensation by a benefit rate, which depends upon the period of credited service, by the total number of years of credited service, not to exceed 40 years, less applicable social security offset. A participant is generally 100% vested after three years of service. Prior to that time, the participant is not vested.

The amount of the pension benefit accruals with respect to benefit service and compensation for all persons entitled to benefits under the Plan are generally frozen as of December 31, 2016. The component plans are frozen with respect to benefit accruals and new participants. As a result, the Plan (and component plans) implemented a new cash balance formula that applies to certain active participants which provide credits to each participant's cash balance account equal to a percentage of compensation plus interest. The credits will cease upon termination of employment and interest will continue to accrue until the cash balance is distributed.

Generally, participants are eligible to receive early retirement benefits between the ages of 55 and 65 upon the completion of ten years of service. Early retirement benefits are computed in a manner similar to normal retirement at age 65, except that benefits are reduced by certain factors, as outlined in the Plan and component plan documents, for each month that the early retirement date precedes the normal retirement date.

Death and Disability Benefits

Generally, and where applicable to component plans that provide death and disability benefits, a married covered employee who is a vested participant is automatically covered by the vested spouse's benefit that provides for spousal survivorship benefits in the event of the employee's death prior to becoming eligible for early or normal retirement benefits. Also, a participant who is eligible for early or normal retirement is automatically covered by a pre-retirement survivor's benefit that provides for survivorship benefits payable to the participant's named beneficiary in the event of the participant's death prior to the benefit commencement date.

Note 1 - Description of Plan (Continued)

401(h) Account

The Plan includes a medical benefit (health and welfare) component in addition to normal retirement benefits, to fund a portion of the postretirement obligations for retirees and their beneficiaries in accordance with Section 401(h) of the Internal Revenue Code ("IRC" or the "Code"). A separate account has been established and maintained in the Plan for the net assets related to the health and welfare component ("401(h) Account"). In accordance with Section 401(h) of the Code, the Plan's investments in the 401(h) Account may not be used for, or diverted to, any purpose other than providing health and welfare benefits to retirees and participants. Any assets transferred to the 401(h) Account from the Plan in a qualified transfer of excess pension plan assets (and any income allocable thereto) that are not used during the plan year must be transferred out of the account and into the Plan. The related obligations for health and welfare benefits are not included in the Plan's actuarial present value of accumulated plan benefits but are reflected as obligations in the financial statements of L3Harris Retiree Health and Welfare Plan, L3 Technologies Funded Group Health and Welfare Plan for Retired Participants, and the Company's health and welfare benefit plans. Plan participants do not contribute to the 401(h) Account. Employer contributions or qualified transfers to the 401(h) Account are determined annually at the discretion of the Plan Sponsor.

In December 2012, the 401(h) Account was segregated into two 401(h) subaccounts. One for the funding designated for retiree medical expenses and the other for retiree prescription drug expenses. The Company began drawing down funds from the 401(h) Account to pay for qualified retiree medical and prescription costs in December 2012 and anticipates continuing drawing funds from the 401(h) Account going forward.

Note 2 - Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of Estimates

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

Note 2 - Summary of Significant Accounting Policies (Continued)

Risks and Uncertainties

Plan contributions and the actuarial present value of accumulated plan benefits are determined 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 at least reasonably possible that changes in the estimates and assumptions in the near term would be material to the financial statements.

The Plan, through the Master Trust, utilizes various investment instruments, including common and preferred stocks, U.S. government securities, corporate debt instruments, partnerships/joint ventures, common collective trusts, hedge funds, cash and cash equivalents, registered investment companies, and other investments. Investment securities, in general, are exposed to various risks, such as interest rate risk, credit risk, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Investment Valuation and Income Recognition

The Plan's interest in the Master Trust is presented at fair value, which has been determined based on the fair value of the underlying investments of the Master Trust. Fair value of a financial instrument is the amount that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See note 4 for discussion of fair value measurements.

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

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Administrative Expenses

Administrative expenses of the Plan are paid by the Master Trust on behalf of the Plan, as provided in the plan document and the Master Trust agreement. Administrative expenses consist of consulting fees, auditing fees, recordkeeping fees, and insurance expense.

Note 2 - Summary of Significant Accounting Policies (Continued)

Subsequent Events

The Plan has evaluated its December 31, 2022 financial statements for subsequent events for recognition or disclosure through October 5, 2023, the date the financial statements were available to be issued.

Note 3 - Interest in Master Trust

The fair value of the assets and liabilities of the Master Trust at December 31, 2022 and 2021 is presented in the table below. The Plan's percentage interest in the Master Trust was approximately 0.00% and 87.97% at December 31, 2022 and 2021, respectively. The 401(h) Account's percentage interest in the Master Trust was approximately 0.00% and 3.00% at December 31, 2022 and 2021, respectively.

	Master Trust		Plan's Interest in Master Trust		401(h) Interest in Master Trust	
	2022	2021	2022	2021	2022	2021
Investments:						
Common collective trusts	$ 2,134,953	$ 2,917,459	$ -	$ 2,566,529	$ -	$ 87,583
Common and preferred stocks	1,863,087	2,381,021	-	2,094,617	-	71,481
Corporate debt	1,154,216	1,450,536	-	1,276,056	-	43,547
U.S. Government securities	314,442	414,200	-	364,377	-	12,435
Partnerships/joint ventures	807,423	712,494	-	626,791	-	21,390
Hedge funds	503,020	435,885	-	383,454	-	13,086
Registered investment companies	428,112	58,581	-	51,535	-	1,759
Other	40,476	599,165	-	527,094	-	17,988
Short-term investments	1,943	389,832	-	342,941	-	11,703
Total investments	7,247,672	9,359,173	-	8,233,394	-	280,972
Accrued income, cash and net unsettled trades:						
Cash	(41,071)	-	-	-	-	-
Accrued income	27,103	24,821	-	21,835	-	745
Receivable for unsettled trades	3,636	13,658	-	12,015	-	410
Other (payables) receivables	(1,906)	687	-	604	-	21
Payable for unsettled trades	(28,533)	(40,539)	-	(35,663)	-	(1,217)
Accrued income, cash and net unsettled trades	(40,771)	(1,373)	-	(1,209)	-	(41)
Total fair value of Master Trust assets	$ 7,206,901	$ 9,357,800	$ -	$ 8,232,185	$ -	$ 280,931

Note 3 - Interest in Master Trust (Continued)

The net investment (loss) income of the Master Trust for the years ended December 31, 2022 and 2021 is presented in the table below.

	2022	2021
Net (depreciation) appreciation in fair value of investments	$ (1,598,274)	$ 1,061,723
Interest income	66,969	63,536
Dividend income	41,772	41,550
Other income	27,747	24,129
Net investment (loss) income	$ (1,461,786)	$ 1,190,938

Note 4 - Fair Value Measurements

Financial Accounting Standards Board (FASB) *Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures,* provides the framework for measuring fair value. It defines fair value as an exit price, which is the price that would be received for an asset or paid to transfer a liability in the Plan's principal or most advantageous market for the asset or liability, in an orderly transaction between market participants on the measurement date.

The fair value hierarchy generally requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. Observable inputs reflect the assumptions market participants would use in pricing the asset or liability and are developed based on market data obtained from sources independent of the reporting entity. Unobservable inputs reflect the entity's own assumptions based on market data and the entity's judgments about the assumptions that market participants would use in pricing the asset or liability and are to be developed based on the best information available in the circumstances.

The Plan determines the fair market value of its investment in securities based on the established fair value definition and hierarchy levels. The three levels within its hierarchy that may be used to measure fair value are:

Level 1: Unadjusted quoted prices in active markets for identical assets or liabilities.

Level 2: Observable inputs, including Level 1 prices that have been adjusted; quoted prices for similar assets or liabilities; quoted prices in markets that are less active than traded exchanges; and other inputs that are observable or can be substantially corroborated by observable market data.

Note 4 - Fair Value Measurements (Continued)

Level 3: Unobservable inputs that are supported by little or no market activity and that are a significant component of the fair value of the assets or liabilities.

Asset Valuation Techniques

The lowest level of input that is a significant component of the fair value measurements determines the placement of the entire fair value measurement in the hierarchy. The Plan's assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the classification of fair value assets and liabilities within the fair value hierarchy levels. The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021.

Domestic and international equity:

Domestic and international equity includes common and preferred stocks, domestic listed and foreign listed equity securities, unit trust equities, stapled securities, open-ended and closed-ended mutual funds, exchange-traded funds (registered investment companies), and these are generally valued at the closing price reported on the major market on which the individual securities are traded at the measurement date.

REITs:

Real Estate Investment Trusts (REITs) consist of securities that trade on the major exchanges and invest directly in real estate, either through properties or mortgages.

Fixed income investments:

Fixed income investments include U.S. Government securities, corporate bonds, corporate convertible bonds, asset-backed securities, bank loans, government mortgage-backed securities, non-government backed collateralized mortgage obligations and municipal obligations, which are generally valued using pricing models that use verifiable, observable market data such as interest rates, benchmark yield and bids provided by brokers or dealers, or quoted prices of securities with similar characteristics.

The fair value of the Level 3 investments is determined using the discounted cash flow method. The unobservable inputs used in this valuation to determine the pricing yield for each security include the 30-year treasury base yield, ranging between 3.84% and 4.71% as of December 31, 2022, and 0.39% and 1.82% as of December 31, 2021. Additional unobservable inputs used include a broker spread, ranging between 0.89% and 4.10% as of December 31, 2022, and 0.71% and 3.25% as of December 31, 2021.

Note 4 - Fair Value Measurements (Continued)

Short-term investments:

Short-term investments are primarily comprised of short-term money market funds, which invest primarily in short-term, high quality money market securities such as government obligations, commercial paper, time deposits and certificates of deposit which are valued at cost, which approximate fair value, or valued at quoted market prices of identical instruments.

Limited partnerships:

Limited partnership funds include buy-out (developing companies), mezzanine (funds providing mezzanine loans to companies), venture capital (start-up companies), distressed asset (distressed companies undergoing bankruptcies, etc.), commodities (businesses in commodity related sectors), real estate (residential, commercial, and industrial real estate), international equity and venture capital, and are typically limited partnership investment structures and/or joint ventures. Limited partnership valuations are based on the valuation of the underlying investments, which include inputs such as cost, operating results, discounted future cash flows and market-based comparable data. Net asset value (NAV) is used as a practical expedient to estimate fair value.

Hedge funds:

Hedge funds include equity long/short, event driven, multi-strategy, real estate and fund of funds, and are typically limited partnership investment structures. Limited partnership interests in hedge funds are primarily valued using a market approach based on net asset value (NAV) calculated by the funds and are not publicly available. NAV is used as a practical expedient to estimate fair value.

Common collective trusts:

Common collective trusts (CCTs) are valued at NAV and are arrangements in which the funds of individual trusts are pooled to avail themselves of professional investment management and achieve greater diversification of investment, stability of income, or other investment objectives. CCTs are reported at NAV, as of the measurement date. NAV is used as a practical expedient to estimate fair value.

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

Note 4 - Fair Value Measurements (Continued)

The following table sets forth by level within the fair value hierarchy a summary of the Master Trust's investments measured at fair value on a recurring basis at December 31, 2022:

	December 31, 2022			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Unobservable Inputs (Level 3)	Total
Asset category:				
Domestic equity	$ 1,148,213	$ -	$ -	$ 1,148,213
International equity	950,414	-	-	950,414
REITs	191,327	-	-	191,327
Fixed income investments	-	1,387,666	122,234	1,509,900
Short-term investments	2,414	8	-	2,422
Limited partnerships at NAV*				807,423
Hedge funds at NAV*				503,020
Common collective trusts at NAV*				2,134,953
Total	$ 2,292,368	$ 1,387,674	$ 122,234	7,247,672
Accrued income, cash and net unsettled trades				(40,771)
Total fair value of Master Trust assets				$ 7,206,901

*Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarcy to the amounts presented in Note 3.

Note 4 - Fair Value Measurements (Continued)

The following table sets forth by level within the fair value hierarchy a summary of the Master Trust's investments measured at fair value on a recurring basis at December 31, 2021:

	December 31, 2021			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Unobservable Inputs (Level 3)	Total
Asset category:				
Domestic equity	$ 1,519,931	$ -	$ -	$ 1,519,931
International equity	1,197,125	-	-	1,197,125
REITs	258,011	-	-	258,011
Fixed income investments	-	1,825,201	103,235	1,928,436
Short-term investments	18,158	371,674	-	389,832
Limited partnerships at NAV*				712,494
Hedge funds at NAV*				435,885
Common collective trusts at NAV*				2,917,459
Total	$ 2,993,225	$ 2,196,875	$ 103,235	9,359,173
Accrued income, cash and net unsettled trades				(1,373)
Total fair value of Master Trust assets				$ 9,357,800

*Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarcy to the amounts presented in Note 3.

The following table sets forth a summary of certain changes in fair value of the Master Trust's Level 3 investments for the years ended December 31, 2022 and 2021:

	Fixed Income Investments	
	2022	2021
Purchases	$ 5,401	$ 20,031
Issuances	(383)	(303)

Note 4 - Fair Value Measurements (Continued)

The following table summarizes investments measured at fair value based on net asset value (NAV) per share as of December 31, 2022 and 2021:

December 31, 2022	Fair Value	Unfunded Commitments	Frequency (If Eligible)	Redemption Notice Period
Limited partnerships (a):				
Buyout funds	$ 573,810	$ 527,064	N/A	N/A
International equity	123,468	-	Monthly	30 days
Commodities	16,992	2,750	N/A	N/A
Other	93,153	42,824	N/A	N/A
	$ 807,423	$ 572,638		
Hedge funds (c):				
Fund of funds	$ 140,865	$ -	Quarterly	See (b)
Real estate	157,732	100,000	Quarterly	See (b)
Other	204,423	-	Quarterly	See (b)
	$ 503,020	$ 100,000		
Common collective trusts	$ 2,134,953	$ -	Daily	See (b)

December 31, 2021	Fair Value	Unfunded Commitments	Frequency (If Eligible)	Redemption Notice Period
Limited partnerships (a):				
Buyout funds	$ 451,329	$ 430,116	N/A	N/A
International equity	155,735	-	Monthly	30 days
Commodities	23,642	4,932	N/A	N/A
Other	81,788	69,362	N/A	N/A
	$ 712,494	$ 504,410		
Hedge funds (c):				
Fund of funds	$ 144,972	$ -	Quarterly	See (b)
Real estate	110,192	175,000	Quarterly	See (b)
Other	180,721	-	Quarterly	See (b)
	$ 435,885	$ 175,000		
Common collective trusts	$ 2,917,459	$ -	Daily	See (b)

Note 4 - Fair Value Measurements (Continued)

(a) Limited partnership interests in private equity funds are not redeemable from the general partner. Private equity interests can be sold through a secondary sale to a third party. Distributions are generally received through the liquidation of the underlying assets of the funds. Other partnerships include distressed asset investments, venture capital funds, mezzanine funds. These partnerships (except for commodities, real estate, and international equity) are expected to be liquidated in approximately the next three to ten years.

(b) Redemption restrictions vary, within 30 to 91 days, by investment management agreement but are based on the initial investment date and take into account liquidity terms, notice periods, redemption schedules, withdrawal with or without penalties and lock-ups, if any. In certain cases, full redemption may be extended over a period of time.

(c) Fund of funds hedges invest in a variety of investments, mainly other hedge funds, of different styles with the goal of generating diversified returns in all types of market environments. Real estate hedge funds commonly invest in real estate investment trusts. However, as the name states, they may also invest in real estate properties such as residential and commercial properties and land. Other hedge funds include multi-strategy and event driven funds. Multi-strategy funds have an objective to add value from mispriced securities. These funds have entered into full redemption requests and are expected to be liquidated over the next year. Event driven funds are single direct funds attempting to generate returns in all types of market environments with appropriate amounts of risk.

Note 5 - Funding Policy

Contributions to provide benefits under the Plan are made by the Company and component plans may require employee contributions based on a percentage of their eligible compensation. The Company's funding policy is to make cash contributions to the Plan in amounts as determined by the Plan's independent actuary. The Company met the minimum funding requirements of ERISA for the years ended December 31, 2022 and 2021.

Employees' accumulated contributions with interest as of January 1, 2022 and 2021 were $1,091 and $1,907, respectively. Employee contributions were credited interest at a rate of 1.57% and 0.62% as of January 1, 2022 and 2021, respectively.

Note 6 - Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to service rendered by employees as of the valuation date. Accumulated plan benefits include benefits expected to be paid to: (a) retired or terminated employees, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries.

Note 6 - Accumulated Plan Benefits (Continued)

The actuarial present value of the accumulated plan benefits is determined by an independent actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment. Actuarial assumptions for the period before normal retirement include factors for mortality, termination of employment, early retirement, and disability.

The actuarial cost method used to measure the present value of accumulated plan benefits is the accrued benefit method. The significant actuarial assumptions used in the valuations as of January 1, , 2022 and 2021, respectively, were:

Mortality Basis: For 2022, the mortality assumption used is based on the Pri-2012 Mortality Tables projected with the Buck Modified 2021 Improvement Scale. The Buck Modified Projection Scale is a modified version of MP-2021 Improvement Scale using a long-term improvement rate of 0.75%. For 2021, the mortality assumption used is based on the Pri-2012 Mortality Tables projected with the Buck Modified 2020 Improvement Scale. The Buck Modified Projection Scale is a modified version of MP-2020 Improvement Scale using a long-term improvement rate of 0.75%.

Retirement: Retirement ranged from 50 through 70, at varying rates, with 100% by age 70. Generally, the retirement assumption was age 65 at 50%.

Investment Return: 7.50% per annum.

Discount Rate: The assumed interest rate is 7.5%

The actuarial present value of accumulated plan benefits as of January 1, 2021, is as follows:

Vested accumulated plan benefits:		
Retired participants and/or beneficiaries currently receiving benefits	$	3,962,570
Other participants		1,444,996
Total vested accumulated plan benefits		5,407,566
Nonvested accumulated plan benefits		31,198
Total actuarial present value of accumulated plan benefits	$	5,438,764

Note 6 - Accumulated Plan Benefits (Continued)

The changes in the actuarial present value of the Plan's accumulated plan benefits for the year ended January 1, 2021, are as follows:

Actuarial present value of accumulated plan benefits at January 1, 2021	$	5,614,481
Increase (decrease) during the year attributable to:		
Benefits accumulated and other		102,590
Benefits paid		(686,821)
Assumption changes		12,471
Interest		396,042
Actuarial present value of accumulated plan benefits at January 1, 2022	$	5,438,763

The foregoing actuarial 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. The actuarial present value and the actuarial 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 which may have an impact on the Plan contributions. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that certain changes in these estimates and assumptions could be material to the financial statements.

Note 7 - Exempt Party-in-Interest Transactions

Certain Master Trust investments are shares of common collective trusts managed by the Trustee. These assets and related transactions qualify as exempt party-in-interest transactions.

Certain accounting and other administrative functions are performed by officers and employees of the Company (who may also be participants in the Plan) at no cost to the Plan or Master Trust. These transactions are not deemed prohibited party-in-interest transactions because they are covered by the statutory administrative exemptions from the IRC and ERISA's rules on prohibited transactions.

Note 8 - Tax Status

The Plan obtained its latest determination letter on August 25, 2021, in which the Internal Revenue Service states that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2019.

Note 9 - Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan, in certain circumstances, to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event that the Plan is terminated, the net assets of the Plan will be allocated for payment of plan benefits to the participants in an order of priority determined in accordance with ERISA, applicable regulations thereunder and the Plan document.

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

Whether all participants receive their benefits should the Plan be terminated at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits, the priority of those benefits to be paid, and the level and type of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the existing assets and the PBGC guaranty while other benefits may not be provided for at all.

Note 10 - Purchase of Annuity Contracts

In 2022, the Plan purchased group annuity contracts from Nationwide Life and Annuity Insurance Company ("NLAIC") for $51,079 and Nationwide Life Insurance Company ("NLIC") for $6,202, totaling $57,281. Under the terms of the contracts, as of December 13, 2022, NLAIC and NLIC are responsible for the annuity payments of those annuitants identified in the contract.

Note 11 - Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for pension benefits per the financial statements to the net assets available for pension benefits per the Form 5500 at December 31, 2022 and 2021:

	2022	2021
Net assets available for pension benefits per page 3 of the financial statements	$ -	$ 8,233,863
Net assets held in defined benefit plan - 401(h) Account	-	280,931
Net assets available for pension benefits per Form 5500	$ -	$ 8,514,794

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 changes in net assets available for pension benefits per the financial statements to the net (loss) income per the Form 5500 for the years ended December 31, 2022 and 2021:

	2022	2021
Net (decrease) increase prior to transfers out of the Plan in net assets available for pension benefits per page 4 of the financial statements	$ (1,881,417)	$ 321,834
Net (decrease) increase 401(h) Account	(69,237)	17,318
Net (loss) income per Form 5500	$ (1,950,654)	$ 339,152
Transfers (out of) the Plan per page 4 of the financial statements	$ (6,352,446)	$ -
Net assets held in defined benefit plan - 401(h) Account	(211,694)	-
Transfers of assets from this Plan per Form 5500	$ (6,564,140)	$ -

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions

Section I: Salaried Retirement Plan (SRP)

Effective Date

January 1, 1976

Eligibility for Membership

All salaried employees age 21 with one year of service. The plan has been closed to new participants effective January 1, 2012.

Normal Retirement Allowance

Eligibility

Age 65.

Benefit

For the first 40 years of benefit service, a participant may elect either of the following benefit accruals:

1) Traditional Pension Formula

   2% of final average salary (1.5% for employees who became participants after January 1, 2000) during the 5 years of service in the last 10 years giving the highest average, for each of the first 25 years of traditional formula service, plus 1.5% of such final average salary for traditional formula service between 25 and 40 years, reduced by 1.25% of the Social Security benefit multiplied by traditional formula service up to 40 years. An amendment effective January 1, 2012 provided employees a choice to accrue future benefits under (1) the Traditional Pension Formula, or (2) an age-based defined contribution plan. Effective December 31, 2016, accruals under the Traditional Pension formula ceased.

2) Pension Equity (PEP) Formula

   Lump sum benefit based on the following percentages of final average salary: under age 30, 3% per year of service, age 30 - age 39, 4% per year of service, age 40 - age 49, 5% per year of service, age 50 and over, 6% per year of service. Total years credited cannot exceed 40. Effective January 1, 2012 (October 31, 2011 for ITT/Xylem employees), accrued percentage of final average salary and final average salary were frozen. Also, effective January 1, 2012, the pension equity formula accruals option was no longer available and the rate of interest to be credited towards the lump sum benefit for Harris employees shall be the 10-year Treasury rate as in effect on December 31 of the prior calendar year but not less than 3.25%.

3) Cash Balance Formula

   Effective January 1, 2017, a Cash Balance formula was added for certain eligible employees who were non-highly compensated employees on December 31, 2016. Participants accumulate a Cash Balance Account equal to 1% of each year's compensation plus interest credited monthly based on the 30-year Treasury rate as in effect for the month of November of the prior calendar year.

Special Early Retirement Allowance

Eligibility

For employees who became participants before January 1, 2000, age 55 and 15 years of service or age 50 with age and service totaling 80 or more years. For employees who became participants after December 31, 1999 but before January 1, 2005, age 55 and 15 years of service.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section I: Salaried Retirement Plan (SRP) (continued)

Benefit

For pre-January 1, 2000 participants; accrued pension under the traditional formula can commence as early as age 50 and is reduced 5/12 of 1% for each month that payments commence prior to age 60, but not less than 75% of the unreduced benefit that would have been payable at age 60. For post-December 31, 1999 participants; accrued pension under the traditional formula can commence as early as age 55 and is reduced 5/12 of 1% for each month up to 48 months that payments commence prior to age 62, and further reduced 1/3 of 1% for each month up to 12 months that payments commence prior to age 58, and further reduced 1/4 of 1% for each month that payments commence prior to age 57. Social Security reduction is not applied before age 62. Accrued pension under PEP and Cash Balance formulas shall be payable in the form of a single lump sum equal to the Account Balances or an actuarially equivalent annuity.

Standard Early Retirement Allowance

Eligibility

Age 55 and 10 years of service.

Benefit

Accrued pension under the traditional formula deferred to age 65 or an immediate benefit reduced 1/4 of 1% for each month that payments commence prior to age 65. (For post- December 31, 2004 participants, the reduction is 6.67% per annum for retirements between ages 60 to 65, and further reduced 3.33% per annum for retirements before age 60.) Social Security reduction is not applied before age 62 for pre-January 1, 2005 participants. Accrued pension under PEP and Cash Balance formulas shall be payable in the form of a single lump sum equal to the Account Balances or an actuarially equivalent annuity.

Vested Benefit

Eligibility

3 years of service.

Benefit

Accrued pension under the traditional formula deferred to age 65 or reduced pension after age 55. Reduction is the same as for the post-December 31, 2004 Standard Early Retirement. Accrued pension under PEP and Cash Balance formulas shall be payable in the form of a single lump sum equal to the Account Balances or an actuarially equivalent annuity.

Vested Spouse Benefit

Eligibility

Death after becoming eligible for a vested benefit and prior to Benefit Commencement. Benefit commences no earlier than earliest retirement date which could have been elected by deceased participant.

Benefit

Traditional Pension Formula - Accrued pension under traditional formula at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivorship option, and then died. For a terminated vested participant there is a charge for each year coverage is in effect after termination date up to age 65. Coverage for which a charge is made may be waived with consent of the spouse.

PEP and Cash Balance Formulas - Accrued pension under PEP and Cash Balance formulas payable to the spouse in the form of actuarially equivalent annuity over the spouse’s lifetime or as a lump sum equal to the Account Balances.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section I: Salaried Retirement Plan (SRP) (continued)

Automatic Pre-Retirement Survivor Benefit

Eligibility

Death after earlier of age 65 or age 55 with 10 years of service and prior to Benefit Commencement.

Benefit

50% of accrued traditional pension at time of death, no adjustment for early commencement. Accrued pension under PEP and Cash Balance formulas in the form of actuarially equivalent annuity or lump sum payment equal to participant's full Account Balance.

Supplemental Survivor's Benefit

Eligibility

Election available upon the earlier of age 65 or age 55 with 10 years of service. Charge for coverage is 1/2 of 1% for each year in effect.

Benefit

25% of accrued traditional pension, adjusted if beneficiary is more than 5 years younger. Payable to same beneficiary as under Automatic Pre-Retirement Survivor Benefit.

Normal Form of Benefit

Single

Life annuity.

Married

Actuarial equivalent 50% joint and survivor annuity, unless elects otherwise, for vested participants and post-December 31, 2004 participants; 90% Spouse's Contingent Annuity Option for pre- January 1, 2005 participants.

Spouse's Contingent Annuity Option

(1) 90% (adjusted for difference in ages of more than 5 years) of benefit with 50% of the unreduced benefit payable to spouse after retired member's death.

(2) 80% (adjusted for difference in ages of more than 5 years) of benefit with the reduced benefit payable to spouse after retired member's death.

Spouse's Contingent Annuity options are not available for vested benefits or for participants hired on or after January 1, 2005.

Standard Contingent Annuity Option

(1) 100% joint and survivor annuity

(2) 50 % joint and survivor annuity

(3) 75 % joint and survivor annuity

(4) 10 year certain and life

Small Lump Sum

Present value of accrued benefit totaling $5,000 or less, paid in the form of lump sum.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section I: Salaried Retirement Plan (SRP) (continued)

Maximum Benefit

ERISA maximum as amended by the Tax Reform Act of 1986, the Retirement Protection Act of 1994 (RPA '94) and the Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA) and IRC Section 401(a)(17) compensation limitations as amended by the Omnibus Budget Reconciliation Act of 1993 and EGTRRA.

Special Benefits

This summary does not include special benefit provisions which may apply to a limited group of employees covered under former plans, certain frozen status members and retirement members. These provisions are taken into account in the valuation.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section II: Communications Solutions Bargaining Unit (CSO)

Effective date

December 31, 1955.

Eligibility

Immediate.

Covered employees

An hourly paid production and maintenance employee of the Company who is represented by the Union, other than a Non-Benefits Employee. Includes hourly paid Employees who are on leave of absence or layoff from employment at the Fort Wayne plants and warehouses in accordance with rules of uniform application established from time to time by the Company or by agreement with the Union representing the Employees covered by this Plan. As of January 1, 2017, there are no Employees eligible to be covered under the plan.

Continuous service

The total number of years and fractions thereof of uninterrupted employment, measured from date of employment to date of termination. One year of Continuous Service is granted for each calendar year in which the participant completes at least 1,000 hours. In any year in which the participant completes less than 1,000 hours, he shall receive 1/10th of a year credit for each 168 hours or major fraction thereof so completed.

Credited service

One year of Credited Service will accrue for each calendar year in which a participant completes at least 1,680 hours; and if a participant completes less than 1,680 hours, he shall receive 1/10th of a year credit for each 168 hours or major portion thereof completed. Maximum service is 42 years.

Normal retirement pension

Eligibility

Age 65.

Basic monthly benefit

Last Day of Employment	Benefit Unit Per Year of Service
Before January 1, 2008	$32.00
During 2008	$33.50
During 2009	$34.50
During 2010	$35.50
During 2011	$37.00
During 2012	$38.00
January 1, 2013 through September 30, 2013	$38.50
On or After October 1, 2013	$40.50

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section II: Communications Solutions Bargaining Unit (CSO) (continued)

Early retirement pension

Eligibility

Age 55 and 10 years of Continuous service for participants hired after August 28, 1983.

Benefit

Prior to completion of 30 years of Credited Service: Accrued pension deferred to age 65, or immediate pension equal to accrued pension reduced by 1/180 for each of the first 60 months and 1/360 for each month in excess of 60 months by which commencement precedes normal retirement date.

After completion of 30 years of Credited Service: Accrued pension deferred to age 62, or immediate pension equal to the accrued pension reduced by 1/180 for each of the first 24 months and 1/360 for each month in excess of 24 months by which commencement precedes age 62.

Disability retirement pension

Eligibility

Total and permanent disability after age 40 and 10 years of Credited Service.

Benefit

Accrued pension payable immediately, not less than $340 per month.

Deferred vested pension

Eligibility

5 years of Continuous Service.

Benefit

Accrued pension deferred to age 65, or reduced pension after age 55. Reduction same as for early retirement.

Spouse's benefit

Eligibility

Death of participant after becoming eligible for a vested benefit. Benefit commences no earlier than earliest retirement date which could have been elected by deceased participant.

Benefit

Accrued benefit at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivor option, and then died. For a terminated vested participant there is a charge for each year coverage is in effect after termination date up to age 65. Coverage for which a charge is made may be waived with consent of the spouse.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint at 50% survivor annuity.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section II: Communications Solutions Bargaining Unit (CSO) (continued)

Optional forms of benefit

(1) Life annuity.
(2) Joint and 50% survivor annuity.
(3) Joint and 75% survivor annuity.
(4) Joint and 100% survivor annuity (N/A for terminations).
(5) Social Security level income option (N/A for terminations).

Contributions

Noncontributory.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section III: EDO Corporation Employees' Pension Plan (EDO)

Effective Date

December 31, 1952.

Covered Employees

An employee of EDO or any other Employer which has adopted the Plan. No leased employee.

Eligibility for Participation

All active Participants as of December 31, 2000 are Participants as of January 1, 2001. For employees hired on or after January 1, 2002, the participation date is the first day of the month coincident with or immediately following the attainment of age 21 and the completion of twelve months of service. No new Participants enter the plan after December 31, 2002.

Vesting Service

Each calendar month during employment. The aggregate calendar months shall be reduced by one calendar month for each calendar month no employment relationship exists as a result of quitting, discharge, retirement or death.

Credited Service

Each calendar month following the date of at least 12 months of service. The aggregate calendar months shall be reduced by one calendar month for each calendar month no employment relationship exists as a result of quitting, discharge, retirement or death. A maximum of 44 years. Frozen as of December 31, 2002.

Compensation

Base salary.

Final Average Compensation

Highest consecutive 60 months of compensation out of the preceding 120 months of employment.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of service.

Basic Monthly Benefit

For all employees:

A Cash Accumulation Allocation of 1% of compensation will be credited for each plan year from January 1, 2001 through December 31, 2002. On the last day of each plan year, interest will be credited on the Cash Accumulation Balance in effect as of the first day of the plan year. The interest crediting rate is based on the annual 30-year Treasury rate in effect for the November prior to the start of the plan year.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section III: EDO Corporation Employees' Pension Plan (EDO) (continued)

Additional Prior Plan Benefit for employees hired on or before December 31, 2000:

For service from January 1, 2001 through December 31, 2002:

The product of (A) 1.0% of the Final Average Compensation of such Participant that is equal to or less than one-half of the Taxable Wage Base, multiplied by (B) such Participant's Credited Service from January 1, 2001 through December 31, 2002; and

The product of (A) 1.5% of the Final Average Compensation of such Participant that is greater than one-half of the Taxable Wage Base, multiplied by (B) such Participant's Credited Service from January 1, 2001 through December 31, 2002.

Note that Final Average Compensation only considers compensation through December 31, 2002.

For service prior to January 1, 2001:

The benefit accrued as of December 31, 2000 based on the relevant Appendices to the Plan is converted to an Accrued Benefit Percentage by dividing by Annual Compensation for the plan year ending December 31, 2000. The benefit payable at retirement is the Accrued Benefit Percentage times the Compensation for the 2002 plan year.

Certain individual employees have specified minimum benefit formulas as specified in the appendices.

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

Benefit

Cash Accumulation Benefit – Annuity that can be purchased by the Cash Accumulation Balance as of the date of retirement.

Prior Plan Benefit earned prior to January 1, 2001 – subject to the AIL or EDO reduction factors that were in effect prior to January 1, 2001.

Prior Plan Benefit earned on or after January 1, 2001 – Unreduced upon attainment of age 62 and 30 years of service. Otherwise, benefits are reduced 4% for each year (i.e., 1/3% for each month) by which benefit commencement precedes normal retirement age.

Disability Retirement Pension

Eligibility

10 years of vesting service.

Benefit

Benefits are determined as if the participant continued to be employed for ten years (or until age 65, if earlier), based on the compensation level in the year in which the participant became disabled. Benefits are payable at normal retirement age.

Deferred Vested Pension

Eligibility

5 years of vesting service.

Benefit

A vested Participant may elect to receive his Prior Plan Benefit at any time on or after age 55. Benefits are reduced 6% for each year by which benefit commencement precedes normal retirement age.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section III: EDO Corporation Employees' Pension Plan (EDO) (continued)

Spouse's Benefit

Eligibility

(1) Death in active service upon completion of 5 years of service but prior to age 55.
(2) Death after termination of employment with vested benefits (5 years of service) but before benefits commence or death in active service after becoming eligible for normal or early retirement. Automatic unless waived with spousal consent. For a terminated vested participant there is a charge for each year that coverage is in effect 90 days after termination date up to age 65.

Benefit

50% of benefit which would have been payable to deceased participant under the 50% joint and survivorship annuity option. 100% of cash accumulation benefit. Benefits begin when participant would have been age 65 or any time after participant would have been age 55 without reduction for early commencement, at spouse's election.

Normal Form of Payment

Single

Life annuity

Married

Reduced 50% joint and survivorship annuity.

Optional Forms of Benefit Payment

The Prior Plan Benefit accrued prior to December 31, 2000 is payable in the forms available under the applicable prior plan.

The Cash Accumulation Benefit and the Additional Prior Plan Benefit are payable in the following forms:

1. Single life annuity
2. Joint and survivorship annuity – 50%, 75%, or 100%
3. Certain–and–life – 5 year or 10 year
4. Lump Sum – cash accumulation benefit only

Contributions

Noncontributory.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IV: Technologies – Aviation Products II

Plan Status

The plan is closed to new hires effective January 1, 2007. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Benefit Service

From participation. Active participants of Plan I transferred to Plan II and began to accrue benefit service in Plan II as of January 1, 2006.

Vesting Service

All years of employment

Earnings (for Frozen Benefit)

Include all wages, bonuses, and overtime compensation.

Compensation (for Cash Balance Benefit)

Includes base pay, incentive pay, overtime pay, and commission.

Normal Retirement Pension

Eligibility

Age 65

Frozen Benefit:

For each year prior to January 1, 2020, 1.5% of Earnings for the first 15 years of vesting service plus 2% for Earnings of vesting service after 15 years.

Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000.

Early Retirement Pension

Standard Eligibility

Age 55

Standard Benefit

Normal retirement accrued benefit reduced by 4% for each of the first 5 years and 3% for each of the next 5 years prior to age 65.

Special Eligibility

Age 50 and 20 years of vesting service

Special Benefit

Normal retirement accrued benefit reduced by 4% per year for each year that the sum of age plus vesting service (capped at 30 years) is less than 85. There is no reduction if participant is at least age 55 and the sum of age plus service equals or exceeds 85.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IV: Technologies – Aviation Products II (continued)

Deferred Vested Pension

Eligibility

5 years of vesting service or age 55

Benefit

Accrued normal retirement benefit payable at age 65 or as early as age 55 based on standard early retirement reductions.

Pre-Retirement Death Benefit

Eligibility

5 years of vesting service or age 55

Benefit

50% of benefit employee would have received had he/she retired the day before he/she died and elected the joint and survivor option payable immediately. If the employee was younger than age 55 at the time of death, the amount payable is the actuarial equivalent of the benefit that would have been payable at age 55.

Employees Group Covered:

Employees of L3 Aviation Products hired before January 1, 2007.

Actuarial Equivalence

Optional forms of benefit, except for the Social Security Option, shall equal the Actuarial Equivalence of the normal form of benefit, determined on the basis of a 7% annual rate of interest and the 1984 Unisex Pension Mortality Table rated back three years. The SS option uses the assumptions in Section 417(e) as required by law.

Normal form of benefit

Single

Life annuity.

Married

Joint and 50% survivor annuity.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IV: Technologies – Aviation Products II (continued)

Optional forms of benefit

Life annuity

Joint and 50% survivor annuity

Joint and 75% survivor annuity

Joint and 100% survivor annuity

Life annuity with certain period of 10 years

Life annuity with certain period of 15 years

Social Security level income annuity

Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section V: Technologies – Brashear

Plan Status

This plan was frozen effective December 31, 2011. Covers all workers employed by Brashear who are not covered by a collective bargaining agreement and who are not leased employees. There are no new entrants to the Plan after December 31, 2001.

Benefit Service

Years of employment through December 31, 2011.

Vesting Service

Completion of 1,000 hours in a plan year.

Final Average Earnings

The average of the highest 5 consecutive years out of the last 10 years of total earnings during employment prior to termination.

Normal Retirement Pension

Eligibility

Age 65

Benefit

1.2% of final average earnings up to the Social Security Covered Compensation plus 1.84% of final average earnings in excess of the Social Security Covered Compensation, with the result multiplied by years of credited service up to a maximum of 30 years.

After December 31, 2011, no credited service and no change in final average earnings or Social Security Covered Compensation will be taken into account.

Early Retirement Pension

Eligibility

Age 55 and 10 years of service

Benefit

Normal accrued pension is reduced by 5/9 of 1% for each month for each year of age under age 65 (down to age 60) and 5/18 of 1% for each month under age 60 (down to age 55).

Supplemental Cash Balance Benefit

Benefit

The employer contribution credit (2% of compensation) was suspended effective July 1, 2003. The existing (frozen) cash balances are credited with 5% interest annually.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section V: Technologies – Brashear (continued)

Actuarial Equivalence

For purposes of converting the cash balance account into a single life annuity payable at Normal Retirement Date, the interest rate is 5.00% and mortality rates are from the 1983 Individual Annuity Mortality Table, blended 50% males and 50% females. For converting the cash balance accrued benefit payable at Normal Retirement to any earlier benefit commencement age, the interest rate is the 30-year Treasury securities from the month of August of the year prior to the Plan Year at which benefit commences, and mortality rates are from the applicable mortality table described in Revenue Ruling 2001-62.

Deferred Vested Pension

Eligibility

3 years of service

Benefit

Eligible for unreduced pension at age 65. A reduced benefit is also payable as early as age 55, if participant has at least
10 years of vesting service upon termination

Pre-Retirement Death Benefit

Eligibility

Married at least 1 year

Benefit

50% of benefit employee would have received had he retired the day before he died and elected the joint and survivor option. Benefits commence at normal retirement age, or at the participant's earliest retirement age, if participant has at least 10 years of vesting service at the time of death.

Disability benefit

Eligibility

10 years of vesting service

Benefit

Normal pension based on service projected to normal retirement age and final average earnings at disability, payable at normal retirement age. If the participant does not have 10 years of credited service, then service is not projected to normal retirement age in the benefit formula.

Actuarial Equivalence

For purposes of converting a Straight Life Annuity to an optional form of benefit, factors are as specified in the plan document. Sample factors for age 65 are as follows:

Form of Payment	Factor
Straight Life Annuity	1.000
50% J&S	0.882
75% J&S	0.833
100% J&S	0.789
10 Year C&L	0.936

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section V: Technologies – Brashear (continued)

Normal form of benefit

Single

Life annuity

Married

Joint and 50% survivor annuity

Optional forms of benefit

Life annuity

Joint and 50% survivor annuity

Joint and 75% survivor annuity

Joint and 100% survivor annuity

Life annuity with certain period of 10 years

Lump sum; Benefits with a present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefits is over $1,000 but less than $5,000, a lump sum is offered to the participant. If the present value is over $5,000 but less than or equal to $20,000, the participant can elect the lump sum with the spouse's consent. Cash balance accounts may be payable immediately upon termination.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions Ocean Systems and Space and Navigation

Plan Status

The plan is closed to new hires effective January 1, 2006 and January 1, 2007 for Ocean Systems and Space & Navigation, respectively. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrual under a cash balance formula.

Credited Service

All service as a participant. No additional credited service accruals shall be recognized from January 1, 2019.

Vesting Service

All service from date of hire. Participants at Ocean Systems hired prior to April 1, 1998 are fully vested as of that date. Participants at Space and Navigation hired prior to January 1, 2000 are fully vested as of that date.

Compensation (for Cash Balance Benefit)

Includes base pay, incentive pay, overtime pay, and commission.

Final Average Compensation

The greater of the five complete calendar years that produce the highest total compensation, divided by 60, or the monthly average of compensation for the 60 consecutive highest paid calendar months out of the last 120 calendar months. Compensation is defined as base pay, plus variable pay, lump sum wage increases, shift differential, overtime, commissions or sales payments, performance awards paid through payroll, and short-term incentive compensation. No additional accrual service will be earned after December 31, 2018 but accruals due to pay increases will apply.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of vesting service

Benefit

The greater amount of 2.0% of final average compensation for the first 25 years of credited service plus 0.5% of final average compensation for credited service after 25 years, minus 2.0% of estimated Social Security benefit for the first 25 years of credited service, and 0.75% of final average compensation plus $8, for the first 30 years of credited service. Special provisions for former participants in the Budd Company Pension Plan: The greater of the frozen benefit under the Budd Company Pension Plan determined as of March 31, 1995, and the retirement benefit accrued under this plan including service earned under the Budd Company Pension Plan as of April 1, 1995.

Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000

Regular Early Retirement Pension

Eligibility

Age 55 and 5 years of vesting service

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions Ocean Systems and Space and Navigation (continued)

Benefit payable until age 62

Normal retirement pension accrued determined without regard to Social Security offset, reduced by 2% per year for each of the first 5 years and 4% per year for each of the next 5 years prior to age 65. Under the minimum benefit formula, the accrued benefit is reduced by 7.2% per year for each of the first 5 years and 4.8% per year for the next 5 years prior to age 65.

Benefit payable from age 62

Normal retirement pension as described above, offset by 2.0% of the estimated Social Security benefit for each of the first 25 years of credited service.

80-Point Early Retirement Pension

Eligibility

Sum of age and years of vesting service must be at least 80

Benefit payable until age 62

Normal retirement pension accrued determined without regard to Social Security offset, reduced in the same way as for Regular early retirement, but not below 75%. There is no reduction under the minimum benefit formula. In addition, under the minimum formula a supplemental benefit of $385 each month is provided.

Benefit payable from age 62

Normal retirement pension as described above, offset by 2.0% of the estimated Social Security benefit for each of the first 25 years of credited service. There is no reduction under the minimum benefit formula.

Deferred Vested Pension

Eligibility

None, for participants hired prior to April 1, 1998 at Ocean Systems or hired prior to January 1, 2000 at Space & Navigation; 5 years for all others.

Benefit

Accrued pension payable at age 65.

Pre-Retirement Death Benefit after the age of 50

Benefit

For deaths occurring in service, prior to attainment of eligibility to retire, but after full vesting, the greater of 20% of the participant’s base pay at time of death and an amount equal to 50% of the benefit that would have been payable had the employee terminated on the date of death, survived until the earliest possible retirement age and retired on such date, payable for the life of the surviving spouse.

For deaths occurring in service, after attainment of eligibility to retire: The greater of 20% of the participant’s base pay at time of death or an amount equal to 50% of the benefit that would have been payable had the employee retired on the date of his death, payable for the life of the surviving spouse.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions Ocean Systems and Space and Navigation (continued)

Pre-Retirement Death Benefit before the age of 50

Benefit

For deaths occurring in service, prior to attainment of eligibility to retire, but after full vesting: an amount equal to 50% of the benefit that would have been payable had the employee terminated on the date of death, survived to the earliest possible retirement age, retired on that date and elected the survivorship option, payable for the life of the surviving spouse.

Post-Retirement Death Benefit

Eligibility

Any participant in receipt.

Benefit

A one-time lump sum payment equal to 180% of final average monthly compensation, reduced by 10% for each year of credited service less than 10 years, but not less than $2,000.

Disability

Benefit

Accrued benefit calculated based on credited service to disability date, payable at Normal Retirement Date.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Reduced Joint and 100% survivor annuity- Benefit is reduced by the factor equal to 81% and reduced/increased by additional 0.5% for each full year in excess of three years by which the Participant's/Spouse's birth date precedes the birth date of the Spouse/Participant.

Reduced Joint and 75% survivor annuity- Benefit is reduced by the factor equal to 85% and reduced/increased by additional 0.375% for each full year in excess of three by which the Participant's/Spouse's birth date precedes the birth date of the Spouse/Participant.

Reduced Joint and 50% survivor annuity- Benefit is reduced by the factor equal to 89% and reduced/increased by an additional 0.25% for each full year in excess of three by which the Participant's/Spouse's birthday precedes the birth date of the Spouse/Participant.

Life annuity with certain period of 10 years- The reduced monthly payment is 95% of the monthly Single life annuity.

Social Security level income annuity- It is payable in a greater amount before the date in which the Participant attains age 62, and a reduced amount after that date. The increase to the benefit payable before age 62 is equal to (1) minus (2), multiplied by (3) where:

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions Ocean Systems and Space and Navigation (continued)

(1) is the Social Security benefit payable to the Participant at age 62,

(2) is the difference in the monthly benefit payable to the Participant before age 62 and the monthly benefit payable to the Participant after age 62, calculated as a Single Life Annuity; and

(3) the level income factors (interpolated for fractional year.

Years Early Date Precedes Normal Retirement Date	Level Income Factor	Years Early Date Precedes Normal Retirement Date	Level Income Factor
3	1.0000	11	0.4100
4	0.8900	12	0.3700
5	0.7900	13	0.3300
6	0.7100	14	0.3000
7	0.6300	15	0.2700
8	0.5600	16	0.2500
9	0.5100	17	0.2200
10	0.4600		

Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is over $1,000 but less than or equal to $5,000, a lump is offered to the participant. If the present value is over $5,000 but less than or equal to $20,000, the participant can elect the lump sum, an immediate annuity or a deferred annuity.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions Seabeam

Plan Status

The plan is closed to new hires effective January 1, 2006 for Seabeam. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Credited Service

All service as a participant up to 25 years. No additional credited service accruals shall be recognized from January 1, 2019.

Vesting Service

All service from date of hire.

Integration level

The integration level is $9,461 from April 1, 1999 to December 31, 1999, $13,057 for the plan year beginning January 1, 2000 and increases by 3.5% each year thereafter.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of vesting service.

Benefit

0.65% of earnings each plan year credited service is earned plus 0.65% of earnings above the integration level each plan year credited service is earned.

Early Retirement Pension

Eligibility

Age 55 and 10 years of service

Benefit

Normal retirement pension accrued, reduced by actuarial equivalence using the 1983 Group Annuity Mortality for males and 6% interest.

Deferred Vested Pension

Eligibility

5 years of service

Benefit

Accrued pension payable at age 65.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions Seabeam (continued)

Pre-Retirement Death Benefit

Benefit

For deaths occurring in service, prior to attainment of eligibility to retire, but after vesting: An amount equal to 50% of the benefit that would have been payable had the employee terminated on the date of death, survived until the earliest possible retirement age, retired on such date, and elected a joint and 50% survivor annuity, payable for the life of the surviving spouse.

For deaths occurring in service, after attainment of eligibility to retire: An amount equal to 50% of the benefit that would have been payable had the employee retired on the date of death, and a joint and 50% survivor annuity, payable for the life of the surviving spouse.

Actuarial Equivalence

Benefit otherwise payable to employee is reduced to an actuarial equivalent amount using the 1982 Group Annuity mortality for males and an interest rate of 6%.

Normal form of benefit

Single

Life annuity

Married

Joint and 50% survivor annuity

Optional forms of benefit

Life annuity

Joint and 100% survivor annuity

Joint and 50% survivor annuity

Joint and 66-2/3% survivor annuity

Years certain annuity (5 or 10)

Lump sum

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VII: Technologies – Corporate and Display Systems

Plan Status

The plan is closed to new hires effective January 1, 2007. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrual under a cash balance formula.

Benefit Service

All service from date of hire.

Vesting Service

All service from date of hire.

Compensation (for Cash Balance Benefit)

Includes base pay, incentive pay, overtime pay, and commission.

Earnings (for non-Cash Balance Benefit)

Earnings for any Plan Year shall be defined as total cash remuneration actually paid by the Employer.

Final Average Earnings

Earnings for the five calendar years during the ten calendar years of Accrual Service prior to the date on which the Participant ceases to be an Employee that results in the highest average Earnings amount. If a participant has not completed five years of Accrual Service as of the date he ceases to be an Employee, his average Earnings are for the entire period (years and completed months) of such Accrual Service. No additional accrual service will be earned after December 31, 2018 but accruals due to pay increases will apply.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of service

Benefit:

For a participant who has an hour of service on or after January 1, 2005, is equal to the sum of (1) and (2) or, if greater, the amount determined under (3):

(1) 1.5% of the Participant's Final Average Compensation not in excess of his Covered Compensation for each Plan Year (and completed month) of Accrual Service and

(2) 1.75% of the Participant's Final Average Compensation in excess of his Covered Compensation for each Plan Year (and completed month) of Accrual Service.

(3) With respect to a Participant who also has an Hour of Service on December 31, 2004, the Participant's benefit determined as of December 31, 2004

Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VII: Technologies – Corporate and Display Systems (continued)

Early Retirement Pension

Eligibility

Age 55 and 10 years of eligibility service

Benefit

Accrued normal retirement benefit reduced by 6.67% per year for the first five years prior to age 65 that benefit commence and 3.33% for the next five years.

Deferred Vested Pension

Eligibility

5 years of service

Benefit

Accrued pension payable at age 65.

Pre-Retirement Death Benefit

Eligibility

All married participants with 5 years of service are eligible

Benefit

50% of benefit employee would have received had he retired the day before he died and elected the joint and survivor option, payable at the earliest retirement date of the employee. Benefit is payable only to a spouse.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Reduced joint and 100% survivor annuity– benefit is reduced by the factor equal to 75% minus / (plus) 0.6% for each full year the participant is older / (younger) than age 65, minus / (plus) 1.0% for each full year the participant is older (or younger) than the eligible spouse.

Reduced joint and 50% survivor annuity- benefit is reduced by the factor equal to 86% minus / (plus) 0.6% for each full year the participant is older / (younger) than age 65, minus / (plus) 0.5% for each full year the participant is older (or younger) than the eligible spouse.

Reduced joint and 75% survivor annuity– benefit is reduced by the factor equal to 80% minus / (plus) 0.6% for each full year the participant is older / (younger) than age 65, minus / (plus) 0.75% for each full year the participant is older (or younger) than the eligible spouse.

Life annuity with certain period of 10 years- benefit is reduced by the factor equal to 91% minus / (plus) 0.7% for each full year the participant is older / (younger) than age 65.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VII: Technologies – Corporate and Display Systems (continued)

Life annuity with certain period of 15 years - benefit is reduced by the factor equal to 82.5% minus / (plus) 1.3% for each full year the participant is older / (younger) than age 65.

Life annuity with certain period of 20 years- benefit is reduced by the factor equal to 74% minus / (plus) 1.6% for each full year the participant is older / (younger) than age 65.

Social Security level income annuity– benefit is adjusted by the factor calculated based on the yield curve and mortality tables used in valuation.

Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is over $1,000 but less than or equal to $5,000, a lump is offered to the participant. If the present value is over $5,000 but less than or equal to $20,000, the participant can elect the lump sum, an immediate annuity or a deferred annuity.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VIII: Technologies – Electron Devices Salaried

Plan Status

The plan is closed to new hires effective February 28, 2005.

Benefit Accrual Service

Months of service when Employee contributions were made by the participant.

Total Accrual Service

Benefit Accrual Service in this Plan, plus the appropriate Benefit Accrual Service pursuant to the Boeing Satellite Systems Retirement Plan.

Employee Contributions

An active Participant contributes 3% of Compensation earned in a Plan Year.

Final Average Earnings

Average Monthly Compensation for five highest years out of the final 10 years while an Eligible Employee

Normal Retirement Pension

Eligibility

Age 65

Benefit:

The greatest of the following, including COLA:

(1) Final Average Monthly Compensation Benefit:

(a) 1¾% of Final Average Earnings per year of Benefit Accrual Services, less

(b) Social Security Primary Insurance Amount at the Normal Retirement age times a factor of: 1½% of Total Accrued Service (up to 33- 1/3 years), times the ratio of Benefit Accrual Service over Total Accrued Service. For retirements prior to age 62, the factor is not greater than:

Age at Separation	Maximum Factor
55	0.37
56	0.39
57	0.42
58	0.44
59	0.47
60	0.49
61	0.50

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VIII: Technologies – Electron Devices Salaried (continued)

(2) Career Average Benefit:

1/24 of total Participant contributions through December 1, 1985 (net of unrepaid withdrawals), plus Accrued Benefit as of December 31, 1975 less 1/24th of Participant contributions as of December 31, 1975, plus 1/12th of [1% of first $3,600 of annual pay plus 2% of annual pay over $3,600,] for all Benefit Accrual Service years after 1985.

(3) Minimum Benefit:

$13 + ½% of Final Average Earnings, per year of Benefit Accrual Service

(4) Equivalent Mandatory Contributions:

Actuarial equivalent of mandatory employee contributions with interest

Regular Early Retirement Pension

Eligibility

Age 55 and 5 years of vesting service

Benefit

Benefit determined as for normal retirement, based on credited service to early retirement date. Benefit payable immediately with a reduction equal to 6% for each year (and a proportional reduction for partial years) that the participant's early retirement date precedes age 65. COLA applies for Contributory benefit structure participants.

50/15 Early Retirement Pension (Contributory benefit structure; applicable post-1990 layoffs only)

Eligibility

Age 50 and 15 years of service

Benefit

Benefit determined as for normal retirement, based on credited service to early retirement date, payable immediately, with reduction of 1½% for each month from the date benefits commence to age when they would have fulfilled the Rule of 75, but no less than Actuarial Equivalent, including COLA.

Rule of 75 Early Retirement Benefit (Contributory benefit structure only)

Eligibility

Age plus service equals 75.

Benefit

Benefit determined as for normal retirement, based on credited service to early retirement date, payable immediately without reduction, including COLA.

Deferred Vested Pension

Eligibility

5 years of service

Benefit

Accrued pension payable at age 65.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VIII: Technologies – Electron Devices Salaried (continued)

Late Retirement

Benefit

Benefit determined as for normal retirement, based on employee's credited service to actual retirement date with an actuarial equivalent adjustment for the accrued benefit derived from participant contributions, but not including COLA.

Cost of Living Adjustment (COLA)

Annual cost of living adjustments from 0.96 up to 1.04 based on the annual change in CPI, Urban consumers, U.S. cities, as of the September before the applicable calendar year.

Actuarial Equivalence

The Joint and survivor benefit is converted with the GA71 (80/20) Male with 4% interest, and the other forms are converted with the GAR94 (50/50) projected to 2002 with 6% interest rate.

Pre-Retirement Death Benefit

Benefit

If not vested, a lump sum of the Participant Contributions Account is paid to the beneficiary.

If vested, but not eligible for retirement, the surviving spouse of a married Participant is entitled to a choice of a lifetime benefit of a 50% Survivor Annuity, without COLA, or a lump sum of the Participant Contributions Account and 50% Survivor Annuity of Employer paid benefit, without COLA. Payments commence on the first day of the month following death or, if later, the earliest date on which the employee would have been eligible to retire based on service at death.

If vested, and eligible for retirement, the surviving spouse of a married Participant is entitled to a choice of a lifetime benefit of a 100% Survivor Annuity, with COLA, or a lump sum of the Participant Contributions Account and 100% Survivor Annuity of Employer paid benefit, with COLA. Payments commence on the first day of the month following death or, if later, the earliest date on which the employee would have been eligible to retire based on service at death. If a former Participant dies before age 55, the surviving spouse is entitled to a choice of a lifetime benefit of 50% survivor annuity, without COLA, or a lump sum of the Participant Contributions Account and 50% Survivor Annuity of Employer paid benefit, without COLA.

If a former Participant dies before age 55, the surviving spouse is entitled to a choice of a lifetime benefit of 50% survivor annuity, without COLA, or a lump sum of the Participant Contributions Account and 50% Survivor Annuity of Employer paid benefit, without COLA.

If a former Participant dies after age 55, the surviving spouse is entitled to a choice of a lifetime benefit of 100%survivor annuity, without COLA, or a lump sum of the Participant Contributions Account and 100% Survivor Annuity of Employer paid benefit, without COLA.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VIII: Technologies – Electron Devices Salaried (continued)

Normal form of benefit

Single

Life annuity.

Married

Joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Joint and 100% survivor annuity

Joint and 50% survivor annuity

Joint and 75% survivor annuity

Life annuity with certain period of 5 years[1]

Life annuity with certain period of 10 years[1]

Life annuity with certain period of 15 years[1]

Certain period only of 5 years[1]

Certain period only of 10 years[1]

Certain period only of 15 years[1]

Social Security level income annuity

Lump sum Benefit: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent. If the present value of the benefit is greater than $5,000 but less than or equal to $20,000, the participant may elect to receive a lump sum or an annuity.

Summary of Changes from the January 1, 2021 Valuation

Electron Devices Salaried was sold in 2021. Legacy Electron Devices Salaried Hughes participants will continue to receive ongoing accruals in the L3Harris plan while working with the purchaser. L3Harris purchased annuities for select participants in payment status during 2021.

[1] Benefits are converted to a certain only form of payment based on factors that assume 4% COLA.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IX: Technologies – Electron Devices Value

Plan Status

The plan is closed to new hires effective January 1, 2007. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Normal Retirement Pension

Eligibility:

Age 65

Benefit:

Pre-January 1, 2020 Cash Balance benefit credit:

Each plan year, benefit credits as a percentage of Pensionable pay will be allocated to each participant's cash balance account. The percentage is based on the participant's attained age at the end of the plan year as follows:

Age	Prior to 2019	2019
Less than 30	3.0%	1.5%
30-34	4.0%	2.0%
35-39	5.0%	2.5%
40-44	7.0%	3.5%
45-49	9.0%	4.5%
50 and over	11.0%	5.5%

Post-January 1, 2020 Cash balance interest credit:

Each plan year, simple daily interest will be credited to the participant's account balance at the beginning of the year to the earlier of benefit commencement date and the end of the plan year. The interest rate will be 5.25%.

Monthly cash balance benefit:

The account balance, at retirement, divided by an annuity factor of 132. For terminated vested participants, this annuity factor is increased by 1/30th for each month prior to normal retirement date. The annuity factor of 132 (unadjusted) is considered vested if the participant is currently eligible for retirement.

Minimum monthly benefit:

$60 times years of benefit service.

Transition BSS monthly benefit service:

The accrued benefit under the Boeing Satellite Systems Retirement Plan (BSS) as of April 1, 2003 multiplied by the ratio of the indexing pay to the indexing base. Indexing is frozen effective with the January 1, 2020 cash balance benefit update.

Current Cash Balance Amount:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose includes base pay, incentive pay, overtime pay, and commission.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IX: Technologies – Electron Devices Value (continued)

Early Retirement Pension

Eligibility:

Age 55 and 10 years of vesting service or age 62 with one year of vesting service.

Benefit:

Monthly pension benefit determined as of early retirement date. The minimum monthly benefit is reduced 4.0% for each year of payment before age 65. The BSS transition monthly benefit will be reduced 6% for each year of payment before normal retirement, but unreduced after attaining age 62 with 10 years of service. Layoffs within 6 years of retirement eligibility are entitled to the active early retirement factors.

Pre-Retirement Death Benefit

Benefit:

50% (100% if eligible to retire) of the monthly pension benefit as of the date of death, reduced for the joint and survivor election and reduced for payment as early as the participant's early retirement date, but not less than the monthly protected death benefit.

Normal form of benefit

Single:

Life annuity.

Married:

Joint and 50% survivor annuity.

Optional forms of benefit

Single life annuity.

Joint and 100% survivor annuity (with popup)- 85% (83% for terminated vested) of Single Life Annuity reduced/(increased) by an additional 1% for each year the spouse is more than 10 years younger/(older) than the participant. (Factor cannot exceed 99%).

Joint and 75% survivor annuity (with popup)- 90% (87% for terminated vested) of Single Life Annuity reduced/(increased) by an additional 1% for each year the spouse is more than 10 years younger/(older) than the participant. (Factor cannot exceed 99%).

Joint and 50% survivor annuity (with popup)- 95% (91% for terminated vested) of Single Life Annuity reduced/(increased) by an additional 1% for each year the spouse is more than 10 years younger/(older) than the participant. (Factor cannot exceed 99%).

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IX: Technologies – Electron Devices Value (continued)

Life annuity with certain period of 10 years- Apply factor below to the amount payable under the Single Life Annuity Form.

Age	Factor
50	0.99
55	0.98
60	0.97
65	0.95
70	0.90
75	0.82

Interpolation and extrapolation will be used to determine the Actuarial Equivalent factor to be applied to a Participant whose age on the Benefit Commencement Date falls between or beyond those listed above.

Social Security level income annuity- The monthly benefit payable during the acceleration period is the sum of $700, plus the benefit that would otherwise be payable under the Single Life Annuity Form if the participant had not elected this Social Security level income annuity, adjusted for form of payment and reduced by the Actuarial Equivalent value of $700 payable monthly during the acceleration period.

Summary of Changes from the January 1, 2021 Valuation

Electron Devices Value was sold in 2021. L3Harris purchased annuities for select participants in payment status during 2021.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section X: Technologies – KDI Precision Products

Plan Status

The plan benefits are frozen effective January 1, 1996.

Participation

Employees who are eligible to receive benefits under the Plan were employed by KDI Precision Products, Inc. on January 1, 1996 and had a frozen accrued benefit under the KDI Corporation Employee Retirement Benefit Plan as of December 31, 1984.

Normal Retirement Pension

Eligibility

Age 65

Benefit:

A monthly benefit amount equal to the past service benefit specified in the schedule applicable to a participant's group. Benefit Accruals were frozen for all the participants on January 1, 1996.

Early Retirement Pension

Eligibility

Age 55 and 10 years of employment with an affiliate

Benefit

Computed as for normal retirement based on early retirement date but reduced by 6% for each year by which the participant's benefit commencement date precedes normal retirement date.

Pre-Retirement Death Benefit

Eligibility

1 hour on or after August 23, 1984

Benefit

If the participant dies prior to retiring but is eligible for early retirement, the spouse is eligible to receive a benefit commencing immediately, calculated as though the participant had retired on the day before death and elected a 50% joint and survivor benefit. If a participant dies prior to retiring, his spouse is eligible to receive a benefit commencing on the first day of the month following the date the participant would have attained the earliest retirement age under the plan calculated as though the participant had elected to receive benefits starting at such age, had elected the 50% joint and survivor option, and had died.

Actuarial Equivalence

For purposes of converting a Straight Life Annuity to an optional form of benefit, actuarial equivalence is based on 7% interest and GAM83 mortality table, combined for males and females with margin.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section X: Technologies – KDI Precision Products (continued)

Normal form of benefit

Single

Life annuity.

Married

Joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Joint and 100% survivor annuity

Joint and 50% survivor annuity

Joint and 75% survivor annuity

Life annuity with certain period of 5 years

Life annuity with certain period of 10 years

Lump sum Benefit: Benefits with present value less than $5,000 are automatically cashed out. If present value of benefit is over $5,000 but less than or equal to $20,000, the participant can elect the lump sum payment.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XI: Technologies – Narda MITEQ

Plan Status

The plan is closed to new hires effective January 1, 2003. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Participation

Age 21.

Benefit Service

All service from date of hire to January 1, 2019.

Vesting Service

All service from date of hire.

Compensation

Annual base rate of cash compensation (including elective employee deferral of contributions made under any qualified retirement plan, salary continuation and Section 125 and 132(f)(4) elective payroll deduction contributions) actually paid by the employer. Excludes bonus, overtime, commission, incentive compensation. Final average compensation consists of the five consecutive 12-month periods, which produce the highest annual average during the 120-month period (or the number of months in which such an employee received compensation if less than 120), prior to the date, which he ceases employment. No additional accrual service will be earned after December 31, 2018 but accruals due to pay increases will apply.

Normal Retirement Pension

Eligibility

Age 65

Benefit:

Frozen Benefit:

0.95% of final average compensation not in excess of covered compensation times years of pension service to a maximum of 30 years plus 1.5% of final average compensation in excess of covered compensation times years of Credited Service to a maximum of 30 years, ignores service after December 31, 2018.

Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XI: Technologies – Narda MITEQ (continued)

Early Retirement Pension

Eligibility

Age 55 and 15 years of vesting service

Benefit

Annual pension benefit determined as of early retirement date, reduced 5% for each year of payment before normal retirement date.

Deferred Vested Pension

Eligibility

5 years of service

Benefit

Accrued pension payable at age 65. Employee may elect payment as early as age 55 with 15 years of service; in this case, payments are reduced in the same manner as for early retirement.

Pre-Retirement Death Benefit

Eligibility

5 years of service

Benefit

For married participants, an actuarially reduced benefit derived from the participant's accrued benefit under a 50% Joint and Survivor Option is payable at the later of (i) the first month following or coincident with the date of death, or (ii) the earliest retirement date under the Plan. Payments continue for the spouse's lifetime.

Disability Benefit

Eligibility

Earlier of 55 and 15 or 65 and 5

Benefit

Annual pension benefit is calculated as for early retirement substituting disability retirement date for early retirement date. Continued accrual for service occurs if the participant is in receipt of benefits from the long-term disability program. If the participant has at least 10 years of service, he will receive Credited Service for up to two years following termination due to disability with level compensation based on the rate prior to disability.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XI: Technologies – Narda MITEQ (continued)

Optional forms of benefit

Life annuity

Reduced joint and 100% survivor annuity – multiply Straight Life Annuity by 80% plus (or minus) 1% for each year (or part thereof) the Survivor is more than five years older (or younger) than the Participant. The factor can be no larger than 0.999.

Reduced joint and 50% survivor annuity - multiply Straight Life Annuity by 90% plus (or minus) 0.5% for each year (or part thereof) the Survivor is more than five years older (or younger) than the Participant. The factor can be no larger than 0.999.

Reduced joint and 75% survivor annuity - multiply Straight Life Annuity by 85% plus (or minus) 0.75% for each year (or part thereof) the Survivor is more than five years older (or younger) than the Participant. The factor can be no larger than 0.999.

Life annuity with certain period of 10 years- payments are 93% of equivalent Straight Life Annuity benefit.

Lump Sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefits is over $1,000 but less than $5,000, a lump sum is offered to the participant. If the present value is over $5,000 but less than or equal to $20,000, the participant can elect the lump sum, an immediate annuity, or a deferred annuity.

Summary of Changes from the January 1, 2021 Valuation

Narda MITEQ was sold in 2021. L3Harris purchased annuities for select participants in payment status during 2021.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XII: Communication Systems - West Utah II

Plan Status

Plan is closed to employees hired on or after October 31, 2005. Effective January 1, 2016, frozen accruals for certain highly compensated participants for Utah division; ongoing accruals for other participants in Utah division; frozen accruals for all participants in E&TS division. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Participation

Only covers new participants after May 1, 1997.

Benefit Service

All years of employment

Vesting Service

All years of employment

Compensation

Compensation paid by the employer including overtime, shift differential, overseas, performance-based bonuses plus Military pay for reserve duty, short term and long-term disability pay.

Integration Level

50% of the average of the last five Social Security wage bases.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

For Service through December 31, 2018:

1% of Compensation earned during each plan year up to the Integration level plus 1.35% of the excess of the Compensation over Integration Level multiplied by years of non-union credited service as of December 31, 2018.

For Service after December 31, 2018 and through December 31, 2019:

0.75% of Compensation earned during each year of non-union service.

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XII: Communication Systems - West Utah II (continued)

Early Retirement Pension

Eligibility

Age 55 and 5 years of vesting service.

Benefit

Accrued benefit determined as of Normal Retirement reduced by 6% per year preceding age 65, or 62 for a participant with 20 or more years of service.

Certain Highly Compensated Employees

Any participant who had “Section 415 earnings” (as defined in Section 5.5(d) of the L3 Technologies Master Savings Plan) in excess of $180,000 in 2014, ceased to accrue benefits under the Plan as of December 31, 2015. Any other participant who has “Section 415 earnings” in excess of $180,000 in any calendar year thereafter shall cease to accrue benefits under the plan as of December 31 of the immediately following calendar year. Any participant who ceases to accrue benefits under the provisions of this paragraph is referred to as a “Frozen HCE”.

Any Frozen HCE will resume accruing benefits under the Plan (and will cease to be treated as a Frozen HCE) on the first day of any calendar year following a calendar year in which the “Section 415 earnings” is less than $160,000. Service while a Frozen HCE will be treated as cumulative service under the Plan for determining early retirement.

The “Additional Death Benefit” will not be payable to a participant who is a Frozen HCE at the time of termination.

Deferred Vested Pension

Eligibility

5 years of vesting service

Benefit

Accrued pension payable at age 65. A benefit reduced by 6% per year is also payable as early as age 55.

Pre-Retirement Death Benefit

Eligibility

Participants with 5 years of vesting service.

Benefit

50% of benefit which would have been payable to the deceased participant under the 50% joint and survivorship annuity option. Benefits commence at the later of the participant's early retirement age or immediately.

Additional Pre-Retirement Death Benefit.

Eligibility

Participants with 10 years of vesting service and terminated after the age of 55.

Benefit

$5,000

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XII: Communication Systems - West Utah II (continued)

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Reduced Joint and 75% survivor annuity - benefit is reduced by the factor equal to 88.5% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 96%.

Reduced Joint and 50% survivor annuity - benefit is reduced by the factor equal to 92% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 97.5%.

Reduced Joint and 100% survivor annuity- benefit is reduced by the factor equal to 85% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 95%

Social Security leveling option - adjustment optional form – projected Social Security benefit at age 62 is increased by the appropriate factor from the table below.

Years to 62	Factor
7	0.485
6	0.535
5	0.590
4	0.655
3	0.725
2	0.805
1	0.900

Life annuity with period certain guarantee of 10 years – benefit is reduced by the factor equal to 93.5% plus / (minus) 0.5% for each year a participant is younger / (older) than 65. The factor cannot exceed 98.5%.

Life annuity with period certain guarantee of 15 years - benefit is reduced by the factor equal to 88% plus / (minus) 1.0% for each year a participant is younger / (older) than 65. The factor cannot exceed 98%.

Lump Sum Benefits: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent. If the present value of the benefit is greater than $5,000 but less than or equal to $20,000, the participant may elect to receive a lump sum or an annuity.

Actuarial Equivalence: For the lump sum and level income options, actuarial equivalence is based on 417(e) assumptions.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIII: Communication Systems - East Salaried

Plan Status

The plan is closed to employees hired on or after January 1, 2007. Effective January 1, 2020, all benefits accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Participation

All employees who was an active participant in the prior plan immediately prior to January 1, 2007.

Benefit Service

Full years and completed months of service from date of hire

Vesting Service

All years and fractions of years of employment are credited

Social Security Covered Compensation

The average of the Social Security taxable wage bases in effect for each calendar year during the 35 year period ending with the last day of the calendar year in which the participant attains (or will attain) Social Security Retirement Age.

Special Covered Compensations

For each year, Social Security Covered Compensation minus $3,192 (i.e., the difference between $18,000 and the Social Security Covered Compensation of an employee attaining age 65 in 1992).

Future Service Annuity

A Career Average benefit equal to 1.45% of the employee's compensation earned in each calendar year up to Special Covered Compensation, plus 1.90% of remaining compensation for the first 34 years of service (1.45% of all Compensation earned in each calendar year after service as of January 1 exceeds 34 years).

Normal Retirement Pension

Eligibility

Age 65.

Benefit

The greater of 1, 2 and 3:

(1) RIP Benefit Formula

Before January 1, 2019:

(a) 1.165% times the lesser of Earnings or Social Security Covered Compensation plus 1.500% times 1) Earnings in excess of Social Security Covered Compensation, if Credited Service under 35 years or 2) Earnings, if Credited Service in excess of 35 years.

After January 1, 2019 through December 31, 2019

(b) 0.75% times Earning per year

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIII: Communication Systems - East Salaried (continued)

(2) GE Trans Ops Benefit Formula

Before January 1, 2019:

(a) A benefit equal to the sum of the GE Pension Plan benefit as of April 5, 1993 and Future Service Annuity. The GE Pension Plan benefit is payable as a life annuity with a period certain guarantee of 5 years. The Trans Ops formula is available to employees hired prior to December 31, 1994.

For Service after December 31, 2018 and through December 31, 2019:

(b) 0.75% times Earnings per year

(3) Minimum Benefit

$252 times Credit Service.

Compensation

Total Compensation paid by the Employing Company, including overtime, shift differential, commissions, lump sum merit payments, one half of executive Incentive Compensation, spot awards, supplemental Incentive Compensation, vacation pay, severance pay and education allowances, compensation contributed to Deferred Compensation Plan and to the Code Section 125 Plan.

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

Benefit

RIP Benefit Formula – Frozen Final Average Earnings for Service before January 1, 2011

The early retirement reduction factor is 7.0% per year beginning at age 60 for those retirees with five years of service at early retirement; the 7.0% rate is further reduced by 0.14% for each additional year of service at retirement in excess of five years, but not less than 3.5% per annum reduction.

RIP Benefit Formula – Career Average Accruals for Service after December 31, 2010

The early retirement reduction factor is 7.0% per year beginning at age 65.

GE Trans Ops Age 55 supplement for plan closing only

Eligibility

Age 55 - 60 and 15 years of vesting service.

Benefit

$540 per year until attainment of Social Security Retirement Age.

Deferred Vested Pension

Eligibility

5 years of vesting service

Benefit

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIII: Communication Systems - East Salaried (continued)

RIP Benefit Formula – Frozen Final Average Earnings for Service before January 1, 2011

The reduction is 5.0% per year beginning at age 65 for those retirees with five years of service at early retirement; the 5.0% rate is further reduced by 0.10% for each additional year of service at retirement in excess of five years, but not less than 2.5% per annum reduction.

RIP Benefit Formula – Career Average Accruals for Service after December 31, 2010

The early retirement reduction factor is 7.0% per year beginning at age 65.

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of vesting service.

Benefit

The surviving Spouse receives the greater of 75% of the benefit accrued to the date of death reduced by the appropriate early retirement and joint and survivor factors or 50% of the benefit accrued to date of death with no reduction. Payments are deferred to the early retirement date of the deceased Participant. Upon the death of an active Participant, other than a disabled Employee receiving long-term disability benefits, a lump sum equal to his/her last annual base rate of earnings.

Personal and Voluntary Accounts

Interest credited is the greater of (i) an annual rate established at the beginning of the plan year equal to the average 10-year contract maturity yield on U.S. Treasury Securities for the previous three years, and (ii) 120% of the Federal Mid Term Rate for the plan year. It is credited at the end of each month on the balance at the end of the previous month. Payable as an annuity or lump sum

Actuarial Equivalence

Regular lump sums and level income: Based on PPA Lump Sum mortality table with the 417(e) rates at August lookback

RCA lump sums – maximum of the following three annuities:

1. PPA Lump Sum mortality table with the 417(e) rates at August lookback

2. UP 1984 mortality table with PBGC lump sum annuity rates at August lookback

3. 1951 GAM mortality table at 7% interest

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIII: Communication Systems - East Salaried (continued)

Life annuity with period certain guarantee of 5 years:

• Reduced by 1% if benefit is beginning between age 55 and age 59

• Reduced by 2% if benefit is beginning between age 60 and age 64

• Reduced by 3% if benefit is beginning on or after age 65

• Joint and 25% survivor annuity: 0.939+0.003(60-x)-0.004(x-y) but not > .999

• Joint and 50% survivor annuity: 0.885 +0.004(60-x)-0.005(x-y) but not > .999

• Joint and 75% survivor annuity: 0.837+0.005(60-x)-0.007(x-y) but not > .999

• Joint and 100% survivor annuity: 0.794+0.006(60-x)-0.008(x-y) but not > .999

Where x is participant’s age at retirement and y is the beneficiary’s age at retirement

All other optional forms: 1971 GAM mortality table at 5.5% interest

Normal form of benefit

Single

Life annuity for the RIP Benefit and life annuity with a certain period of 5 years under GE Trans Ops Benefit.

Married

100% Qualified Joint and Survivor annuity with a pop-up annuity for first 5 years.

Optional forms of benefit

Life annuity

Reduced Joint and 50% survivor annuity

Reduced Joint and 75% survivor annuity

Reduced Joint and 100% survivor annuity

Life annuity with certain period of 5 years

Social Security level income annuity

Modified Annuity

RCA Lump Sum

Lump sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent. If the present value of the benefit is greater than $5,000 but less than or equal to $20,000, the participant may elect to receive a lump sum or an annuity.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIV: Communication Systems West - West Utah I

Plan Status

The plan is closed to employees hired on or after May 1, 1997. Effective January 1, 2016, frozen accruals for certain highly compensated participants for Utah division; ongoing accruals for other participants in Utah division; frozen accruals for all participants in E&TS division. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Participation

Eligible employees who were active participants in the prior plan immediately prior to May 1, 1997.

Benefit Service

All years of employment

Vesting Service

All years of employment

Compensation

Compensation paid by the employer including overtime, shift differential, overseas, performance-based bonuses plus Military pay for reserve duty, short term and long-term disability pay.

Final Average Compensation (FAC)

5-year average compensation in the final 10-year period

Integration Level

50% of the average of the last five Social Security wage bases.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

For Service through December 31, 2019, the sum of (1), (2) and (3), but not less than (4)

(1) For Service through December 31, 1990: 1% of the lesser of FAC and Integration level plus 1.35% of the excess of FAC over Integration Level multiplied by years of non-union credit service as of December 31, 1990. Integration Level and FAC are determined as of December 31, 1990.

(2) For Service after December 31, 1990 and through December 31, 2018: 1% of Compensation earned during each plan year up to Integration Level plus 1.35% of the excess of FAC over the Integration Level multiplied by years of non-union credited service as of December 31, 2018. Integration Level and FAC are determined as of December 31, 2018.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIV: Communication Systems West - West Utah I (continued)

(3) For Service after December 31, 2018 and through December 31, 2019: 0.75% of Compensation earned during each plan year

(4) For Service through December 31, 1992: 1% of the lesser of FAC and the Integration Level plus 1.35% of the excess of the FAC over Integration Level multiplied by years of non-union credit service. Integration Level and Final Average Compensation are determined as of December 31, 1992.

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 55 and 5 years of vesting service.

Benefit

Accrued benefit determined as of Normal Retirement reduced by 6% per year preceding age 65, or 62 for a participant with 20 or more years of service.

Certain Highly Compensated Employees

Any participant who had “Section 415 earnings” (as defined in Section 5.5(d) of the L3 Technologies Master Savings Plan) in excess of $180,000 in 2014, ceased to accrue benefits under the Plan as of December 31, 2015. Any other participant who has “Section 415 earnings” in excess of $180,000 in any calendar year thereafter shall cease to accrue benefits under the Plan as of December 31 of the immediately following calendar year. Any participant who ceases to accrue benefits under the provisions of this paragraph is referred to as a “Frozen HCE”. Any Frozen HCE will resume accruing benefits under the Plan (and will cease to be treated as a Frozen HCE) on the first day of any calendar year following a calendar year in which the “Section 415 earnings” is less than $160,000. Service while a Frozen HCE will be treated as cumulative service under the Plan for determining early retirement.

The “Additional Death Benefit” will not be payable to a participant who is a Frozen HCE at the time of termination.

Deferred Vested Pension

Eligibility

5 years of vesting service

Benefit

Accrued pension payable at age 65. A benefit reduced by 6% per year is also payable as early as age 55.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIV: Communication Systems West - West Utah I (continued)

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of vesting service.

Benefit

50% of benefit which would have been payable to the deceased participant under the 50% joint and survivorship annuity option. Benefits commence at the later of the participant's early retirement age or immediately.

Additional Pre-Retirement Death Benefit.

Eligibility

Participants with 10 years of vesting service and terminated after the age of 55.

Benefit

$5,000

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Reduced Joint and 50% survivor annuity- benefit is reduced by the factor equal to 92% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 97.5%.

Reduced Joint and 75% survivor annuity- benefit is reduced by the factor equal to 88.5% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 96%.

Reduced Joint and 100% survivor annuity- benefit is reduced by the factor equal to 85% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 95%.

Life annuity with certain period of 10 years- benefit is reduced by the factor equal to 93.5% plus / (minus) 0.5% for each year a participant is younger / (older) than 65. The factor cannot exceed 98.5%.

Life annuity with certain period of 15 years- benefit is reduced by the factor equal to 88% plus / (minus) 1.0% for each year a participant is younger / (older) than 65. The factor cannot exceed 98%.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIV: Communication Systems West - West Utah I (continued)

Social Security level income annuity- projected Social Security benefit at age 62 is increased by the appropriate factor from the table below.

Years to 62	Factor
7	0.485
6	0.535
5	0.590
4	0.655
3	0.725
2	0.805
1	0.900

Lump sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent. If the present value of the benefit is greater than $5,000 but less than or equal to $20,000, the participant may elect to receive a lump sum or an annuity.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems Raytheon Salaried

Plan Status

Closed to new hires effective January 1, 2007. Benefits accruals frozen as of January 1, 2020, but certain participants will accrue under a cash balance formula.

Prior Raytheon Service

Benefits are based on the total service under the prior plan to January 1, 2019. However, benefits will be offset by the accrued benefit under the prior plan at the date of acquisition.

Compensation

Base pay, incentive pay, overtime pay, and commission.

Final Average Earnings (FAE)

Average of the highest consecutive 60 months of compensation out of last 120 months.

Normal Retirement Pension

Eligibility

Age 65.

Frozen Benefit as of December 31, 2019: The greater of:

(1) 1.8% x years of service up to 20 x FAE over Social Security benefit + 1.2% x years of service over 20 x excess of FAE over Social Security benefit.

(2) $492 per year of the participation service.

Ongoing Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000.

Early Retirement Pension

Eligibility

Age 55 and 10 years of service.

Benefit

For portion of benefit as of December 31, 2019, 7% reduction for each year retirement precedes age 60.

Deferred Vested Pension

Eligibility

5 years of service for frozen benefit as of December 31, 2019; 3 years of service for ongoing cash balance benefit

Benefit

Eligible for unreduced pension at age 65 and reduced pension at age 55 with 10 years of service.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems Raytheon Salaried (continued)

Pre-Retirement Death Benefit

Eligibility

All married participants are eligible.

Benefit

Surviving spouse eligible to receive benefit payable if participant had terminated on date of death and commenced payment as 50% joint and survivor annuity and then died.

Benefit Credit

For portion of benefit frozen as of December 31, 2019, from date of participation through December 31, 2018. Service frozen thereafter.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity

(2) Reduced Joint and 50% survivor annuity

(3) Reduced Joint and 75% survivor annuity

(4) Reduced Joint and 100% survivor annuity

(5) Life annuity with certain period of 10 years

(6) Social Security level income annuity

(7) Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.

Actuarial Equivalence

Joint and 50% survivor annuity: 0.90 + 0.005 * (y – x) but not > 0.999

Joint and 75% survivor annuity: 0.85 + 0.0075 * (y – x) but not > 0.999

Joint and 100% survivor annuity: 0.80 + 0.01 * (y – x) but not > 0.999

Where “x” is the participant’s age at retirement and “y” is the beneficiary’s age at retirement

All other forms: UP 1984 Table with the PBGC interest rate that is in effect for the period commencing two months prior to the actual retirement date.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems Raytheon TI

Plan Status

Closed to new hires effective January 1, 2007. Benefits accruals frozen as of January 1, 2020, but certain participants will accrue under a cash balance formula.

Prior Raytheon Service

Benefits are based on the total service under the prior plan to January 1, 2019. However, benefits will be offset by the accrued benefit under the prior plan at the date of acquisition.

Compensation

Base pay, incentive pay, overtime pay, and hazard pay.

Average Credited Earnings (ACE)

Average of highest 5 consecutive calendar years of compensation.

Final Average Earnings (FAE)

The lesser of (a) average compensation for the 3-year period up to the year of termination (not more than the Social Security wage base) and (b) the average of Social Security wage bases during 35 years up to participant's Social Security Retirement Age.

Retirement Age Factor (RAF)

For employees born before 1938: 0.75%; between 1938 and 1954: 0.70%; after 1954: 0.65%

Normal Retirement Pension

Eligibility

Age 65 and 5 years of service.

Frozen Benefit as of December 31, 2019: The greater of:

(1) 1.5% x years of service x ACE offset by RAF x FAE x years of projected service at NRA (not more than 35) x ratio of service at termination to projected service at NRA (not to exceed 1)

(2) $84 x years of service.

Ongoing Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 60 and 5 years of service; or age 55 and 20 years of service.

Benefit

For portion of benefit as of December 31, 2019, 1/3% reduction for each of the first 60 months prior to age 65; 7/24% reduction for each of the next 60 months. Different factors apply to offset.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems Raytheon TI (continued)

Disability Benefit

Eligibility

Disabled employees with 5 or more years of service.

Benefit

Annuity deferred to Normal Retirement Age computed based on compensation at the time of disability and service projected to Normal Retirement Age.

Deferred Vested Pension

Eligibility

5 years of service for frozen benefit as of December 31, 2019; 3 years of service for ongoing cash balance benefit

Benefit

Eligible for unreduced pension at age 65 and reduced pension at age 60.

Pre-Retirement Death Benefit

Eligibility

All married participants are eligible.

Benefit

Surviving spouse eligible to receive benefit payable if participant had terminated on date of death and commenced payment as 50% joint and survivor annuity and then died.

Benefit Credit

For portion of benefit frozen as of December 31, 2019, equal to participation service (without age requirement of prior TI plan) through December 31, 2018; service frozen thereafter

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems Raytheon TI (continued)

Optional forms of benefit

(1) Life annuity

(2) Reduced Joint and 50% survivor annuity

(3) Reduced Joint and 75% survivor annuity

(4) Reduced Joint and 100% survivor annuity

(5) Life annuity with certain period of 5 or 10 years

(6) Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.

Actuarial Equivalence

UP 1984 Table with the PBGC interest rate at the first month of the plan year for all optional forms.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems E-Systems Waco

Plan Status

Closed to new hires effective January 1, 2007. Benefits accruals frozen as of January 1, 2020, but certain participants will accrue under a cash balance formula.

Prior Raytheon Service

Benefits are based on the total service under the prior plan to January 1, 2019. However, benefits will be offset by the accrued benefit under the prior plan at the date of acquisition.

Compensation

Base pay.

Average Monthly Compensation (AMC)

Average of highest consecutive 60 months of Compensation out of last 180 months.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of service.

Frozen Benefit as of December 31, 2019:

1% x AMC x years of benefit service up to 35 + 0.4% of AMC in excess of 150% of Covered Compensation x years of benefit service up to 35.

Ongoing Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 60 and 10 years of service.

Benefit

For portion of benefit as of December 31, 2019, 6% reduction for each year retirement precedes age 62.

Deferred Vested Pension

Eligibility

5 years of service for frozen benefit as of December 31, 2019; 3 years of service for ongoing cash balance benefit

Benefit

Eligible for unreduced pension at age 65 and reduced pension at age 60 and 10 years of service.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems E-Systems Waco (continued)

Pre-Retirement Death Benefit

Eligibility

All married participants are eligible.

Benefit

Surviving spouse eligible to receive benefit payable if participant had terminated on date of death and commenced payment as 50% joint and survivor annuity and then died.

Benefit Credit

For portion of benefit frozen as of December 31, 2019, from date of hire after January 1, 1990 through December 31, 2018; service frozen thereafter

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity

(2) Reduced Joint and 50% survivor annuity

(3) Reduced Joint and 75% survivor annuity

(4) Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.

Actuarial Equivalence

1983 Group Annuity Mortality Table (70/30) at 9.00% interest rate for all optional forms.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems E-Systems Richardson

Plan Status

Closed to new hires effective January 1, 2007. Benefits accruals frozen as of January 1, 2020, but certain participants will accrue under a cash balance formula.

Prior Raytheon Service

Benefits are based on the total service under the prior plan to January 1, 2019. However, benefits will be offset by the accrued benefit under the prior plan at the date of acquisition.

Compensation

Base pay, incentive pay, overtime pay, and commission.

Average Monthly Compensation (AMC)

Average of highest consecutive 60 months of Compensation out of last 120 months.

Normal Retirement Pension

Eligibility

Age 65.

Frozen Benefit as of December 31, 2019:

1.2% x AMC x years of benefit service up to 10 + 1.6% of AMC x years of benefit service over 10, not less than $144 times years of benefit service

Ongoing Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 55 (age 52 if terminated due to layoff) and 10 years of service.

Benefit

Amount for portion of benefit frozen as of December 31, 2019:

Age	Rates
55	75%
56	84%
57	91%
58	96%
59	99%
60	100%

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems E-Systems Richardson (continued)

Deferred Vested Pension

Eligibility

5 years of service for frozen benefit as of December 31, 2019; 3 years of service for ongoing cash balance benefit

Benefit

Eligible for unreduced pension at age 65 and reduced pension at age 55 and 10 years of service.

Pre-Retirement Death Benefit

Eligibility

All married participants are eligible.

Benefit

Surviving spouse eligible to receive benefit payable if participant had terminated on date of death and commenced payment as 50% joint and survivor annuity and then died.

Benefit Credit

For portion of benefit frozen as of December 31, 2019, from date of hire after January 1, 1990 through December 31, 2018; service frozen thereafter

Normal form of benefit

Single

Life annuity with period certain guarantee of 5 years.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Reduced Joint and 50% survivor annuity

(2) Reduced Joint and 75% survivor annuity

(3) Reduced Joint and 100% survivor annuity

(4) Life annuity with certain period of 5 or 10 years

(5) Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.

Actuarial Equivalence

GA71 mortality table (50/50) at 7% interest rate for all optional forms.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems E-Systems Salaried

Plan Status

Closed to new hires effective January 1, 2007. Benefits accruals frozen as of January 1, 2020, but certain participants will accrue under a cash balance formula.

Prior Raytheon Service

Benefits are based on the total service under the prior plan to January 1, 2019. However, benefits will be offset by the accrued benefit under the prior plan at the date of acquisition.

Compensation

Base pay, incentive pay, overtime pay, and commission.

Average Monthly Compensation (AMC)

Average of highest consecutive 60 months of Compensation out of last 120 months.

Normal Retirement Pension

Eligibility

Age 65.

Frozen Benefit as of December 31, 2019:

1.2% x AMC x years of benefit service up to 10 + 1.6% of AMC x years of benefit service over 10, not less than $144 times years of benefit service

Ongoing Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 55 and 10 years of service.

Benefit

Amount for portion of benefit frozen as of December 31, 2019:

Age	Rates
55	75%
56	84%
57	91%
58	96%
59	99%
60	100%

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems E-Systems Salaried (continued)

Disability Benefit

Eligibility

Disabled employees with 10 or more years of service.

Benefit

Annuity deferred to Normal Retirement Age computed based on compensation at the time of disability and service projected to Normal Retirement Age.

Deferred Vested Pension

Eligibility

5 years of service

Benefit

Eligible for unreduced pension for married participants at age 65 and reduced pension at age 55 and 10 years of service

Pre-Retirement Death Benefit

Eligibility

All married participants are eligible.

Benefit

Surviving spouse eligible to receive benefit payable if participant had terminated on date of death and commenced payment as 50% joint and survivor annuity and then died.

Benefit Credit

For portion of benefit frozen as of December 31, 2019, from date of hire through December 31, 2018; service frozen thereafter

Normal form of benefit

Single

Life annuity with period certain guarantee of 5 years.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Reduced Joint and 50% survivor annuity

(2) Reduced Joint and 75% survivor annuity

(3) Reduced Joint and 100% survivor annuity

(4) Life annuity with certain period of 5 or 10 years

(5) Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems E-Systems Salaried (continued)

Actuarial Equivalence

GA71 mortality table (50/50) at 7% interest rate for all optional forms.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link NRPB

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Participation

All employees included in the asset transfer between L3 Communications Corporation and Raytheon Company on February 10, 2000. All new employees are subject to a participation required of 1 year of vesting service.

Benefit Service

All years of employment prior to January 1, 2019

Vesting Service

All years of employment

Covered Compensation

The average of the Social Security taxable wage bases in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which the participant attains (or will attain) Social Security Retirement Age

Final Average Compensation (FAC)

Average of the five highest of last ten qualifying twelve Accounting Month periods.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

1.5% of FAC multiplied by years of benefit service (not in excess of 35 years)

Minus

0.6% of Covered Compensation (not in excess of FAC) multiplied by years of benefit service (not in excess of 35 years)

Plus

0.5% of FAC times benefit service in excess of 35 years

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link NRPB (continued)

Early Retirement Pension

Eligibility

Age 55 and 5 years of vesting service.

Benefit

Accrued benefit determined as for Normal Retirement reduced by the lesser of 6% per year preceding the Social Security Normal Retirement Age and Actuarial equivalence using an 80%/20% mortality blend of male/female GAM1971 and the PBGC immediate interest rate. Unreduced early retirement available if retired within three years prior to Social Security Normal Retirement Age and has ten years of continuous service.

Deferred Vested Pension

Eligibility

5 years of vesting service

Benefit

Accrued pension payable at age 65. A reduced benefit is also payable as early as age 55.

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of vesting service.

Benefit

For death prior to age 55, the benefit payable to the spouse under the 50% Joint and Survivor option as if the participant terminated prior to death, survived to earliest retirement age, retired, and died.

For participants age 55 or older, the benefit payable to the spouse under the 100% Joint and Survivor option as if the participant retired immediately prior to death.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity

(2) Reduced Joint and 50% survivor annuity

(3) Reduced Joint and 75% survivor annuity

(4) Reduced Joint and 100% survivor annuity

(5) Life annuity with certain period of 10 years

(6) Social Security level income annuity

(7) Lump sum: Benefits with present value less than $5,000 are automatically cashed out. If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link NRPB (continued)

Actuarial Equivalence

Optional Form: Honeywell – 71 GAM Male setback 1 year and interest rate of 7.0%.
Others – 1971 GAM mortality 80% Male / 20% Female using the PBGC immediate interest rate.
Lump Sum: PPA Lump Sum Mortality table with the 417(e) rates at August lookback.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link NRPA

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Benefit Service

All years of employment prior to January 1, 2019

Vesting Service

All years of employment

Compensation

Base pay, incentive pay, overtime pay, and commission

Final Average Compensation (FAC)

Average of the five highest of last ten qualifying twelve Accounting Month periods.

Rule of 75

Age plus service equals 75.

Normal Retirement Pension

Eligibility

Age 65. Mandatory contributions of 3% of earnings are required for participation.

Benefit

The greatest of (1), (2), and (3):

(1) Accrued Benefit through December 31, 1975 (not less than 1/24 of Participant contributions as of December 31, 1985) plus 1% of the first $3,600 of compensation and 2% of compensation in excess of $3,600 for each plan year after year 1975

(2) ($156 plus 0.5% of FAC) multiplied by benefit service

(3) 1.75% of FAC multiplied by Benefit Service offset by the product of:

a. 1.50%

b. Primary Insurance Amount

c. Benefit Service up to a maximum of 33 1/3 years

d. Fraction of Benefits Accrual service over Total Benefit Service

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link NRPA (continued)

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 55 and 5 years of vesting service.

Benefit

Actuarial equivalent of Normal Retirement Benefit. Unreduced benefit under Rule of 75. Accrued Benefit under (3) is calculated under project-then-prorate method.

Normal form of benefit

Single

Life annuity with COLA limited to 4%.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity with COLA limited to 4%

(2) Reduced Joint and 50% survivor annuity

(3) Reduced Joint and 75% survivor annuity

(4) Reduced Joint and 100% survivor annuity

(5) Life annuity with certain period of 10 or 15 years

(6) 5-year certain only annuity

(7) Social Security level income annuity

(8) Lump sum: Benefits with present value less than $5,000 are automatically cashed out. If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

Actuarial Equivalence

Optional Form: 1971 GAM mortality 80% Male / 20% Female using the PBGC immediate interest rate.
Lump Sum: PPA Lump Sum Mortality table with the 417(e) rates at August lookback.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link NRPD

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Benefit Service

All years of employment prior to January 1, 2019

Vesting Service

All years of employment

Compensation

Base pay, incentive pay, overtime pay, and commission.

Final Average Compensation

Average of the five highest of last ten qualifying twelve Accounting Month periods.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

The greatest of (1), (2), and (3):

(1) 1.33% of Final Average Compensation multiplied by benefit service up to 40 years
(2) $312 times total benefit service
(3) Accrued Benefit as of December 31, 1988 plus 1.75% of the first $23,400 of compensation and 2% of compensation in excess of $23,400 for each plan year for first 35 years of continuous service through December 31, 2018 plus 2% of Compensation after 35 years of continuous service through December 31, 2018

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 55 and 10 years of vesting service.

Benefit

Actuarial equivalent of accrued benefit payable at age 65. Accrued Benefit reduced by 2.5% per year preceding age 62 unless certain conditions are met.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link NRPD (continued)

Normal form of benefit

Single

Life annuity.

Married

Life annuity.

Optional forms of benefit

(1) Life annuity

(2) Lump sum: If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

Actuarial Equivalence

Optional Form: 7%, UP84 (for J&S, participant UP84 and beneficiary UP84 with setback 3 years).
Lump Sum: PPA Lump Sum Mortality table with the 417(e) rates at August lookback.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link ESYS, CTAS, ESI

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Benefit Service

All years of employment prior to January 1, 2019

Vesting Service

All years of employment

Compensation

Base, incentive, overtime and military training pay, commission, holiday, bereavement, and jury duty

Average Monthly Compensation (AMC)

Average of highest 60 consecutive calendar months out of last 120 months.

Final Average Compensation (FAC)

Average of highest 60 consecutive calendar months out of last 180 months.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of vesting service.

Benefit

Amount:

(1) Step-Up formula: 1.2% x AMC x benefit service up to 10 + 1.6% x AMC x benefit service over 10, not less than $12 times years of benefit service (for all service of E-Systems Salaried and only post-1996 service of E-Systems Richardson/Waco)

(2) Excess Formula: 1% of FAC times benefit service up to 35 plus 0.4% of FAC in excess of 150% of Covered Compensation times benefit service up to 35 (only for pre-1997 service of E-Systems Richardson/Waco)

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link ESYS, CTAS, ESI (continued)

Early Retirement Pension

Eligibility

Age 55 and 10 years of vesting service.

Benefit

Age	Step-Up Formula	Excess Formula
55	75%	58%
56	84%	64%
57	91%	70%
58	96%	76%
59	99%	82%
60	100%	88%
61	100%	94%
62	100%	100%

Deferred Vested Pension

Eligibility

5 years of vesting service

Benefit

Regular pension accrued payable at age 65 (reduced pension at 55 with 10 years of service). 100% vested after 5 years of vesting service

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of vesting service.

Benefit

Surviving spouse eligible to receive benefit payable as if participant had terminated on date of death and commenced payment as 50% Joint and Survivor annuity and then died.

Disability Benefit

Eligibility

Disabled employees with 10 or more years of service

Benefit

Annuity deferred to Normal Retirement Age computed based on compensation at the time of disability and service projected to Normal Retirement Age

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link ESYS, CTAS, ESI (continued)

Normal form of benefit

Single

Life annuity with certain period of 5 years

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity

(2) Reduced Joint and 50% survivor annuity

(3) Reduced Joint and 75% survivor annuity

(4) Reduced Joint and 100% survivor annuity

(5) Life annuity with certain period of 5 or 10 years

(6) Lump sum: Benefits with present value less than $1,000 are automatically cashed out. If the present value is $1,000 or more, but less than $5,000, the participant can defer the lump sum to a date not later than Normal Retirement Age. If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

Actuarial Equivalence

E-SYS: 7% interest rate and the 1971 Group Annuity Mortality Table, projected by Scale D to 1975, using a unisex rate that is 50% male and 50% female.

CTAS, ESI: 9% interest rate and the 1983 Group Annuity Mortality Table, using a unisex rate that is 70% male and 30% female.

Lump sums are valued based on interest rates prescribed by 417(e) at August lookback and the mandated mortality table.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link CAEL

Vesting Service

All years of employment

Normal Retirement Pension

Eligibility

Age 65.

Benefit

Frozen Account Balance growing at the rate of the Minimum Adjustment Percentage (annually adjusted Plan interest rate) and converted to an annuity on the Distribution Date

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 55 with 5 years of vesting service

Benefit

Actuarial equivalent of Normal Retirement Benefit

Normal form of benefit

Single

Life annuity

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity

(2) Reduced Joint and 50% survivor annuity

(3) Reduced Joint and 75% survivor annuity

(4) Reduced Joint and 100% survivor annuity

(5) Life annuity with certain period of 10 years

(6) Lump sum

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link CAEL (continued)

Actuarial Equivalence

Life annuity: 1983 GAM Mortality Table (male rates only) with 1% + annual yield of ten-year Treasury Notes on weekly average basis for the week preceding the last business day 1 month prior to the start of the Fiscal Year.

Reduced Joint and 50% survivor annuity:

	Participant's Age minus Beneficiary's Age		
Employee's Age	**Less than -7.0**	**Between -7.0 and +7.0**	**More than +7.0**
40 and below	0.990	0.990	0.990
40-55	0.945	0.955	0.965
55-65	0.890	0.915	0.940
65-70	0.840	0.890	0.940
70 and above	0.810	0.870	0.930

Reduced Joint and 100% survivor annuity:

	Participant's Age minus Beneficiary's Age		
Employee's Age	**Less than -7.0**	**Between -7.0 and +7.0**	**More than +7.0**
40 and below	0.975	0.975	0.975
40-55	0.895	0.915	0.935
55-65	0.820	0.8555	0.890
65-70	0.740	0.800	0.860
70 and above	0.680	0.760	0.840

Lump Sum: The greater of the participant's account balance at distribution date and the participant's account balance converted to a life annuity then converted back to a lump sum using PPA Lump Sum Mortality Table with the 417(e) rates at August lookback.

Summary of Changes from the January 1, 2021 Valuation

Link was sold in 2021. L3Harris purchased annuities for select participants in payment status during 2021.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVII: Link - Infrared Products RTIS

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Benefit Service

All years of employment prior to January 1, 2019

Vesting Service

All years of employment

Compensation

Base pay, incentive pay, overtime pay, sales bonuses, hazard pay

Retirement Age Factor

For employees born before 1938: 0.75%; from 1938 to 1954: 0.70%; after 1954: 0.65%

Average Credited Earnings (ACE)

Average of highest 5 consecutive calendar years

Final Average Compensation (FAC)

The lesser of:

(a) Average compensation for the 3-year period up to the year of termination (not more than Social Security wage base)

(b) The average of Social Security wage bases during 35 years up to participant's Social Security Retirement Age

Normal Retirement Pension

Eligibility

Age 65.

Benefit

The greater of:

(1) 1.5% x benefit service x ACE offset by Retirement Age Factor x FAC x years of projected service at NRA (not more than 35) x ratio of service at termination to projected service at NRA (not to exceed 1)

(2) $84 per year of benefit service

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVII: Link - Infrared Products RTIS (continued)

Early Retirement Pension

Eligibility

Age 60 with 5 years of service or age 55 with 20 years of service

Benefit

Normal Retirement Pension reduced by 1/3% for each of the first 60 months prior to age 65; 7/24% reduction for each of the next 60 months. Different factors apply to offset

Deferred Vested Pension

Eligibility

5 years of vesting service

Benefit

Regular pension accrued payable at age 65 (reduced pension at 60). 100% vested after 5 years of vesting service

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of vesting service.

Benefit

Surviving spouse eligible to receive benefit payable as if participant had terminated on date of death and commenced payment as 50% Joint and Survivor annuity and then died.

Disability Benefit

Eligibility

Disabled employees with 10 or more years of service

Benefit

Annuity deferred to Normal Retirement Age computed based on compensation at the time of disability and service projected to Normal Retirement Age

Normal form of benefit

Single

Life annuity

Married

Reduced joint and 50% survivor annuity.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVII: Link - Infrared Products RTIS (continued)

Optional forms of benefit

(1) Life annuity

(2) Reduced Joint and 50% survivor annuity

(3) Reduced Joint and 75% survivor annuity

(4) Reduced Joint and 100% survivor annuity

(5) Life annuity with certain period of 10 years

(6) Lump sum: Benefits with present value less than $1,000 are automatically cashed out. If the present value is $1,000 or more, but less than $5,000, the participant can defer the lump sum to a date not later than Normal Retirement Age. If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

Actuarial Equivalence

UP-1984 Mortality Table without setback for calculations based upon the mortality of the employee and with a three-year setback for any beneficiaries or other contingent payees and the interest rate which would be used during the first month of the Plan Year by the PBGC for purposes of determining the single sum value of the lump-sum distribution on Plan termination. Lump sums are valued based on interest rates prescribed by 417(e) at August lookback and the mandated mortality table.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - Infrared Products RCP, RSAL

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective January 1, 2020, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Benefit Service

From date of participation through December 31, 2018

Vesting Service

All years of employment

Compensation

Regular base pay plus bonuses, incentive pay, overtime pay and commissions, holiday, bereavement, jury duty and military training pay

Final Average Compensation (FAC)

Average of the five highest of last ten qualifying twelve Accounting Month periods.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

The greater of:

(1) 1.8% x benefit service up to 20 x excess of FAC over Social Security Benefit + 1.2% x benefit service over 20 x excess of FAC over Social Security benefit

(2) **Link Simulation & Training**: $348 per year of benefit service plus 20% of employee contributions
Infrared Products: $492 per year of benefit service

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 55 and 10 years of vesting service.

Benefit

7% reduction of Normal Retirement Pension for each year retirement precedes age 60

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - Infrared Products RCP, RSAL (continued)

Deferred Vested Pension

Eligibility

5 years of vesting service

Benefit

Regular pension accrued payable at age 65 (reduced pension at 55 with 10 years of service). 100% vested after 5 years of vesting service

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of vesting service.

Benefit

Surviving spouse eligible to receive benefit payable as if participant had terminated on date of death and commenced payment as 50% Joint and Survivor annuity and then died.

Normal form of benefit

Single

Life annuity

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity

(2) Reduced Joint and 50% survivor annuity

(3) Reduced Joint and 75% survivor annuity

(4) Reduced Joint and 100% survivor annuity

(5) Life annuity with certain period of 10 years

(6) Social Security level income annuity

(7) Lump sum: Benefits with present value less than $5,000 are automatically cashed out. If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - Infrared Products RCP, RSAL (continued)

Actuarial Equivalence

Lump Sum: PPA Lump Sum Mortality Table with the 417(e) rates at August lookback.

Joint and Survivor: 0.900 – 0.005 * (x – y) but not > 1.0, where “x” is the participant’s age at retirement and “y” is the beneficiary’s age at retirement.

10 Year Certain and Life:

Age	Reduction
55	0.972
56	0.969
57	0.966
58	0.963
59	0.960
60	0.955
61	0.950
62	0.940
63	0.930
64	0.920
65 and above	0.910

All other optional forms: 1971 GAM mortality 80% Male / 20% Female using the PBGC immediate interest rate.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVIII: Electrodynamics

Eligibility for participation

21 years of age and 1 year of service. Due to facility shutdown in 2015, there are no further benefit accruals.

Credited Service

Full years and completed months of service from date of participation.

Vesting Service

All years of employment are credited. A year is credited for any plan year in which the employee works 1,000 or more hours.

Compensation

All wages, salaries and fees actually paid or includable in gross income, includes commissions, elected deferrals under 402(g)(3), and Code Section 125 and 457 elections. Excludes deferred compensation amounts not includable in gross income, distributions from a deferred compensation plan and stock options.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of Vesting Service.

Basic Monthly Benefit

(1) Benefit accrued to December 31, 1971, based on Compensation, Credited Service, and employee contributions as of that date; plus

(2) Effective January 1, 1972 through December 31, 1985, 1-1/2% of annual compensation between $1,000 and $9,000 for each year of Credited Service; plus

(3) Effective January 1, 1986 through December 31, 1988, 1-1/2% of annual compensation up to $9,000 for each year of Credited Service; plus

(4) Effective January 1, 1989, 1-1/2% of annual compensation up to $10,000 for each year of Credited Service; plus

(5) Effective January 1, 1972 through December 31, 1988, 1-3/4% of compensation in excess of $9,000 for each year of Credited Service during which the employee elects to make contributions to the plan; plus

(6) Effective January 1, 1989, 1-3/4% of compensation in excess of $10,000 for each year of Credited Service during which the employee elects to make contributions to the plan.

Total benefit is subject to a minimum benefit of $4.00 per month multiplied by years of Credited Service.

Early Retirement Pension

Eligibility

Age 55 and 10 years of Vesting Service

Benefit

Normal pension accrued reduced by 6% per year to age 60 and 5% per year to age 55.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVIII: Electrodynamics (continued)

Deferred Vested Pension

Eligibility

5 years of Vesting Service

Benefit

100% of accrued normal retirement benefit based on Annual Earnings, Credited Service, and employee contributions at date of termination. Benefit is payable from age 65. Employee may elect payment as early as age 55, with 10 years of Vesting Service; in this case payments are reduced in the same way as at early retirement. If participant is not vested at termination, employee contributions with interest may be withdrawn.

Disability Retirement Pension

Eligibility

Total and permanent disability after 15 years of Vesting Service.

Benefit

Accrued Normal Retirement Benefit based on Benefit Accrual Service to date of disability. Payments begin on the first day of the seventh calendar month after total and permanent disability begins.

Pre-Retirement Death Benefit

Eligibility

Death of participant after becoming eligible for vested benefit.

Benefit

An amount equal to the benefit derived from the participant's accrued benefit under a 50% Joint and Survivor Option is payable at the later of (i) the first of the month following or coincident with date of death, or (ii) the earliest retirement date under the Plan. Payments continue for the spouse's lifetime.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity

(2) Reduced Joint and 25% survivor annuity

(3) Reduced Joint and 50% survivor annuity

(4) Reduced Joint and 75% survivor annuity

(5) Reduced Joint and 100% survivor annuity

(6) Life annuity with certain period of 5, 10, 15, or 20 years

(7) Lump sum; Benefits with present value less than $5,000 are automatically cashed out

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVIII: Electrodynamics (continued)

Contributions

4% of pay in excess of $10,000; elective.

Summary of Changes from the January 1, 2021 Valuation

None.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Line 26a – Schedule of Active Participant Data

Distribution of Active Participants Accruing Benefits as of January 1, 2022 – Age by Credited Service[1]

	Years of Credited Service																																				
	Under 1			1 - 4			5 - 9			10 - 14			15 - 19			20 - 24			25 - 29			30 - 34			35 - 39			40 & up										
		Average			Average			Average			Average			Average			Average			Average			Average			Average			Average										
Attained Age	No.	Comp	Cash Bal	No.	Comp	Cash Bal	No.	Comp	Cash Bal	No.	Comp	Cash Bal	No.	Comp	Cash Bal	No.	Comp	Cash Bal	No.	Comp	Cash Bal	No.	Comp	Cash Bal	No.	Comp	Cash Bal	No.	Comp	Cash Bal	No.	Comp	Cash Bal	No.	Comp	Cash Bal	
Under 25																																					
25 - 29																																					
30 - 34				2			4			1																											
35 - 39	1			7			12			60	$119,095	$2,568	14																								
40 - 44				6			20	$118,221	$4,421	101	$116,025	$2,522	80	$113,385	$2,379	7																						
45 - 49				2			22	$112,274	$3,772	69	$110,379	$2,499	70	$109,223	$2,388	32	$125,190	$2,439	2																			
50 - 54				1			17			63	$110,552	$2,871	66	$104,744	$2,398	44	$116,769	$2,651	28	$113,724	$2,577	3															
55 - 59				4			45	$103,099	$4,827	96	$105,017	$2,818	91	$105,562	$2,462	63	$113,318	$2,551	90	$103,549	$2,866	34	$113,682	$4,432	12											
60 - 64							51	$88,667	$4,090	96	$95,841	$3,358	71	$99,135	$2,341	40	$99,911	$2,383	61	$102,526	$2,498	35	$115,386	$3,537	31	$114,772	$2,979	14								
65 - 69							24	$86,261	$4,381	21	$95,379	$3,109	19			14			19			4			12			9									
70 & up							6			4			10			5			1						2												

[1] Includes 2 Actives with duplicate records. Distribution of active participant tables exclude 85 Layoff/LTD records (6 of which have duplicate records) that were included in the active counts for the 2022 PBGC filing.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Line 26a – Schedule of Active Participant Data (continued)

Distribution of Active Participants with Average Frozen Annual Annuity Amounts as of January 1, 2022 – Age by Service[1]

	Years of Service																			
	Under 1		1 - 4		5 - 9		10 - 14		15 - 19		20 - 24		25 - 29		30 - 34		35 - 39		40 & up	
Attained Age	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit
Under 25																				
25 - 29																				
30 - 34	2		17		1															
35 - 39	8		81	$2,079	25	$5,537	34	$11,126	32	$12,342										
40 - 44	23	$1,041	70	$2,453	59	$5,993	43	$14,493	132	$19,360	15									
45 - 49	6		71	$2,528	47	$9,493	37	$16,557	97	$22,364	102	$35,097	5							
50 - 54	14		94	$2,933	74	$8,758	63	$18,073	81	$24,371	79	$32,021	47	$43,129	19					
55 - 59	15		142	$2,707	122	$10,648	98	$23,713	172	$25,383	83	$34,064	76	$52,016	126	$57,121	18			
60 - 64	20	$2,641	130	$3,039	102	$13,545	106	$33,217	155	$23,167	74	$31,616	44	$49,660	87	$59,138	102	$55,945	11	
65 - 69	3		50	$2,537	33	$10,900	26	$26,989	40	$20,887	25	$28,843	25	$40,315	23	$62,582	24	$58,482	17	
70 & up	2		20	$2,695	7		8		5				3		6		1		7	

[1] Includes 220 Actives with duplicate records. There are 608 Actives included with both a frozen annuity and non-accruing account balance, and there are 14 Actives excluded with neither a frozen annuity nor a non-accruing account balance. Distribution of active participant tables exclude 85 Layoff/LTD records (6 of which have duplicate records) that were included in the active counts for the 2022 PBGC filing.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Line 26a – Schedule of Active Participant Data (continued)

Distribution of Active Participants with Average Non-Accruing Account Balances as of January 1, 2022 – Age by Service[1]

	Years of Service																			
	Under 1		1 - 4		5 - 9		10 - 14		15 - 19		20 - 24		25 - 29		30 - 34		35 - 39		40 & up	
Attained Age	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance
Under 25																				
25 - 29																				
30 - 34	5																			
35 - 39	19		3		1															
40 - 44	67	$24,975	12		19		1													
45 - 49	59	$35,960	17		24	$30,340	5		2											
50 - 54	65	$40,836	19		37	$33,132	18		3		1		2							
55 - 59	53	$47,175	37	$22,065	54	$50,537	35	$52,205	22	$12,285	1		5		9		1			
60 - 64	59	$48,591	30	$16,742	32	$67,362	23	$51,637	33	$3,771	12		2		13		15		4	
65 - 69	17		13		12		9		8		4		9		5		3		3	
70 & up	7		4		3		3		1						3					

[1] Includes 8 Actives with duplicate records. There are 608 Actives included with both a frozen annuity and non-accruing account balance, and there are 14 Actives excluded with neither a frozen annuity nor non-accruing account balance. Distribution of active participant tables exclude 85 Layoff/LTD records (6 of which have duplicate records) that were included in the active counts for the 2022 PBGC filing.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

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

Prescribed Funding/PBGC Assumptions and Methods

The following assumptions and methods are prescribed by ERISA, as currently amended.

Interest rates

	2022 Plan Year	2021 Plan Year
Funding Rates – Constrained *		
First Segment Rate	4.75%	3.32%
Second Segment Rate	5.18%	4.79%
Third Segment Rate	5.92%	5.47%
Effective Interest Rate	5.38%	4.91%
Funding Rates – Unconstrained **		
First Segment Rate	1.07%	2.22%
Second Segment Rate	2.68%	3.38%
Third Segment Rate	3.36%	3.92%
Effective Interest Rate	2.86%	3.52%

* Used for minimum funding and benefit restriction purposes.

** Used for maximum tax-deduction, PBGC premium and ERISA Section 4010 reporting purposes.

The interest rates used for funding purposes are the Segment Rates with 4-month lookback, constrained in accordance with relevant legislation.

Mortality

Mortality tables mandated by current legislation as specified in IRS Regulation 1.430(h)(3)-1, as amended by IRS Notice 2020-85, applied on a static basis.

Lump Sum interest and mortality:

Interest Rate:	Forward rates implied by the funding interest rates (annuity substitution rule)
Mortality:	2022 IRC 417(e) Applicable Mortality table, as amended by IRS Notice 2020-85

Actuarial cost method

The Funding Target is the present value of accrued benefits based on compensation and service to date. The Target Normal Cost is the present value of benefits expected to be accrued during the current plan year, reflecting the effect of expected compensation increases during the year and including expected plan related expenses to be paid from plan assets during the year.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – All Groups

The following assumptions were selected by the plan's enrolled actuary. The asset valuation method was selected by the plan sponsor with the actuary's advice and is an acceptable method under the applicable provisions of the Internal Revenue Code and associated regulations.

The economic assumption that has a significant effect on the measurement is the expected rate of return on plan assets. The expected rate of return on plan assets assumption was based on an analysis of long term expected returns for the asset classes in which the plan's assets were invested as of the measurement date. Other non-prescribed assumptions having a significant impact on the measurement of the Funding Target are retirement rates, withdrawal rates, and the frequency of optional forms of payment. For the plans that merged into L3Harris Salaried Pension Plan effective December 31, 2020, the retirement rates, withdrawal rates, and the frequency of optional forms of payment were set to the assumptions used by the prior actuary. These assumptions are based on the plan sponsor's anticipated experience and are reasonable given historic gain and loss experience of the plan. Actual experience is reviewed each year and compared to the assumption. Changes are then made, as appropriate, based on this review.

Salary increase assumption (where applicable)

3.00% annually.

Social Security CPI (where applicable)

2.75% annually.

Expenses

Expected plan related expenses equal to prior year plan related expenses, excluding the prior year PBGC premiums plus current year PBGC premium were added to the Target Normal Cost. This amount is equal to $23,398,725.

Asset valuation method

The Actuarial Value of Assets is market value as of the valuation date, including the discounted value of accrued contributions, reduced by 2/3 of the gain/(loss) for the immediately preceding plan year and reduced by 1/3 of the gain/(loss) for the plan year before that. The gain/(loss) for each period is determined as the actual return on market value during the period less the expected return on market value based on an assumed earnings rate chosen by the actuary but required by current law and regulation to be not greater than the applicable third Segment Rate. The resulting value is constrained to be within a corridor of 90% to 110% of market value, including discounted receivable contributions.

	Actuary's Assumption	Third Segment Rate	Reflecting Limit
2022 Expected Return [1]	7.50%	5.92%	5.92%
2021 Expected Return [2]	7.50%	5.47%	5.47%
2020 Expected Return [2]	7.75%	5.94%	5.94%

[1] Reflects post-merger values.

[2] Reflects pre-merger values for Legacy Harris SRP.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy Harris SRP

Frequency of optional payment forms

Optional Form	Probability for	
	Retirement from Active Employment	Retirement from Deferred Vested Status
50% J&S	0%	40%
75% J&S	0%	0%
100% J&S	30%	0%
Life Annuity	40%	60%
90%/50% Sp CA	30%	0%
10 Year C&L	0%	0%
Lump Sum (PEP & Cash Balance only)	100%	100%

Marital percentage

85% of participants are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy Harris - SRP (continued)

Retirement rates

Age	Normal Retirement Rates	Standard Early Retirement Rates	Special Early Retirement Rates
50	-	-	6.53%
51	-	-	6.38%
52	-	-	6.27%
53	-	-	6.18%
54	-	-	6.11%
55	-	6.05%	7.50%
56	-	6.08%	8.00%
57	-	6.11%	8.50%
58	-	6.21%	9.00%
59	-	6.29%	9.50%
60	-	8.45%	10.00%
61	-	8.56%	15.00%
62	-	8.89%	25.00%
63	-	9.25%	15.00%
64	-	9.61%	10.00%
65	50.00%	-	-
66	30.00%	-	-
67	30.00%	-	-
68	30.00%	-	-
69	30.00%	-	-
70	100.00%	-	-

Terminated vested participants are assumed to retire at age 60.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy Harris - SRP (continued)

Disability rates

Age	Rates
25	0.03%
30	0.03%
35	0.03%
40	0.04%
45	0.08%
50	0.21%
55	0.45%
60	1.01%
65	0.00%

Withdrawal rates for active participants not eligible for retirement

Age	Non-vested Rates	Vested Rates
25	22.54%	14.54%
30	19.45%	11.45%
35	17.16%	9.16%
40	15.64%	8.64%
45	14.50%	7.50%
50	13.53%	6.53%
55	6.05%	6.05%
60	8.45%	8.45%
65	0.00%	0.00%

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy Harris - CSO

Frequency of optional payment forms

70% of future retirees are assumed to take a life annuity. Those future retirees who are assumed not to take a life annuity are assumed to take a Joint and Survivor 50% or 75% Option with equal probability.

Marital percentage

85% of participants are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Terminated vested participants are assumed to retire at age 60.

Disability rates

None assumed.

Withdrawal rates for active participants not eligible for retirement

None assumed.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy Harris - EDO

Cash Balance Accumulation Rate

Current and Future Years:	3.50%
Prior Year:	3.50%

Frequency of optional payment forms

100% of future retirees and terminations are assumed to take a life annuity for the annuity portion of their benefit and lump sum for the Cash Balance Accumulation portion of their benefit.

Martial percentage

80% of participants are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Age	Rates
55	3.50%
56	6.00%
57	7.00%
58	8.00%
59	7.00%
60	15.00%
61	15.00%
62	28.00%
63	25.00%
64	27.00%
65	50.00%
66	50.00%
67	50.00%
68	75.00%
69	75.00%
70	100.00%

Terminated vested participants are assumed to retire at age 65.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy Harris - EDO (continued)

Disability rates

Age	Rates
25	0.09%
30	0.10%
35	0.13%
40	0.20%
45	0.33%
50	0.58%
55	1.02%
60	1.60%
65	2.28%
70	3.04%
75	3.84%

Withdrawal rates for active participants not eligible for retirement

Age	Male	Female
25	8.20%	23.70%
30	7.53%	16.90%
35	6.82%	11.00%
40	6.07%	6.60%
45	5.17%	3.80%
50	3.93%	1.90%
55	2.25%	0.30%
60	0.00%	0.00%

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Technologies

Retirement rates

Age	Aviation Products II	Brashear	Certain Divisions	Corporate and Display Systems	Electron Devices Salaried	Electron Devices Value	KDI	Narda
50	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
51	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
52	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
53	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
54	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
55	5.00%	5.00%	15.00%	5.00%	20.00%	10.00%	0.00%	3.00%
56	5.00%	5.00%	10.00%	5.00%	10.00%	5.00%	0.00%	3.00%
57	5.00%	5.00%	10.00%	5.00%	10.00%	5.00%	0.00%	3.00%
58	5.00%	5.00%	10.00%	5.00%	10.00%	5.00%	0.00%	3.00%
59	5.00%	5.00%	10.00%	5.00%	10.00%	5.00%	0.00%	3.00%
60	15.00%	10.00%	10.00%	5.00%	15.00%	15.00%	0.00%	3.00%
61	15.00%	10.00%	10.00%	5.00%	15.00%	15.00%	0.00%	3.00%
62	15.00%	20.00%	30.00%	20.00%	15.00%	20.00%	0.00%	20.00%
63	15.00%	20.00%	5.00%	10.00%	15.00%	20.00%	0.00%	5.00%
64	15.00%	35.00%	5.00%	10.00%	15.00%	20.00%	0.00%	5.00%
65	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%
66	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%
67	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%
68	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%
69	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%
70	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Aviation Products II Segment –

Terminated Vested participants are assumed to follow a 15% rate of retirement for ages from 55 to 64 and 100% rate of retirement for ages 65 and up.

Brashear, Certain Divisions, Corporate and Display Systems, KDI, and Narda Segments –

Terminated Vested assumed to retire at age 65.

Electron Devices Salaried Segment –

Terminated Vested participants who met the “Rule of 75” eligibility at termination are assumed to retire immediately and Non-“Rule of 75” participants are assumed to retire at age 65.

Electron Devices Value –

Terminated vested are assumed to retire at Age 60. Layoffs within 6 years of retirement are assumed to retire at their earliest retirement age.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Technologies (continued)

Disability rates

None assumed.

Withdrawal rates for active participants not eligible for retirement

Age	Aviation Products II
25	13.00%
30	10.00%
35	10.00%
40	5.00%
45	5.00%
50	3.00%
55	3.00%
58+	0.00%

	Brashear	
Age	Male	Female
25	14.94%	22.46%
30	10.42%	14.94%
35	7.38%	10.42%
40	4.32%	7.38%
45	2.68%	4.32%
50	0.90%	2.68%
55	0.00%	0.90%
58+	0.00%	0.00%

Age	Certain Divisions
25	24.00%
30	19.50%
35	15.00%
40	12.50%
45	10.00%
50	5.00%
53+	0.00%

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Technologies (continued)

Age	Corporate and Display Systems
20	21.20%
25	15.80%
30	11.60%
35	8.40%
40	6.20%
45	4.20%
50	2.60%
55	1.00%
56+	0.00%

Service	Electron Devices Valued
0-7	8.50%
8	7.50%
9	6.50%
10	5.50%
11	5.00%
12	4.50%
13	4.00%
14	3.50%
15	3.20%
16	2.70%
17-18	2.50%
19-20	2.00%
21-23	1.50%
24+	1.00%

Withdrawal is not assumed after age 49.

Age	Narda
20	15.00%
25	15.00%
30	15.00%
35	10.00%
40	7.00%
45	5.00%
50+	3.00%

KDI and Electron Devices Salaried do not assume that active participants will withdraw.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Technologies (continued)

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives

Cash balance interest crediting rate

3.50% annually

Cost of Living Adjustment (EDS Only)

2.25%

Frequency of optional payment forms

Aviation Products, Brashear, Certain Divisions, Corporate & Display Systems, KDI, and Narda:

100% of single participants elect a life annuity, and 100% of married participants elect a 50% joint and survivor annuity.

Election Devices Salaried:

100% of participants are assumed to elect a five-year certain annuity.

Election Devices Value:

70% of male participants are assumed to take a 50% joint and survivor annuity, while 30% are assumed to take a life annuity. 55% of female participants are assumed to take a 50% joint and survivor annuity, while 45% are assumed to take a life annuity.

Cash Balance Benefits

100% Lump sum at retirement.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Communication Systems

Cash balance interest crediting rate

3.50% annually

Annual Earnings (CS East Salaried only)

PPA and VPA accounts:	3.00%
Employee Contributions:	3.00%

Retirement rates

Age	CS West II	CS East Salaried
55	3.00%	6.00%
56	3.00%	4.00%
57	3.00%	4.00%
58	3.00%	4.00%
59	3.00%	4.00%
60	3.00%	15.00%
61	3.00%	15.00%
62	15.00%	15.00%
63	15.00%	15.00%
64	15.00%	15.00%
65	25.00%	25.00%
66-69	20.00%	20.00%
70	100.00%	100.00%

Terminated vested participants are assumed to retire at age 65.

Disability rates

None assumed.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Communication Systems (continued)

Frequency of optional payment forms

CS West II:

For non-cash balance benefits, unmarried participants are assumed to take a life annuity, and married participants are assumed to take a 100% joint and survivor annuity. Cash balance benefits are assumed to be distributed as a lump sum at retirement.

CS East Salaried:

For non-cash balance, Personal Pension Account (PPA), or Voluntary Pension Account (VPA) benefits: unmarried participants are assumed to take a 5-year certain and life annuity under the GE Trans Ops Benefit Formula or a life annuity under the RIP Benefit Formula, and married participants are assumed to take a 50% Qualified joint and survivor annuity with a pop-up annuity for the first five years. Cash balance, PPA, and VPA benefits are assumed to be distributed as a lump sum at retirement.

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

Withdrawal rates for active participants not eligible for retirement

	CS West II	CS East Salaried	
Age	Unisex	Male	Female
20	7.00%	9.00%	12.00%
25	6.00%	7.50%	10.50%
30	6.00%	6.00%	9.00%
35	4.00%	4.80%	7.20%
40	2.50%	3.60%	5.40%
45	2.50%	2.40%	3.60%
50	2.50%	0.00%	0.00%
55+	0.00%	0.00%	0.00%

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Communication Systems West

Cash balance interest crediting rate

3.50% annually

Retirement rates

Age	Assumption
55	3.00%
56	3.00%
57	3.00%
58	3.00%
59	3.00%
60	3.00%
61	3.00%
62	15.00%
63	15.00%
64	15.00%
65	25.00%
66	20.00%
67	20.00%
68	20.00%
69	20.00%
70	100.00%

Terminated vested participants are assumed to retire at age 65.

Disability rates

None assumed.

Frequency of optional payment forms

For non-cash balance benefits, unmarried participants are assumed to take a life annuity, and married participants are assumed to take a 100% joint and survivor annuity. Cash balance benefits are assumed to be distributed as a lump sum at retirement.

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Communication Systems West (continued)

Withdrawal rates for active participants not eligible for retirement

Age	Assumption
20	7.00%
25	6.00%
30	5.00%
35	4.00%
40	2.50%
45	2.50%
50	2.50%
55+	0.00%

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Integrated Systems

Cash balance interest crediting rate

3.50% annually

Frequency of optional payment forms

For non-cash balance benefits, unmarried participants are assumed to take a life annuity (5-year certain and life for E-Systems Richardson and E-Systems Salaried participants), and married participants are assumed to take a 50% joint and survivor annuity. Cash balance benefits are assumed to be distributed as a lump sum at retirement.

Marital percentage

70% of male participants are assumed to be married. 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Age	Assumption
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	10.00%
61	10.00%
62	15.00%
63	15.00%
64	15.00%
65	25.00%
66	20.00%
67	20.00%
68	20.00%
69	20.00%
70	100.00%

Terminated vested participants are assumed to retire at age 65.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Integrated Systems (continued)

Disability rates

None assumed.

Withdrawal rates for active participants not eligible for retirement

Age	Rates
25	10.2%
30	7.3%
35	5.4%
40	4.1%
45	3.3%
50	2.7%
55	0.0%
60	0.0%
65	0.0%

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Link

Cash balance interest crediting rate

3.50% annually

Cost of Living Adjustment (NRPA Only)

2.50%

Frequency of optional payment forms

Except as described below, unmarried participants are assumed to take a life annuity, and married participants are assumed to take a 50% joint and survivor annuity.

100% of RTIS participants are assumed to elect payment in the form of a lump sum, as are those participants retiring with PRA accounts. Cash balance benefits are assumed to be distributed as a lump sum at retirement.

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Age	Link Non-Contributory	Link Contributory	Infrared
55	3.00%	10.00%	2.50%
56	3.00%	15.00%	2.50%
57	3.00%	20.00%	2.50%
58	3.00%	25.00%	5.00%
59	3.00%	30.00%	5.00%
60	8.00%	35.00%	7.50%
61	8.00%	40.00%	5.00%
62	15.00%	60.00%	15.00%
63	10.00%	50.00%	5.00%
64	10.00%	50.00%	5.00%
65	25.00%	25.00%	25.00%
66	20.00%	20.00%	20.00%
67	20.00%	20.00%	20.00%
68	20.00%	20.00%	20.00%
69	20.00%	20.00%	20.00%
70	100.00%	100.00%	100.00%

Terminated vested participants are assumed to retire at age 65.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Link (continued)

Disability rates

None assumed.

Withdrawal rates for active participants not eligible for retirement

Age	Link		Infrared	
	Male	Female	Male	Female
25	19.00%	17.20%	10.20%	10.20%
30	14.20%	11.90%	7.30%	7.30%
35	13.50%	7.70%	5.40%	5.40%
40	9.25%	4.90%	4.10%	4.10%
45	5.75%	2.90%	3.30%	3.30%
50	4.50%	1.50%	2.70%	2.70%
55	2.70%	0.90%	2.20%	2.20%
60	0.0%	0.0%	1.90%	1.90%
65	0.0%	0.0%	0.0%	0.0%

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Legacy L3 - Electrodynamics

Frequency of optional payment forms

Life annuity for unmarried participants. 50% joint and survivor for married participants.

Marital percentage

70% of male participants are assumed to be married at death. 55% of female participants are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Terminated vested participants are assumed to retire 100% at age 65.

Disability rates

None assumed.

Withdrawal rates for active participants not eligible for retirement

None assumed.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Funding Assumptions and Methods – All Groups

Future actuarial measurements

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the actuarial assumptions, changes expected as part of the natural operation of the methodology used for these measurements, and changes in plan provisions, applicable law or regulations. An analysis of the potential range of such future differences is beyond the scope of this report.

Use of Models

Actuarial Standard of Practice No. 56 (“ASOP 56”) provides guidance to actuaries when performing actuarial services that involve designing, developing, selecting, modifying, using, reviewing, or evaluating models. Buck used third-party software to perform the calculations that underlie the actuarial information contained in this report. The model in the third party software calculated the actuarial information provided in this report using plan provisions, data, and assumptions as of a measurement date under rules applicable to the calculations. Buck has an extensive review process whereby the results of the calculations are checked using detailed sample output, changes from year to year are summarized by source, and significant deviations from expectations are investigated. Other outputs are similarly reviewed in detail and at a high level for accuracy, reasonability, and consistency with prior results. Buck also reviews the model when software changes occur. The review is performed by experts who are familiar with applicable rules and the way the model generates its output.

Summary of Changes from the January 1, 2021 Valuation

- The interest rate basis was updated to the current rates as specified in IRS Regulation 1.430(h)(2)-1. These rates are constrained in accordance with relevant legislation.
- The mortality assumption was updated according to the projection as specified by IRS Regulation Section 1.430(h)(3)-1, as amended by IRS Notice 2020-85, applied on a static basis.
- The assumption changes listed above decreased the Funding Target.

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

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

This table calculates the weighted average retirement age for all active persons in the plan

(1) Age	(2) Expected Active Headcount	(3) Retirement Rate	(4) Expected Retirements (2)*(3)	(5) Weighted Age (1)*(4)
50	1,236.4858	0.0002	0.2328	11.6393
51	1,309.3484	0.0007	0.9066	46.2378
52	1,408.5503	0.0012	1.7562	91.3245
53	1,537.5801	0.0016	2.5119	133.1293
54	1,673.9484	0.0021	3.5068	189.3695
55	1,824.5524	0.0229	41.7759	2,297.6742
56	1,984.1317	0.0401	79.5917	4,457.1334
57	2,144.7152	0.0422	90.4538	5,155.8682
58	2,345.7499	0.0442	103.6960	6,014.3691
59	2,563.1485	0.0459	117.5245	6,933.9475
60	2,749.4232	0.0762	209.5872	12,575.2307
61	2,838.9235	0.1048	297.3850	18,140.4848
62	2,824.5085	0.1861	525.5803	32,585.9800
63	2,538.4178	0.1494	379.3316	23,897.8888
64	2,319.8015	0.1352	313.7208	20,078.1307
65	2,159.1621	0.3389	731.6781	47,559.0737
66	1,518.7598	0.2333	354.3920	23,389.8720
67	1,241.1169	0.2320	287.9100	19,289.9721
68	1,008.0993	0.2356	237.5461	16,153.1373
69	809.4585	0.2296	185.8443	12,823.2550
70	649.6644	1.0000	649.6644	45,476.5058
71	15.0000	1.0000	15.0000	1,065.0000
72	17.0000	1.0000	17.0000	1,224.0000
73	12.0000	1.0000	12.0000	876.0000
74	7.0000	1.0000	7.0000	518.0000
75	12.0000	1.0000	12.0000	900.0000
76	3.0000	1.0000	3.0000	228.0000
77	2.0000	1.0000	2.0000	154.0000
78	4.0000	1.0000	4.0000	312.0000
79	4.0000	1.0000	4.0000	316.0000
80	5.0000	1.0000	5.0000	400.0000
81	0.0000	1.0000	0.0000	0.0000
82	1.0000	1.0000	1.0000	82.0000
83	0.0000	1.0000	0.0000	0.0000
84	1.0000	1.0000	1.0000	84.0000
85	0.0000	1.0000	0.0000	0.0000
86	0.0000	1.0000	0.0000	0.0000
87	0.0000	1.0000	0.0000	0.0000
88	0.0000	1.0000	0.0000	0.0000
89	0.0000	1.0000	0.0000	0.0000
90	2.0000	1.0000	2.0000	180.0000
Total			**4,699.5960**	**303,639.2238**

Weighted Average Retirement Age = 303,639.2238 / 4,699.5960 **64.61**

Rounded Weighted Average Retirement Age **65**

Note to Column 2: The Expected Active Headcount for each age includes persons who are eligible to retire and persons who are not eligible to retire at each age.

Note to Column 3: At each age, these retirement rates are a weighted average of the rates shown in Attachment to Part V for active participants eligible to retire at the age and zero for all other active participants.

General note: The table presents values rounded to fewer significant digits than used in the calculation.

L3Harris Salaried Pension Plan
EIN/PN: 34-0276860 / 001

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2022	$16,625,096.99	$65,012,047.96	$451,154,082.76	$532,791,227.71
2023	$24,693,958.24	$36,018,810.25	$439,632,997.04	$500,345,765.53
2024	$33,264,760.51	$41,880,518.30	$427,929,212.80	$503,074,491.61
2025	$41,093,468.15	$45,889,537.35	$416,151,386.75	$503,134,392.25
2026	$47,707,690.41	$52,057,652.94	$403,407,733.16	$503,173,076.51
2027	$53,606,576.15	$55,804,927.12	$388,922,357.79	$498,333,861.06
2028	$58,660,957.20	$59,023,558.03	$376,123,601.22	$493,808,116.45
2029	$63,286,967.50	$62,576,544.15	$363,021,776.49	$488,885,288.14
2030	$66,992,246.25	$65,784,076.20	$349,618,758.55	$482,395,081.00
2031	$69,861,692.13	$66,402,144.94	$335,224,691.28	$471,488,528.35
2032	$72,072,052.11	$67,836,348.25	$320,254,800.70	$460,163,201.06
2033	$74,071,516.40	$69,517,317.65	$306,006,585.74	$449,595,419.79
2034	$75,738,786.33	$69,247,197.49	$291,492,969.07	$436,478,952.89
2035	$76,807,543.38	$69,598,445.98	$276,734,416.84	$423,140,406.20
2036	$77,443,481.12	$69,944,498.24	$261,750,277.44	$409,138,256.80
2037	$77,891,151.95	$70,041,597.50	$246,616,784.97	$394,549,534.42
2038	$78,137,099.38	$69,689,753.58	$231,361,784.97	$379,188,637.93
2039	$78,060,757.65	$69,039,095.37	$216,045,784.96	$363,145,637.98
2040	$77,802,718.63	$68,289,749.70	$200,736,743.05	$346,829,211.38
2041	$77,167,871.27	$67,597,759.19	$185,511,175.78	$330,276,806.24
2042	$76,440,645.30	$65,486,315.53	$170,452,745.08	$312,379,705.91
2043	$75,414,640.54	$64,184,260.63	$155,649,212.24	$295,248,113.41
2044	$74,000,126.62	$62,485,400.95	$141,190,422.57	$277,675,950.14
2045	$72,248,052.65	$60,036,588.79	$127,167,456.28	$259,452,097.72
2046	$70,198,171.39	$57,933,508.27	$113,670,716.88	$241,802,396.54
2047	$67,881,380.73	$55,246,095.91	$100,787,816.15	$223,915,292.79
2048	$65,184,435.55	$52,539,703.58	$88,601,245.28	$206,325,384.41
2049	$62,173,679.09	$49,611,493.22	$77,185,470.21	$188,970,642.52
2050	$58,851,808.73	$46,459,059.50	$66,603,355.64	$171,914,223.87
2051	$55,388,744.66	$43,292,249.30	$56,903,044.71	$155,584,038.67
2052	$51,793,520.87	$40,015,933.54	$48,116,112.74	$139,925,567.15
2053	$48,095,107.84	$36,760,959.29	$40,255,889.41	$125,111,956.54
2054	$44,395,854.01	$33,549,072.73	$33,316,616.45	$111,261,543.19
2055	$40,705,497.35	$30,418,282.67	$27,273,983.38	$98,397,763.40
2056	$37,116,539.87	$27,405,211.94	$22,086,252.07	$86,608,003.88
2057	$33,654,692.73	$24,539,209.15	$17,696,373.10	$75,890,274.98
2058	$30,352,814.32	$21,843,578.99	$14,035,570.89	$66,231,964.20
2059	$27,239,975.26	$19,335,112.43	$11,027,204.87	$57,602,292.56
2060	$24,330,246.31	$17,023,971.68	$8,590,611.99	$49,944,829.98
2061	$21,636,375.84	$14,914,015.64	$6,644,899.94	$43,195,291.42
2062	$19,160,153.55	$13,003,641.28	$5,112,167.85	$37,275,962.68
2063	$16,898,568.39	$11,286,696.74	$3,920,037.72	$32,105,302.85
2064	$14,843,930.02	$9,753,491.77	$3,003,428.94	$27,600,850.73
2065	$12,985,226.70	$8,391,943.33	$2,305,527.77	$23,682,697.80
2066	$11,309,471.52	$7,188,631.90	$1,778,170.08	$20,276,273.50
2067	$9,802,897.47	$6,129,615.70	$1,381,622.93	$17,314,136.10
2068	$8,451,843.07	$5,201,073.52	$1,083,924.91	$14,736,841.50
2069	$7,243,356.71	$4,389,794.31	$860,002.45	$12,493,153.47
2070	$6,165,681.06	$3,683,444.37	$690,610.00	$10,539,735.43
2071	$5,208,338.76	$3,070,712.98	$561,252.69	$8,840,304.43

L3Harris Salaried Pension Plan

EIN/PN: 34-0276860 / 001

Schedule SB, Line 19b – Contributions Made to Avoid Restrictions Adjusted to Valuation Date.

The amount in line 19b, $37,504, reflects a payment to the plan's trust to correct an overpayment of benefits. This amount was not made to avoid benefit restrictions as the line's title suggests but instead it is correcting an earlier overpayment.

L3Harris Salaried Pension Plan
EIN/PN: 34-0276860 / 001

Schedule SB, Line 15

The AFTAP shown in Line 15 of the 2022 Schedule SB is the value that appears on the actual 2022 AFTAP Certification dated December 29, 2022, according to the values shown below:

Funding Target	$	6,608,352,858
Actuarial Value of Assets	$	7,586,158,685
Adjusted Funding Target	$	6,799,807,714
Adjusted Actuarial Value of Assets	$	7,777,613,541
Prefunding Balance	$	709,933,821
Annuity Purchase during 2020 and 2021 Plan Years for NHCE	$	191,454,856

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210 - 0110
1210 - 0089

2022

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

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

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

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

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

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

Part II Basic Plan Information - enter all requested information

1a Name of plan
L3HARRIS SALARIED PENSION PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1929

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)
L3HARRIS TECHNOLOGIES, INC.

1025 WEST NASA BOULEVARD

MELBOURNE FL 32919-0001

2b Employer Identification Number (EIN) 34-0276860

2c Plan Sponsor's telephone number 321-724-3554

2d Business code (see instructions) 333200

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	Signature of plan administrator	Date 10/9/2023	ANDREA HARTMAN Enter name of individual signing as plan administrator
SIGN HERE	Signature of employer/plan sponsor	Date 10/9/2023	ANDREA HARTMAN Enter name of individual signing as employer or plan sponsor
SIGN HERE	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2022)
v. 220413

218401 12-08-22

3a Plan administrator's name and address ☐ Same as Plan Sponsor
EMPL. BEN. COM. L3HARRIS TECH INC.

1025 WEST NASA BOULEVARD
MELBOURNE FL 32919-0001

3b Administrator's EIN
34-0276860

3c Administrator's telephone number
321-724-3554

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**	54,385
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a (1)	Total number of active participants at the beginning of the plan year	**6a(1)**	5,288
a (2)	Total number of active participants at the end of the plan year	**6a(2)**	0
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	0
d	Subtotal. Add lines **6a(2), 6b,** and **6c**	**6d**	0
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	0
f	Total. Add lines **6d** and **6e**	**6f**	0
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	
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:
1A 1C 1E 1I 3H

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

9b Plan benefit arrangement (check all that apply)
- **(1)** ☒ Insurance
- **(2)** ☐ Code section 412(e)(3) insurance contracts
- **(3)** ☒ Trust
- **(4)** ☐ General assets of the sponsor

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

a Pension Schedules
- **(1)** ☒ **R** (Retirement Plan Information)
- **(2)** ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

▶ **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
L3HARRIS SALARIED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
L3Harris Technologies, Inc.

D Employer Identification Number (EIN)
34-0276860

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

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

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2022

2 Assets:

a Market value	**2a**	8,239,846,037
b Actuarial value	**2b**	7,586,158,685

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	34,219	4,721,679,732	4,721,679,732
b For terminated vested participants	14,878	939,612,783	939,612,783
c For active participants	5,288	905,961,958	947,060,343
d Total	54,385	6,567,254,473	6,608,352,858

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

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.38%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	1,353,716
b Expected plan-related expenses	**6b**	23,398,725
c Total (line 6a + line 6b)	**6c**	24,752,441

Statement by Enrolled Actuary

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

SIGN HERE SCOTT BERGER (SB)

Signature of actuary

08/29/2023
Date

SCOTT BERGER
Type or print name of actuary

2306644
Most recent enrollment number

BUCK GLOBAL, LLC
Firm name

201-902-2300
Telephone number (including area code)

200 PLAZA DRIVE
1ST FLOOR
SECAUCUS NJ 07094
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	729,830,270
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	106,753,369
9	Amount remaining (line 7 minus line 8)	0	623,076,901
10	Interest on line 9 using prior year's actual return of 13.94 %	0	86,856,920
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 4.91 %		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	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	709,933,821

Part III Funding Percentages

14	Funding target attainment percentage	14	104.05 %
15	Adjusted funding target attainment percentage	15	114.37 %
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	89.03 %
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
02/10/2022	17,000	0			
05/23/2022	21,025	0			
		Totals ► 18(b)	38,025	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	37,504
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
4.75 %	5.18 %	5.92 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	65

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	24,752,441
b Excess assets, if applicable, but not greater than line 31a	**31b**	24,752,441

32 Amortization installments:

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

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

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

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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